

**BOARD OF EDUCATION OF THE  
VOCATIONAL SCHOOL IN THE  
COUNTY OF PASSAIC**

**AGENDA**

**WORKSHOP/REGULAR MEETING  
BOARD ROOM**

**DECEMBER 19, 2013  
THURSDAY**

**I. Call to Order – Pledge of Allegiance**

**II. Sunshine Statement**

The New Jersey Open Public Meeting Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which time any business affecting their interests is discussed or acted upon. In accordance with this Act, the Board of Education of the Vocational School in the County of Passaic has caused notice of this meeting to be published by having the date, time and place thereof posted. The notice was mailed to the Herald News, and the Record, with a copy posted in the school lobby.

**III. Roll-call:** Commissioner Albert A. Alexander  
Commissioner Damaris M. Solomon  
Commissioner Glenn L. Brown  
Commissioner Michael Coscia  
Commissioner Scott E. Rixford

Administrators: Diana C. Lobosco, Superintendent  
John F. Maiello, Asst. Superintendent/H.R.  
Richard Giglio, Business Administrator  
Dr. Michael Parent, Principal  
Mae Remer, Board Secretary  
Sandra Woods, Administrative Assistant  
Gerald S. Keegan, Board Counsel  
Albert C. Buglione, Board Counsel

**IV. Petitions and Requests of the Public**

**V.            Superintendent's Report**

**2013-14 Business Partner of the Year / Sandvik Coromant**

Sandvik Coromant, has been selected as PCTI's *2013-2014 Business Partner of the Year*. This prestigious honor is part of the statewide Business Partnership Recognition Month of the New Jersey Council of County Vocational-Technical Schools (NJCCVTS).

Mr. Jamie Price, President, and Mr. Kevin J. Mayer, Productivity Center Manager, are being honored, recognized and congratulated for their partnership and service to the student of Passaic County Technical Institute.

Communications Report – Ms. Woods

Principal's Report – Dr. Parent

Business Administrator's Report – Mr. Giglio

**VI. Board Secretary's Report**

- A. Board Minutes – motion to receive, approve and file the minutes of the November 21, 2013 Workshop/Regular Meeting
- B. Financial Reports – Motion to receive and file the following financial reports of the Secretary's and Treasurer's Reports for the month ending November 30, 2013.

Board of Education's Monthly Certification

- C. Pursuant to N.J.A.C.6:20-2.212(e), we certify that as of November 30, 2013 after review of the secretary's monthly financial report (appropriations section) and upon consulting with the appropriate district officials, to the best of our knowledge no major account or fund has been over expended in violation of N.J.A.C.6:20-2.13(b), and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Board Secretary's Monthly Certification

Pursuant to N.J.A.C. 6:20-2.12(d), I certify that as of November 30, 2013, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education pursuant to N.J.S.A. 18A: 22-8 and 18A: 22-8.1.

December 19, 2013

Board Policies

- D. Motion to approve, upon the recommendation of the Superintendent, first reading of the following revised and new Board Policies and Regulations:

TEACHNJ Statute and Achieve NJ Administrative Code Policies and Regulations for Teaching Staff Member Evaluations:

Revised Policies & Regulations

#1240	Evaluation of Superintendent (Mandated)
#3142	Nonrenewal of Nontenured Teaching Staff Member
#3144	Certification of Tenure Charges
#4146	Nonrenewal of Nontenured Support Staff Member

New Policies & Regulations

#3221	Evaluation of Teacher (Mandated)
#3222	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (Mandated)
#3223	Evaluation of Administrators, Excluding Principals, Vice Principals and Assistant Principals (Mandated)
#3224	Evaluation of Principals, Vice Principals, and Assistant Principals

**VII. Administration and Finance**

- A. Motion to approve, upon the recommendation of the Superintendent, the bills and claims list attached, having been found in order by the Business Administrator, be and they are ordered to be released for payment when funds are available; and

Further that claims are entered in the Board's official minutes and be open to further inspection by Board Members and others entitled to inspect it:

\$1,567,926.69	Bills & Claims/December 19, 2013 - Columbia Bank (Master)
99,754.50	Electronic Transfers – Columbia Bank (Master)
4,645,912.54	Bills & Claims/December 19, 2013 - Columbia Bank (Café)
2,078,889.37	Payroll paid for November 27, 2013
1,981,677.25	Payroll paid for December 13, 2013

Transfers and Modifications

- B. Motion to approve, upon the recommendation of the Superintendent, the attached Transfers and Modifications for the 2013-14 Budget, and implemented by the individual responsible.

State Contracts

- C. Motion to approve, upon the recommendation of the Superintendent, to award the purchase of goods and services through State Contract Vendors, as per the appended list, in accordance with N.J.S.A. 18A: 18A-10.

2012-13 Comprehensive Annual Financial Report

- DD. Motion to receive and accept the 2012-13 Comprehensive Annual Financial Report and the Auditor's Management Report on Administrative Findings – Financial Compliance and Performance, as of and for the year ending June 30, 2012, as submitted by Ferraioli, Wielkotz, Cerullo & Cuva, PA Certified Public Accountants.
- EE. Motion to review and discuss the 2012-13 Comprehensive Annual Financial Report and the Auditor's Management Report, submitted by Ferraioli, Wielkotz, Cerullo & Cuva, covering the financial transactions of the Board Secretary, School Business Administrator, Treasurer of School Moneys, the activities of the Board of Education, and the records of the various funds under the auspices of the Board, and further direct that the attached Corrective Action Plan be adopted and implemented by the individual responsible.

Youth CareerConnect Grant

- F. Motion to approve, upon the recommendation of the Superintendent, the submission to the U.S. Department of Labor, Employment and Training Administration, the Youth CareerConnect Grant, in an amount to be determined, the will provide high school students with education and training that combines rigorous academic and technical curriculum focused on specific H-1B in-demand industries or careers that will increase participations' employability in high-growth, in-demand occupations and industries and prepare them for post-secondary education.

VII. Administration and Finance

Minimum Wage

- G. Motion to approve, upon the recommendation of the Superintendent and in accordance with New Jersey's minimum wage increase, effective January 1, 2014 the minimum hourly rate at PCTI will be set at \$8.25 an hour, and further adjust the hourly rate of those employees making less than the minimum wage.

Direct Deposit/ Mandatory

- H. Motion to approve, upon the recommendation of the Superintendent, and in accordance with A720 / S2090 Bills signed by the Governor, effective July 1, 2014 the District may opt by the adoption of a resolution to provide for the mandatory direct deposit of net pay for all employees in a specific banking institution based on formation provided by the employees, therefore, beginning with the July 15, 2014 payroll it will be mandatory that all employee payroll compensation be paid via direct deposit .

Insurance

- I. Motion to approve, upon the recommendation of the Superintendent, Builders Risk Insurance with Continental Casualty Company through UHY Insurance Advisors, for the period effective June 26, 2013 through June 26, 2015, as follows:

<u>Coverage</u>	<u>2013-2014</u>
Builders Risk	\$14,646.65

Cooperative Pricing Agreement / Hunterdon County ESC

- J. Motion to approve, upon the recommendation of the Superintendent, adopt the attached resolution and enter into a Cooperative Pricing Agreement with the Hunterdon County Educational Services Commission in accordance with the terms and conditions of the agreement.

**VIII. Curriculum and Instruction**

Workshops/Field Trips

- A. Motion to approve, upon the recommendation of the Superintendent, to authorize in advance, as required by statute, attendance at the Professional Workshops, as per the appended.
- B. Motion to approve, upon the recommendation of the Superintendent, field trips, curricular extension, and fund raiser, as per the appended.

Articulation Agreements / 2013-14 Academic Year

- CC. Motion to approve, upon the recommendation of the Superintendent, to enter into Articulation Agreement with the following educational institution, for the 2013-2014 Academic School year:

<u>Educational Institution</u>	<u>Program</u>
Bergen County Community College	Industrial Electronics

- D. William Paterson University / Practicum Placement

Motion to approve, upon the recommendation of the Superintendent, the following William Paterson University student for Practicum Placement during the 2014 Winter Semester, 2/03/14/ through 4/28/14:

<u>Name</u>	<u>Department</u>
Rosaria Dominici	SPED - English

English Field Trip

- E. Motion to approve, upon the recommendation of the Superintendent, the acceptance from the Arnhold Foundation, Inc., a check in the amount of \$5,000 in support of the English Field Trip Program, to be used in accordance with the outline in the proposal entitled "All the World's a Stage".

Home Instruction

- FF. Motion to approve, upon the recommendation of the Superintendent, to place the following students on Home Instruction:

<u>Student</u>	<u>Reason</u>	<u>Length/Time</u>	<u>Effective</u>
I.D. #145103	Maternity	8 weeks	12/20/13
I.D. #150195	Maternity	10 weeks	12/15/13
I.D. #145098	Surgery	2 weeks	12/16/13
I.D. #170789	Recovering Fractured Right Ankle	4 weeks	12/09/13

**IX. Operations/Capital Improvements**

Capital Projects Capital Project Status Report submitted by the Business Administrator through the Superintendent is attached.

IT Department Renovation / Bid No. 14-03

- A. Motion to approve, upon the recommendation of the Superintendent, and as certified by the Construction Manager and Architect, progress payment #2 to Storer Construction Services, Bid No. 14-03, IT Department Renovation, in the amount of \$39,900, subject to the availability of funds.

Use of Facilities

- B. Motion to approve, upon the recommendation of the Superintendent, the use of facilities in accordance with the terms and conditions of the Board Policy, subject to the availability:

Room FX 135	Executive County Superintendent of Schools' Office PARCC Testing/Assessment Friday, February 7, 2014 / 8:30 a.m. - 11:30 a.m.
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Athletic Center GYM Locker Room, Lobby	Passaic County Coaches Association Girls County Basketball Tournament Saturday, February 22, 2014, 11:00 a.m. – 4:00 p.m.
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Football Field Classroom (C-202)	Kicking World / Football Kicking Camp Instructional Football Kicking Camp for Youth And High School Students April 12 & 13, 2014, 9:00 a.m. – 3:00 p.m.
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Auditorium & Track/Field	Passaic County Police Academy
	Track/Field - 1/27/14 thru 4/15/14 6:00 a.m. – 8:00 a.m.
	Graduation Practice – 4/16/14 thru 4/22/14 6:30 a.m. – 8:00 a.m.
	Graduation 4/22/14 6:00 p.m. - 10:00 p.m.

**X. Personnel – Resignations/Leaves/Terminations**

- A. Motion to accept, upon the recommendation of the Superintendent, the resignation of the following staff members:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Christopher Osorio	P.T. In House Security	11/30/13
Nancy Viera	P.T. In House Security	12/31/13

- B. Motion to approve, upon the recommendation of the Superintendent, a disability leave of absence to the following staff member, in accordance with Article X.C.7.a. of the Education Association Agreement, with salary using accumulated entitlement days and without salary after entitlement days are exhausted and with benefits in accordance with the Family and Medical Leave Act:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Raymond Branca	SAC Coordinator	*12/02/13

\*until such time as medically cleared to return to work

- C. Motion to approve, upon the recommendation of the Superintendent, a disability leave of absence to the following staff member with benefits and salary using accumulative entitlement days and without salary after entitlement are exhausted and with benefits in accordance with the Family and Medical Leave Act:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Rick Faulkner	Leadperson / Grounds	*12/12/13

\*or until such time as medically cleared to return to work

- D. Motion to approve, upon the recommendation of the Superintendent, a leave of absence to the following staff member, in accordance with Article X.C.6 of Educational Association Agreement, without salary and with benefits in accordance with the Family and Medical Leave Act.

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Joanne Demarest	Culinary Arts Instructor	1/11/14 thru 1/27/14



**X Personnel – Appointments/Reappointments**

- AA. Motion to approve, upon the recommendation of the Superintendent, the appointment of the following staff members on an emergent basis requiring application to the State Department of Education for approval, for a period not to exceed three months, pending completion of the criminal history records check pursuant to NJSA 18A: 6-7.1 et. seq., effective date as indicated through June 30, 2014:

Instructional Substitute, without benefits

<u>Name</u>	<u>Position</u>	<u>Daily Rate</u>	<u>Effective</u>
Anthony Carangelo	Substitute	\$100/day	13/14 SY
Brenda Portelli	Substitute	100/day	13/14 SY
Salem Saykali	Substitute	100/day	13/14 SY

- B. Motion to approve, upon the recommendation of the Superintendent, the appointment of the following Advisor for the remainder of the 2013-14 school year:

<u>Name</u>	<u>Position</u>	<u>Hourly Rate</u>	<u>Not to Exceed</u>
Stacie Jasinski	Color Guard	\$45.32	20 hours

- C. Motion to approve, upon the recommendation of the Superintendent, the appointment of the following Jail GED Instructional Staff for the 2013-14 school year:

<u>Name</u>	<u>Position</u>	<u>Hourly Rate</u>
James Cappello	English	\$47.85
Daniel Ambrose	Substitute (English)	47.85

- D. Motion to approve, upon the recommendation of the Superintendent, the appointment of the following staff members during the Basketball and Wrestling Season, as needed, at the following stipends:

<u>Name</u>	<u>Position</u>	<u>Varsity</u>	<u>Junior Varsity</u>
Thomas Woods	Time Keeper/Clock Operator	\$50/game	\$40/game
Dina Duva	Time Keeper/Clock Operator	\$50/game	\$40/game

- E. Motion to approve, upon the recommendation of the Superintendent, a salary adjustment in accordance with the Board/Education Association Agreement, Article XVII.B. Advanced Degrees, for the educational staff members, as per the appended listed, lateral movement on the salary guide, retroactive to September 1, 2013.

- F. Motion to abolish, upon the recommendation of the Superintendent, the following Job Description:

Manager of Information System

- G. Motion to adopt, upon the recommendation of the Superintendent, the following Job Description:

Shipping / Receiving Clerk

**PASSAIC COUNTY TECHNICAL INSTITUTE  
JOB DESCRIPTION**

**SHIPPING/RECEIVING CLERK**

Page 1 of 3

**QUALIFICATIONS:**

1. High school diploma
2. Two years of experience in a warehouse facility
3. Ability to communicate effectively
4. Excellent record-keeping and organizational skills
5. Strong interpersonal skills using tact, courtesy and patience
6. Knowledge of inventory methods and practices
7. Knowledge of computer programs

**REPORTS TO:** Supervisor of Maintenance

**PERFORMANCE  
RESPONSIBILITIES:**

1. Plan, oversee and participate in the warehouse operations and activities of the District; receive, process and issue warehouse stock; assure stock and warehouse facility is maintained in a safe, clean and orderly condition
2. Receive, identify, mark and place materials sent to the warehouse according to established procedures
3. Process requisitions for supplies; prepare various merchandise for delivery; prepare packages for shipping according to established procedures
4. Assist with providing necessary security within the warehouse
5. Communicate with various District personnel, departments, vendors and others to provide and receive information, resolve questions and issues and coordinate activities
6. Pick up and deliver items utilizing District/personal vehicles as required
7. Maintain a variety of records, files and reports; maintain records of stock and order supplies as necessary
8. Operate a variety of warehouse equipment and vehicles; utilize a variety of hand tools as required; arrange for the maintenance and repair of warehouse equipment as needed
9. Train, provide work direction and coordinate the schedules and activities of assigned personnel; assist in training workers in computer operation and filing, shipping and stocking supplies
10. Operate a computer to process reports and forms and maintain inventory of warehouse materials as required
11. Perform other duties as assigned
12. Maintain regular attendance

**PASSAIC COUNTY TECHNICAL INSTITUTE  
JOB DESCRIPTION**

**SHIPPING/RECEIVING CLERK**

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**PHYSICAL  
DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and function of the job and are not meant to be all-inclusive. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential responsibilities and functions of the job.

Unless reasonable accommodations can be made while performing this job the staff member shall have the capacity to meet these requirements:

1. Work is performed while standing, sitting and/or walking.
2. Requires the ability to communicate effectively using speech, vision and hearing
3. Requires the use of hands for simple grasping and fine manipulation
4. Requires bending, squatting, crawling, climbing, reaching
5. Requires the ability to lift, carry, push or pull medium weights, up to 75 pounds
6. Requires activities involving being around moving machinery, exposure to marked changes in temperature and humidity and exposure to dust, fumes and gasses

**ENVIRONMENTAL  
DEMANDS:**

The environmental demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all-inclusive.

1. Exposure to a variety of childhood and adult diseases and illnesses.
2. Occasional exposure to a variety of weather conditions.
3. Exposure to heated/air-conditioned and ventilated facilities.
4. Exposure to a building in which a variety of chemical substances are used for cleaning, instruction, and/or operation of equipment.
5. Function in a workplace that is usually moderately quiet but that can be noisy at times.

**PASSAIC COUNTY TECHNICAL INSTITUTE  
JOB DESCRIPTION**

**SHIPPING/RECEIVING CLERK**

**Page 3 of 3**

**TERMS OF**

**EMPLOYMENT:** 12 months; salary to be determined by the Board

**EVALUATION:** Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of non-certified supervisory staff

**APPROVED:**

**DRAFT**

**AGENDA    DECEMBER 19, 2013 - PASSAIC COUNTY TECH BOARD MEETING**

**XI.            Legal Report -**

**XII.           Meeting Open for Public Comments**

**III.            Executive Session**

Motion to convene in executive session to discuss personnel, legal report and negotiations. The Board will disclose sometime in the near future that which was discussed.

Statement or action, if any.

**XIV.           Board Members Comments**

January Board Meeting is scheduled for Thursday, January 23, 2014 at 3:30 p.m.

**XV.            Meeting Adjourned**

**ADDENDUM - DECEMBER 19, 2013 - PASSAIC COUNTY TECH BOARD MEETING**

**VII. Administration and Finance**

FY14 NCLB Grant / Amendment

- KK. Motion to approve, upon the recommendation of the Superintendent, the submission to the New Jersey Department of Education, an amendment to FY14 NCLB Grant, to reflect a change in the Line Items 100-600 instructional supplies to 400-731 instructional equipment, in the amount of \$12,000 for the purchase of iPad security carts for use by Title I students.

**VIII. Curriculum and Instruction**

Felician College / Practicum Placement

- G. Motion to approve, upon the recommendation of the Superintendent, the following Felician College School Nursing and Teacher of Health Education Program student for Practicum Placement during the 2013-14 spring semester commencing January 15<sup>th</sup> to May 7, 2014, for approximately 90 clinical hours to become familiar with the school health office in the high school setting:

<u>Name</u>	<u>Department</u>
Ariel Green	School Health Office

**X. Personnel – Resignations/Leaves/Terminations**

- C. **DELETE** - Request for Family and Medical Leave Act:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Rick Faulkner	Leadperson / Grounds	*12/12/13

- E. Motion to approve, upon the recommendation of the Superintendent, a disability leave of absence to the following staff member, without salary and with benefits in accordance with the Family and Medical Leave Act:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Tami Davis	Sign Language Interpreter	February 2014

\*until such time as medically cleared to return to work

**ADDENDUM - DECEMBER 19, 2013 - PASSAIC COUNTY TECH BOARD MEETING**

**X Personnel – Appointments/Reappointments**

AA. Supervisor, with benefits

<u>Name</u>	<u>Position</u>	<u>Step/Salary</u>	<u>Effective</u>
Nicolino Nese	Athletic Director/ Supervisor Phys. Ed/Health	9 \$130,625 (prorated)	3/01/14

Instructional Staff, with benefits

<u>Name</u>	<u>Position</u>	<u>Step/Salary</u>	<u>Effective</u>
Jose F. Martinez	Teacher of Music/Vocal	1C \$60,270	1/16/14
Kathleen Ketofsky	Student Awareness Coordinator	12C \$79,895 (prorated)	1/16/14

Instructional Substitute, without benefits

<u>Name</u>	<u>Position</u>	<u>Daily Rate</u>	<u>Effective</u>
Rosemary Marte	Substitute	\$100.00	13/14 SY

E. Movement on the Guide - Salary adjustment in accordance with the Board/Education Association Agreement, Article XVII.B. Advanced Degrees, Movement of the Guide, as per the attached.

H. Motion to approve, upon, the recommendation of the Superintendent, the appointment of the following 12 month Non-Bargaining Technology Department staff member, with benefits effective January 2, 2014 through June 30, 2013:

<u>Name</u>	<u>Position</u>	<u>Salary</u>
Javiera Artiga	System Administrator	\$47,500 (prorated)

I. Motion to approve, upon the recommendation of the Superintendent, the appointment of the following After School and Saturday HSPA Prep Instructors, at the hourly rate of \$45.32, for the 2013-2014 school year, as needed, subject to student enrollment:

<u>Name</u>	<u>Name</u>
Adam Christopher	Jennifer Gunther
Ashley Salata	Larry Hurtado
Catiana Valik	Renee Michaud
Catherine Murray	Michael Pettineo

2013-2014 Instructors Moving on the Guide

Name	Position or Department	Present Degree	Earned Credits Beyond Degree	From Present Step and Salary	To New Step and Salary	Effective Date	Line Item
Bono, Josephine	Mathematics Teacher	MA	18	14C \$92,995	14D \$95,045	retro 9/1/13	
Christopher, Adam	Special Education Mathematics Teacher	MA	0	4B \$59,220	4C \$61,270	retro 9/1/13	
Fedor, Jessica	English Teacher	MA	35	6B \$60,355	6C \$62,405	retro 9/1/13	
Festa, Lisa Marie	Mathematics Teacher	MA	0	4B \$59,220	4C \$61,270	retro 9/1/13	
Gunther, Jennifer	Mathematics Teacher	BS	35	8A \$62,075	8C \$66,175	retro 9/1/13	
Hanczaryk, Michael	Social Studies Teacher	BA	18	6A \$58,305	6C \$60,355	retro 9/1/12	
Lam, York	Reading Teacher	MA	18	4C \$61,270	4D \$63,320	retro 9/1/13	
Lopez, Lourdes	LDTC	MA	18	14D \$95,045	14E \$98,120	retro 9/1/13	
Manzo, Judy	Mathematics Teacher	BA	35	14B \$90,945	14C \$92,995	retro 9/1/13	
Mombrun, Salvana	Mathematics Teacher	MA	35	13C \$84,620	13E \$89,745	retro 9/1/13	
Moussab, Jennifer	Mathematics Teacher	MA	0	7B \$61,990	7C \$64,040	retro 9/1/13	
Murray, Catherine	Social Studies Teacher	MA	18	9C \$68,910	9D \$70,960	retro 9/1/13	



2013-2014 Instructors Moving on the Guide

Name	Position or Department	Present Degree	Earned Credits Beyond Degree	From Present Step and Salary	To New Step and Salary	Effective Date	Line Item
Nunez, Nilsa	Business Education Teacher	BA	18	10C \$72,105	10D \$74,155	retro 9/1/13	
Pafilzko, Lisa	Special Education Mathematics Teacher	BS	35	6B \$60,355	6C \$62,405	retro 9/12/13	
Pena, Sylvania	Mathematics Teacher	MA	35	12C \$79,895	12E \$85,020	retro 9/1/13	
Pettineo, Michael	Special Education Mathematics Teacher	BA	18	9A \$64,810	6D \$66,860	retro 9/1/13	
Ramirez, Fatima	Special Education English Teacher	MA	0	11A \$71,640	11C \$75,740	retro 9/1/13	
Roberts, Cassandra	Dance Teacher	MA	0	8D \$68,225	8E \$71,300	retro 9/1/13	
Rosenfeld, Jay	Social Studies Teacher	MA	18	14C \$92,995	14D \$95,045	retro 9/1/13	
Salata, Ashley	English Teacher	BA	18	7A \$59,940	7B \$61,990	retro 9/1/13	
Santora, Frank	English Teacher	BA	18	11A \$71,640	11B \$73,690	retro	
Scarpa, Victoria	Social Studies Teacher	MA	18	13C \$84,620	13D \$86,670	retro 9/1/13	
Shema, Nicole	English Teacher	MA	35	11D \$77,790	11E \$80,865	retro 9/1/13	
Spencer, Robyn	English Teacher	MS	18	13B \$82,570	13D \$86,670	retro 9/1/13	
Valik, Catiana	Mathematics Teacher	MA	65	14E \$98,120	14F \$101,710	retro 9/1/13	

