

Oradell Board of Education  
Personnel Committee Report Addendum  
June 12, 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	Avgerinos, Melissa	Assistant Principal/#0232	7/31/2024 or earlier
2	Hagopian, Michael	Assistant Principal/#0232	7/22/2024 or earlier

II. NEW HIRES/APPOINTMENTS:

A. That the Board approves the following individuals(s) be appointed to the certified position(s) indicated at the salary listed for SY 2024-2025:

	Name	Position/Position Code #	Salary	FTE	Replacing	Effective Date(s)
1	Cohen, Kaitlyn	Kindergarten Teacher/#1003	BA, Step 1 \$57,000	1.0	#4843	9/1/2024-6/30/2025
2	Delpino, Jennifer	Fourth Grade Teacher/#1001	BA, Step 1 \$57,000	1.0	#4741	9/1/2024-6/30/2025
3	Kang, Eun*	Fifth Grade Teacher/#1001	MA, Step 7 \$66,525	1.0	#1194	9/1/2024-6/30/2025

\*Pending receipt of appropriate required documentation

B. That the Board of Education approves the following individual(s) be appointed to the position indicated at the salary listed for SY 2024-2025:

	Name	Position/Position Code#	Salary	Replacing	Effective Date(s)
1	Linden, Ronni*	Part-time Payroll/Benefits Coordinator/#9300	\$34,000 (prorated)	N/A	8/5/2024-6/30/2025
2	Ottevaere, Cheri*	Full-time Administrative Assistant to the Business Administrator/ Accounts Payable & Receivable Coordinator/#9300	\$58,000 (prorated)	N/A	7/8/2024-6/30/2025

\*Pending receipt of appropriate required documentation

C. That the Board of Education approves the following 2024 Summer Custodians on an as needed basis at the discretion of the Business Administrator:

	Name	Duration	Hours	Hourly Rate
1	Gomez-Restrepo, Oscar	Summer 2024	Not to exceed 30 hours per week	\$16.25
2	Lenihan, Colin*			\$15.25
3	Mihalitsianos, Anthony			\$16.25
4	Mihalitsianos, Michael			\$16.25
5	Odlum, Ryan			\$16.25

\*Pending receipt of appropriate required documentation

D. That the Board approves the following staff member(s) for kindergarten screening work for SY 2024-2025 at the compensation rate indicated:

	Name	Dates	Compensation
1	Bendett, Debra	7/1/2024-8/31/2024	\$45 per hour (maximum project cost not to exceed \$3,000)
2	Deziel, Kalene		
3	Domingues, Debbie		
4	Giacobbe, Julia		
5	Kapp, Hellen		
6	Mertens, Victoria		

E. That the Board approves the following personnel for the 2024-2025 Extended School Year Program, 6/24/2024-7/19/2024, at the compensation rate indicated:

	Name	Position	Total Hours	Total Compensation
1	Collins, Kristin	Pre-K Teacher	Per teacher: up to 60 total hours (includes 3 hours of planning)	Per teacher: 60 total hours x \$50 per hour = \$3,000 total maximum compensation
2	Cohen, Kira	Teacher		
3	Natiello, Carole			
4	Pallotta, Alexandria			
5	Wood, Christine			
6	Pena, Aimee	Pre-K Instructional Aide	Per instructional aide: up to 57 total hours	Per instructional aide: 57 total hours x \$25 per hour = \$1,425 total maximum compensation
7	Haberman, Estelle			
8	Bartelucci, Angela	Instructional Aide		
9	Durow, Lynn			
10	Mitas, Christina			
11	Pallotta, Denise			
12	Park, Andrea			
13	Tashjian, Debra			
14	Tracy, Julia			
15	Gerais, Shahinaz	Kindercamp Aide	Up to 57 total hours	57 total hours x \$25 per hour = \$1,425 total maximum compensation
16	Jacob, Jessica	Speech and Language Therapist	Up to 6 hours per week; no more than 24 total hours	\$50 per hour providing direct services; \$1,200 maximum compensation
17	Miller, Ilene	Occupational Therapist	Up to 5 hours per week; no more than 20 total hours	\$50 per hour providing direct services; \$1000 maximum compensation
18	Natiello, Carole	Multisensory Instruction	Up to 10 hours per week; no more than 40 total hours	\$50 per hour providing direct services; \$2,000 maximum compensation
19	Wood, Christine			

F. That the Board of Education approves the following substitutes for the 2024-2025 Extended School Year Program, 6/24/2024-7/19/2024, at a compensation rate of \$50 per hour for substitute teachers and \$25 per hour for substitute aides:

	Name	Position	
		Substitute Teacher	Substitute Aide
1	Doran, Mary Anne	X	
2	Durow, Lynn		X
3	Karathomas, Ailza	X	
4	Loschiavo, Jennifer		X
5	Mitas, Christina	X	
6	Murray, Diane	X	X
7	Palazzo, Julie		X
8	Tashjian, Debra	X	
9	Tolani, Ashna		X
10	Tracy, Julia	X	
11	Vallorano, Marni	X	X

G. That the Board approves the following 2024-2025 Summer Personnel from 6/24/2024-8/31/2024, at the compensation rate listed:

	Name	Activity	Compensation Rate	Total Expenditure
1	Collins, Kristin	Participation in CST IEP meetings as a special education teacher	\$50 per hour	Not to exceed \$1,000
2	Doran, Mary Anne			
3	Karathomas, Ailza			
4	Jeffs, Jane			
5	Maklin, Lesley			
6	Caruana, Jamie	Participation in CST IEP meetings as a general education teacher	\$50 per hour	Not to exceed \$1,000
7	Collins, Kristin			
8	Hook, Jennifer			
9	Kenyon, Roberta			
10	Daley, Sheila	Staff are either LDTC, occupational therapist, school psychologist, or social worker: case management and participation in CST IEP meetings	\$50 per hour	Not to exceed \$8,400
11	Goodell, Jennifer			
12	Krzastek-Kim, JeeNa			
13	Miller, Ilene			

14	Daley, Sheila	Staff are either LDTC, occupational therapist, school psychologist, social worker or speech therapist: CST evaluations and reports	\$300 for each evaluation and report as needed	Not to exceed \$9,600
15	Goodell, Jennifer			
16	Kalotkin, Michele			
17	Krzastek-Kim, JeeNa			
18	Miller, Ilene			
19	Rabinowitz, Amy			
20	Kalotkin, Michele	Speech and Language Therapist	Up to 4 total hours	\$50 per hour for direct services and meetings; \$200 maximum compensation
21	Rabinowitz, Amy	Speech and Language Therapist	Up to 4 total hours	\$50 per hour for direct services and meetings; \$200 maximum compensation
22	Cleary, Jean	ELL staff: review WIDA 2.0 results, prepare the 2023-2024 schedule, and assess new students	\$50 per hour	Not to exceed \$1,000
23	Rose, Nora			
24	Marana, Gina	Medical Record and Vaccination Updates	\$50 per hour	Not to exceed \$750
25	Mason, Rima	504 Preparation	\$50 per hour	Not to exceed \$1,250

H. That the Board of Education approves the following teachers for the Schaefer Explorations 2024 Summer Program, 6/24/2024-7/19/2024, at a rate of \$1,000 per class:

	Name	# of Classes	Total Compensation
1	Brancato, Jacob	1	\$1,000
2	Butcher, James	1	\$1,000
3	Cohen, Kaitlyn	3	\$3,000
4	Constandinou, Maria	3	\$3,000
5	Delpino, Jennifer	3	\$3,000
6	Duval, Daniel	3	\$3,000
7	Garcia, Magda	3	\$3,000
8	Heintz-Marron, Karen	2	\$2,000
9	Hook, Jennifer	3	\$3,000
10	Karathomas, Ailza	1	\$1,000
11	Kelly, Sean	3	\$3,000
12	Kenyon, Roberta	3	\$3,000
13	Lezette, Hayleigh	3	\$3,000
14	Maiella, Lisa	3	\$3,000
15	Malenda, Sheri	3	\$3,000
16	Marron, Maeve	2	\$2,000
17	McGill, Terrence	3	\$3,000

18	Menhinick, Kaitlin	3	\$3,000
19	Pizza, Melissa	3	\$3,000
20	Windram, Kathleen	3	\$3,000

I. That the Board of Education approves the following aides for the Schaefer Explorations 2024 Summer Program, 6/24/2024-7/19/2024, at a rate of \$500 per class:

	Name	# of Classes	Total Compensation
1	Brancato, Jacob	2	\$1000
2	Marron, Maeve	1	\$500

J. That the Board of Education approves the following substitutes for the Schaefer Explorations 2024 Summer Program, 6/24/2024-7/19/2024, at a rate of \$50 per session for substitute teachers and \$25 per session for substitute aides:

	Name	Position	
		Substitute Teacher	Substitute Aide
1	Brancato, Jacob	X	X
2	Choka, Eileen	X	X
3	Doran, Mary Anne	X	X
4	Haberman, Estelle		X
5	Karathomas, Ailza	X	X
6	Loschiavo, Jennifer		X
7	Terzano, Kristin	X	X
8	Tolani, Ashna	X	X
9	Vallorano, Marni	X	X
10	Velmonte, Reischell	X	X
11	Wittkamp, Dawn	X	X

K. That the Board of Education approves the nurse for the Schaefer Explorations 2024 Summer Program, 6/24/2024-7/19/2024, at a rate of \$50 per hour:

Name	Total Program Hours	Total Compensation
Marana, Gina	3 hours per day x 19 days = 57 program hours	\$50 per hour x 57 program hours = \$2,850 maximum compensation

L. That the Board of Education approves the following staff member(s) to facilitate the Title I Parent Engagement Read Aloud Event, 6/13/2024, at the compensation rate indicated:

	Name	Position	Total Hours	Maximum Compensation
1	Constandinou, Maria	Title I Parent Engagement Read Aloud Facilitator	Per teacher: 1 hour (instruction)	Per teacher: \$50* 1 hour (instruction) x \$50 per hour = \$50
2	Karathomas, Ailza			
3	Terzano, Kristin			

\*Paid with Title I funds

M. That the Board of Education approves the following staff member(s) to facilitate the Title I Rising Grade 1 Foundational Reading Program, 6/24/2024-7/19/2024, at the compensation rate indicated:

Name	Position	Total Hours	Maximum Compensation
Karathomas, Ailza	Title I Rising Grade 1 Foundational Reading Program Facilitator	Per teacher: 19 hours (instruction) 4 hours (planning)	Per teacher: \$1,030* 19 hours (instruction) x \$50 per hour = \$950 4 hours (planning) x \$20 per hour = \$80

\*Paid with Title I funds

N. That the Board of Education approves the following staff member(s) to facilitate the Title I Rising Grade 2 Foundational Reading Program, 6/24/2024-7/19/2024, at the compensation rate indicated:

Name	Position	Total Hours	Maximum Compensation
Karathomas, Ailza	Title I Rising Grade 2 Foundational Reading Program Facilitator	Per teacher: 19 hours (instruction) 4 hours (planning)	Per teacher: \$1,030* 19 hours (instruction) x \$50 per hour = \$950 4 hours (planning) x \$20 per hour = \$80

\*Paid with Title I funds

O. That the Board of Education approves the following 2024 Summer Technology Intern on an as needed basis at the discretion of the Business Administrator:

Name	Duration	Hours	Hourly Rate
Brancato, Jacob	Summer 2024	Not to exceed 15 hours per week	\$16.25

III. TRANSFERS/REASSIGNMENTS: NONE

IV. LEAVE OF ABSENCE:

A. That the Board of Education approves the following Leave(s) of Absence for SY 2024-2025:

Employee	Type of LOA	Start Date
#4852	FMLA/NJFLA: 10 days Unpaid with health benefits.	9/2/2024

V. SALARY ADJUSTMENTS/REIMBURSEMENTS/PAYOUT OF DAYS/LONGEVITY: NONE

VI. EMPLOYMENT STATUS CHANGES: NONE

VII. REVISIONS:

A. REVISED 8/16/2023: That the Board of Education approves the Grade Level Chair Appointments and Stipends for SY 2023-2024:

	Grade Level	Teacher	Stipend
1	Kindergarten	Deziel, Kalene	\$125
2	Kindergarten	Kapp, Hellen	\$250
3	Kindergarten	Mertens, Victoria	\$125

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	Mason, R.	Documentation to Protect Client, Yourself & Your Organization	Rutgers Office of Continuing Education	Virtual	6/24/2024	\$60	\$0	N/A
2	Mason, R.	Social Media From a Social Work Perspective	Rutgers Office of Continuing Education	Virtual	6/25/2024	\$60	\$0	N/A
3	Coccia, J.	Differentiated Math Instruction	K-5 Math Teaching Resources	OPS	6/25/2024 (Gr 4-6) 6/26/2024 (Gr K-3)	\$0	Per teacher: \$90 (3 hours @ \$30 per hour)	\$0
4	Delpino, J.							
5	Hook, J.							
6	Karathomas, A.							
7	Menhinick, K.							
8	Pallotta, A.							
9	Rosen, R.							
10	Scanlon, K.							

IX. INTERNS/TUTORS/VOLUNTEERS: NONE

X. SPECIAL ISSUES: NONE