

WALL TOWNSHIP PUBLIC SCHOOLS
OFFICE OF THE BUSINESS ADMINISTRATOR/BOARD SECRETARY
PO Box 1199
Wall, New Jersey 07719-1199

Brian J. Smyth
Custodian of Records

Phone: 732-556-2016
FAX: 732-556-2102

June 19, 2024

Re: OPRA 24-125B

Betsy Cross

opra+request-62217-a0b20488@requests.opramachine.com

Good afternoon,

The Wall Township Board of Education is in receipt of your request dated May 30, 2024, wherein you requested records as follows:

“1) a copy of all correspondence sent from anyone in the NJ COMPTROLLER'S OFFICE (Kevin Walsh is the Acting State Comptroller) to the Wall BOE including but not limited to Brian Smyth, Tracy Handerman, Cheryl Dyer, Christine Steitz, Ralph Addonizio requesting information from the Wall BOE.

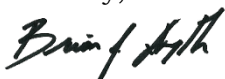
2) a copy of all correspondence with any and all attachments sent from the Brian Smyth, Tracy Handerman, Cheryl Dyer, Athina Cornell, Anthony Sciarrillo, Dennis McKeever or anyone from the law firm (Sciarrillo, Merlino, Cornell, McKeever and Osborne) or anyone in the Wall BOE to the Comptroller's Office as per a written request for information and documents. Please include a copy of any and all correspondence sent to them including but not limited to e:mail(s), letter(s), fax, and names of investigators if a telephone conversation took place speaking with an investigator and a summary of the conversation. The timeframe is January 1, 2018 - May 1, 2024.”

On June 11, 2024, you were advised that an extension until no later than today, June 19, 2024, was required due to your request spanning six years, with no subject matter referenced.

Accordingly, attached are government records consisting of 185 pages that are responsive to your request.

If your request for access to a government record has been denied or unfilled within the seven (7) business days required by law, you have a right to challenge the decision by the Wall Township Board of Education to deny access. At your option, you may either institute a proceeding in the Superior Court of New Jersey or file a complaint with the Government Records Council (GRC) by completing the Denial of Access Complaint Form. You may contact the GRC by toll-free telephone at 866-850-0511, by mail at P.O. Box 819, Trenton, NJ 08625, be-mail at grc@dca.state.nj.us, or at their web site at www.state.nj.us/grc. The GRC can also answer other questions about the law. All questions regarding complaints filed in Superior Court should be directed to the Court Clerk in your County.

Sincerely,



Brian J. Smyth
Records Custodian

BJS/dc

From: Bender, David [OSC] <David.Bender@osc.nj.gov> <David.Bender@osc.nj.gov>
Sent time: 11/02/2023 09:01:09 AM
To: bsmyth@wallpublicschools.org
Subject: Document request
Attachments: Document Request - Wall School District.pdf image001.png

Dear Mr. Smyth:

Please see the attached document request. If you have any questions, please feel free to contact me at the number below.

David B. Bender, Esq., *he/him/his*
Legal Affairs and Audit Specialist
(609) 789-5147 | david.bender@osc.nj.gov



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Notice to OPRA Custodians: The Office of the State Comptroller considers communications such as this as advisory, consultative, or deliberative and exempt from disclosure under the Open Public Records Act, N.J.S.A. 47:1A-1 et seq. OPRA Custodians should take further note that State law specifically protects certain communications by or between the Office of State Comptroller and state and local entities from disclosure under the Open Public Records Act and other requests for documents. This includes communications involving audits, investigations, evaluations, inspections, requests for assistance and cooperation, including surveys, requests for information, performance reviews, contract reviews, and other reviews pursuant to N.J.S.A. 52:15B-13, N.J.S.A. 52:15C-14(c), N.J.S.A. 52:15C-10(b)(5)), N.J.S.A. 30:4D-61(b), and any other applicable statutes, regulations, executive orders, administrative directives, or other mandates involving the Office of the State Comptroller.



State of New Jersey

PHILIP D. MURPHY
Governor

TAHESHA L. WAY
Lt. Governor

OFFICE OF THE STATE COMPTROLLER
P.O. BOX 024
TRENTON, NJ 08625-0024
(609) 984-2888

KEVIN D. WALSH
Acting State Comptroller

CONFIDENTIAL

November 2, 2023

Via Electronic Mail

Brian Smyth
School Business Administrator/Board Secretary
Business Office
1620 18th Avenue
Building A
Wall, NJ 07719
bsmyth@wallpublicschools.org

RE: First Request for Documents and Information

Dear Mr. Smyth:

Pursuant to *N.J.S.A. 52:15B-1 et seq.* and *N.J.S.A. 52:15C-1 et seq.*, the Office of the State Comptroller requests the documents and information listed below from the Wall Board of Education. As used in this request, "documents" shall include, but not be limited to, any written materials, graphic materials, video recordings, however produced or reproduced, either electronic or otherwise, within the Wall Board of Education's possession, custody, or control.

The Office of the State Comptroller requests the documents and information listed below from the Wall Board of Education:

1. Copies of all of former Principal Rosaleen Sirchio's employment contracts, from 2016 to her final employment contract.
2. Copies of Wall Board of Education's policy and procedures manual, including any policies concerning accrual of sick and vacation time, as well

The information contained in this document is confidential and privileged, and exempt from disclosure under the Open Public Records Act, N.J.S.A. 47:1A-1 et seq.

as employees ability to receive compensation for unused sick and vacation time, from 2016 to the present;

3. Any and all records of sick and vacation leave accrual and payment for former Principal Rosaleen Sirchio since January 1, 2016 until present;
4. Any and all documents pertaining to the separation agreement between former Principal Rosaleen Sirchio and the Wall Board of Education, including relevant Board minutes, a copy of the separation agreement, and a copy of the ordinance approving the agreement;
5. Copies of any and all correspondence between the Wall Board of Education and former Principal Rosaleen Sirchio and her attorney (if applicable) regarding Ms. Sirchio's administrative leave and subsequent separation from Wall Board of Education and any compensation related to Ms. Sirchio's separation;
6. Copies of any and all documents and correspondence between the New Jersey Department of Education's Monmouth County Executive Superintendent of Schools and former Principal Rosaleen Sirchio's regarding Ms. Sirchio's separation, payment for unused sick or vacation time, or any compensation related to Ms. Sirchio's separation from the Wall Board of Education;
7. Copies of any and all documents and correspondence that the Wall Board of Education considered when voting to approve the separation agreement between Ms. Sirchio and the Wall Board of Education.

Please provide copies of these documents on or before **November 17, 2023**. We kindly request that you submit the aforementioned documentation electronically to david.bender@osc.nj.gov. In the event that you cannot produce the documentation electronically, or have any other questions regarding this request, please contact me at (609) 789-5147.

Thank you for your courtesy and cooperation regarding this request.

Very truly yours,

KEVIN D. WALSH
ACTING STATE COMPTROLLER

By: /s/David B. Bender
David B. Bender
Legal Affairs and Audit Specialist

From: Brian Smyth <bsmyth@wallpublicschools.org> <bsmyth@wallpublicschools.org>
Sent time: 11/02/2023 10:01:49 AM
To: Bender, David [OSC] <David.Bender@osc.nj.gov>
Subject: Re: Document request
Attachments: image001.png

Hi Mr. Bender,

Please know that your correspondence has been received and we will provide the requested documents as soon as possible and no later than November 17, 2023.

Brian J. Smyth

Business Administrator/Board Secretary
Phone: (732) 556-2016 Fax: (732) 556-2102
bsmyth@wallpublicschools.org

On Thu, Nov 2, 2023 at 9:01 AM Bender, David [OSC] <David.Bender@osc.nj.gov> wrote:

Dear Mr. Smyth:

Please see the attached document request. If you have any questions, please feel free to contact me at the number below.

David B. Bender, Esq., *he/him/his*
Legal Affairs and Audit Specialist
(609) 789-5147 | david.bender@osc.nj.gov



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Notice to OPRA Custodians: The Office of the State Comptroller considers communications such as this as advisory, consultative, or deliberative and exempt from disclosure under the Open Public Records Act, N.J.S.A. 47:1A-1 et seq. OPRA Custodians should take further note that State law specifically protects certain communications by or between the Office of State Comptroller and state and local entities from disclosure under the Open Public Records Act and other requests for documents. This includes communications involving audits, investigations, evaluations, inspections, requests for assistance and cooperation, including surveys, requests for information, performance reviews, contract reviews, and other reviews pursuant to N.J.S.A. 52:15B-13, N.J.S.A. 52:15C-14(e), N.J.S.A. 52:15C-10(b)(5)), N.J.S.A. 30:4D-61(b), and any other applicable statutes, regulations, executive orders, administrative directives, or other mandates involving the Office of the State Comptroller.



**CORNELL, MERLINO
McKEEVER & OSBORNE, LLC**

ATTORNEYS AT LAW

Email: acornell@cmmolaw.com

December 1, 2023

Sent via Electronic Mail

David Bender, Legal Affairs and Audit Specialist
Office of the State Comptroller
P.O. Box 024
Trenton, NJ 08625

Re: First Request for Documents and Information

Dear Mr. Bender:

This office represents the Wall Township Board of Education ("Board"). Please accept the following as the Board's response to the First Request for Documents and Information ("Request") as set forth in your correspondence dated November 2, 2023. As per our telephone conversation on November 2, 2023, your office provided the Board with an extension of time to respond to the Request by December 1, 2023.

In response to the Request, the Board responds as follows:

1. Copies of all of former Principal Rosaleen Sirchio's employment contracts, from 2016 to her final employment contract.

Response

Please see Exhibit A.

- i. Individual employment contracts from 2016 to Ms. Sirchio's final employment contract for the 2023-2024 school year.
- ii. Collective Bargaining Agreements ("CBA") between the Wall Township Board of Education ("Board") and the Wall Township Administrative and Supervisory Council ("Association") (2014-2017), (2017-2020), (2020-2023), and Memorandum of Agreement Between the Board and the Association for a Successor Contract to the Current Contract Between the Board and the Association for the Period July 1, 2023 to June 30, 2028.

2. Copies of Wall Board of Education's policy and procedures manual, including any policies concerning accrual of sick and vacation time, as well as employees ability to receive compensation for unused sick and vacation time, from 2016 to the present.

Response

All Board policies and regulations are available on the Wall Township School District's ("District") website at the following link:

<https://www.straussesmay.com/seportal/Public/pubElanOnline.aspx?id=c225768111b1489aa024ba0abfc4a200>

Please refer to Exhibit A and the CBAs (2014-2017), (2017-2020), (2020-2023), and the Memorandum of Agreement Between the Board and the Association for a Successor Contract to the Current Contract Between the Board and the Association for the Period July 1, 2023 to June 30, 2028, for negotiated provisions regarding compensation for accumulated unused sick and vacation time from 2016 to the present.

3. Any and all records of sick and vacation leave accrual and payment for former Principal Rosaleen Sirchio since January 1, 2016, until present.

Response

Please see Exhibit B. Ms. Sirchio's attendance records are provided for the period of January 1, 2016 through November 2, 2023, the date of the Request. Please be advised that Ms. Sirchio's Employee Number was redacted in order to protect confidentiality. For additional information regarding sick and vacation leave accrual and payment for same, please see Exhibit A for a copy of the CBA, and Exhibit C for a copy of the Separation of Service Agreement between the Board and Ms. Sirchio, with appropriate redactions.

4. Any and all documents pertaining to the separation agreement between former Principal Rosaleen Sirchio and the Wall Board of Education, including relevant Board minutes, a copy of the separation agreement, and a copy of the ordinance approving the agreement.

Response

Please see Exhibit C:

- i. Separation of Service Agreement between the Board and Ms. Sirchio; and
- ii. Board Minutes from meeting of September 19, 2023.

Please be advised that redactions appear throughout the Separation of Service Agreement. These redactions were made in accordance with the privacy interest exception to OPRA (N.J.S.A. 47:1A-1), and to protect confidential personnel information not subject to disclosure as per the requirements of N.J.S.A. 47:1A-10. See, Libertarians for Transparent Government v. Cumberland County, et. als., 250 N.J. 46 (2022); Jackson v. Kean

University, Custodian of Record, GRC Complaint No. 2002-98 (February 28, 2004);
N.J.A.C. 12:16-2.1.

5. Copies of any and all correspondence between the Wall Board of Education and former Principal Rosaleen Sirchio and her attorney (if applicable) regarding Ms. Sirchio's administrative leave and subsequent separation from Wall Board of Education and any compensation related to Ms. Sirchio's separation.

Response

Please see Exhibit D:

- i. Board Minutes from meeting of April 26, 2022; and
- ii. May 24, 2022, correspondence from Dr. Tracy Handerhan, Superintendent of Schools, to Ms. Sirchio; and

Please be advised that the May 24, 2022, correspondence was redacted to protect confidential personnel information.

For additional information regarding Ms. Sirchio's administrative leave and subsequent separation from the Wall Township Board of Education, see Exhibit C for a copy of the Separation of Service Agreement between the Board and Ms. Sirchio.

6. Copies of any and all documents and correspondence between the New Jersey Department of Education's Monmouth County Executive Superintendent of Schools and former Principal Rosaleen Sirchio regarding Ms. Sirchio's separation, payment for unused sick or vacation time, or any compensation related to Ms. Sirchio's separation from the Wall Board of Education.

Response

The Board is not in possession of any such documents or correspondence between the New Jersey Department of Education's Monmouth County Executive Superintendent of Schools and former Principal Rosaleen Sirchio.

7. Copies of any and all documents and correspondence that the Wall Board of Education considered when voting to approve the separation agreement between Ms. Sirchio and the Wall Board of Education.

Response

When executing and voting to approve the Separation of Service Agreement between the Board and Ms. Sirchio, the Board considered all documents included in the attached exhibits, including but not limited to separation payments required as per the applicable collective bargaining agreement between the Board and Ms. Sirchio as provided by the Business Office and legal counsel.

David Bender, Legal Affairs and Audit Specialist
Office of the State Comptroller
December 1, 2023
Page 4

The Board is happy to provide the requested information. As demonstrated by the enclosed, this matter required significant consideration in full compliance with applicable collective bargaining agreements, legal requirements, and District practice.

Thank you.

Very truly yours,
CORNELL, MERLINO, McKEEVER & OSBORNE, LLC

A handwritten signature in black ink, appearing to read 'Athina C', followed by a long horizontal flourish.

Athina Lekas Cornell

ALC:jao

Enclosures

cc: Dr. Tracy Handerhan, Superintendent of Schools (via electronic mail)
Brian Smyth, School Business Administrator/Board Secretary (via electronic mail)

EXHIBIT A

WALL TOWNSHIP PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS
P.O. BOX 1199 • 18TH AVENUE
WALL, N.J. 07719-1199

CHERYL DYER
SUPERINTENDENT OF SCHOOLS

TELEPHONE 732.556.2005
EMAIL cdyer@wall.k12.nj.us
FAX 732.556-2101

May 18, 2016

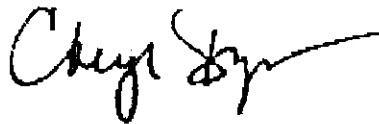
Rosaleen Sirchio
High School

Dear Rosaleen:

It is my pleasure to inform you that the Wall Township Board of Education voted to renew your contract for the 2016-2017 school year at its meeting on Tuesday, May 17, 2016.

As a tenured staff member, you are receiving three copies of this letter. Upon receipt, please review the information below then sign and return two copies to the Human Resources Department.

Sincerely,



Cheryl Dyer
Superintendent of Schools

2016/2017 SCHOOL YEAR:

DELIVER CONTRACT TO: **High School**

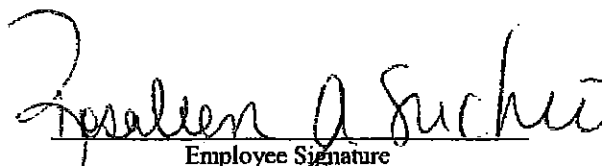
POSITION: **HS Principal**

BASE SALARY: **\$169,488.59**

LONGEVITY: **\$2,250.00**

ED CREDITS: **\$0.00**

TOTAL SALARY: **\$171,738.59**

 5/31/16
Employee Signature Date

WALL TOWNSHIP PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS
P.O. BOX 1199 • 18TH AVENUE
WALL, N.J. 07719-1199

CHERYL DYER
SUPERINTENDENT OF SCHOOLS

TELEPHONE 732.556.2005
EMAIL cdyer@wallk12.nj.us
FAX 732.556-2101

July 20, 2017

Rosaleen Sirchio
High School

Dear Rosaleen:

It is my pleasure to inform you that the Wall Township Board of Education voted to renew your contract for the 2017-2018 school year at its meeting on Tuesday, May 23, 2017.

As a tenured staff member, you are receiving three copies of this letter. Upon receipt, please review the information below then sign and return two copies to the Human Resources Department.

Sincerely,



Cheryl Dyer
Superintendent of Schools

2017/2018 SCHOOL YEAR:

DELIVER CONTRACT TO: High School

POSITION: HS Principal

BASE SALARY: \$169,488.59

LONGEVITY: \$2,250.00

ED CREDITS: \$0.00

TOTAL SALARY: \$171,738.59


Employee Signature

8/31/17
Date

WALL TOWNSHIP PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

P.O. BOX 1199 • 18TH AVENUE

WALL, N.J. 07719-1199

CHERYL DYER
SUPERINTENDENT OF SCHOOLS

TELEPHONE 732.556.2005

EMAIL cdyer@wall.k12.nj.us

FAX 732.556-2101

November 3, 2017

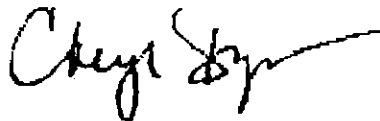
Rose Sirchio
High School

Dear Rose:

It is my pleasure to inform you that the Wall Township Board of Education voted to renew your contract for the 2017-2018 school year at its meeting on Tuesday, October 17, 2017.

As a tenured staff member, you are receiving three copies of this letter. Upon receipt, please review the information below then sign and return two copies to the Human Resources Department.

Sincerely,



Cheryl Dyer
Superintendent of Schools

2017/2018 SCHOOL YEAR:

DELIVER CONTRACT TO: **High School**

POSITION: **HS Principal**

BASE SALARY: **\$172,878.00**

LONGEVITY: **\$3000.00**

ED CREDITS: **\$**

TOTAL SALARY: **\$175,878.00**


Employee Signature

11/9/17
Date

WALL TOWNSHIP PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS
P.O. BOX 1199 • 18TH AVENUE
WALL, N.J. 07719-1199

CHERYL DYER
SUPERINTENDENT OF SCHOOLS

TELEPHONE 732.556.2005
EMAIL cdyer@wall.k12.nj.us
FAX 732.556-2101

May 16, 2018

Rosaleen Sirchio
HS Principal

Dear Rosaleen :

It is my pleasure to inform you that the Wall Township Board of Education voted to renew your contract for the 2018-2019 school year at its meeting on Tuesday, May 15, 2018.

As a tenured staff member, you are receiving two copies of this letter. Upon receipt, please review the information below then sign and return one copy to the Human Resources Department.

Sincerely,



Cheryl Dyer
Superintendent of Schools

2018/2019 SCHOOL YEAR:

DELIVER CONTRACT TO: WHS

POSITION: HS Principal

BASE SALARY: \$176,335.93

LONGEVITY: \$3,000.00

ED CREDITS: \$0.00

TOTAL SALARY: \$179,335.93

 5/31/18
Employee Signature Date

WALL TOWNSHIP PUBLIC SCHOOLS
OFFICE OF THE SUPERINTENDENT OF SCHOOLS
P.O. BOX 1199 • 18TH AVENUE
WALL, N.J. 07719-1199

CHERYL DYER
SUPERINTENDENT OF SCHOOLS

TELEPHONE 732.556.2005
EMAIL cdyer@wall.k12.nj.us
FAX 732.556-2101

May 22, 2019

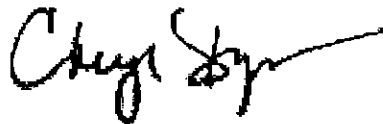
Rosaleen Sirchio
HS Principal

Dear Rosaleen :

It is my pleasure to inform you that the Wall Township Board of Education voted to renew your contract for the 2019-2020 school year at its meeting on Tuesday, May 21, 2019.

As a tenured staff member, you are receiving two copies of this letter. Upon receipt, please review the information below then sign and return one copy to the Human Resources Department.

Sincerely,



Cheryl Dyer
Superintendent of Schools

2019/2020 SCHOOL YEAR:

DELIVER CONTRACT TO:

POSITION: HS Principal

BASE SALARY: \$179,862.64

LONGEVITY: \$3,000.00

ED CREDITS: \$0.00

TOTAL SALARY: \$182,862.64


Employee Signature

5/24/19
Date

WALL TOWNSHIP PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

P.O. BOX 1199 • 18TH AVENUE

WALL, N.J. 07719-1199

DR. TRACY HANDERHAN
SUPERINTENDENT OF SCHOOLS

TELEPHONE 732.556.2005
EMAIL thanderhan@wall.k12.nj.us
FAX 732.556-2101

May 19, 2021

Rosaleen Sirchio
HS Principal

Dear Rosaleen :

It is my pleasure to inform you that the Wall Township Board of Education voted to renew your contract for the 2021-2022 school year at its meeting on Tuesday, May 18, 2021.

As a tenured staff member, you are receiving two copies of this letter. Upon receipt, please review the information below then sign and return one copy to the Human Resources Department.

Sincerely,



Dr. Tracy Handerhan
Superintendent of Schools

2021-2022 SCHOOL YEAR:

DELIVER CONTRACT TO:

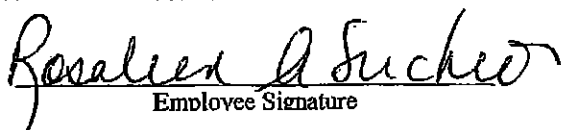
POSITION: HS Principal

BASE SALARY: \$187,587.74

LONGEVITY: \$3,000.00

ED CREDITS: \$0.00

TOTAL SALARY: \$190,587.74


Employee Signature

5/21/2021
Date



1620 18th Avenue
Wall, NJ 07719

ADMINISTRATOR

EMPLOYEE: Rosaleen Sirchio
SCHOOL YEAR: **2022-2023**
POSITION: Principal

BASE SALARY: \$191,808.46
EDUCATIONAL CREDITS: \$-
LONGEVITY (if Applicable): \$3,000.00

It is agreed between the Board of Education of Wall Township in the County of Monmouth, party of the first part, and **Rosaleen Sirchio**, party of the second part, that said board of education does hereby engage and employ the said party of the second part to perform the assigned duties and responsibilities of the position in the public schools, under the control of said Board of Education from the **1st day of July, 2022 to the 30th day of June, 2023**, at the salary of **\$194,808.46** to be paid in equal semi-monthly installments. That the said party of the second part holds the appropriate New Jersey certificate now in full force and effect or will provide such certificate before the date said person shall begin service.

The said party of the second part hereby accepts the employment aforesaid and agrees to faithfully do and perform duties under the employment aforesaid, and to observe and enforce the rules prescribed for the government of the schools by the Board of Education.

It is hereby agreed by the parties hereto that this contract may at any time be terminated by either party giving to the other sixty (60) days' notice in writing of intention to terminate the same but that in the absence of any provision herein for a definite number of days' notice the contract shall run the full term named above.

Dated this **1st day of September 2022**, Board of Education of the District of Wall Township in the County of Monmouth.

President _____

Employee _____

Attest _____, Secretary

RETURN ONE COPY to Human Resources Department



ADMINISTRATOR

EMPLOYEE: Sirchio, Rosaleen
SCHOOL YEAR: **2023-2024**
POSITION: PRINCIPAL

BASE SALARY: \$197,563
LONGEVITY (if Applicable): \$3,200
ADMIN ED CREDITS: \$

It is agreed between the Board of Education of Wall Township in the County of Monmouth, party of the first part, and **Sirchio, Rosaleen**, party of the second part, that said board of education does hereby engage and employ the said party of the second part to perform the assigned duties and responsibilities of the position in the public schools, under the control of said Board of Education from the **1st day of July, 2023 to the 30th day of June, 2024**, at the salary of **\$200,763** to be paid in equal semi-monthly installments. That the said party of the second part holds the appropriate New Jersey certificate now in full force and effect or will provide such certificate before the date said person shall begin service.

The said party of the second part hereby accepts the employment aforesaid and agrees to faithfully do and perform duties under the employment aforesaid, and to observe and enforce the rules prescribed for the government of the schools by the Board of Education.

It is hereby agreed by the parties hereto that this contract may at any time be terminated by either party giving to the other sixty (60) days' notice in writing of intention to terminate the same but that in the absence of any provision herein for a definite number of days' notice the contract shall run the full term named above.

Dated this **1st day of September 2023**, Board of Education of the District of Wall Township in the County of Monmouth.

President _____

Employee _____

Attest _____, Secretary

RETURN ONE COPY to Human Resources Department

AGREEMENT

WALL TOWNSHIP BOARD OF
EDUCATION

AND

WALL TOWNSHIP ADMINISTRATIVE
AND SUPERVISORY COUNCIL

2014-2015

2015-2016

2016-2017

Board Approved – June 16, 2015

ARTICLE I
RECOGNITION

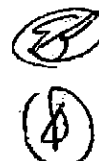
A. Unit Membership

In accordance with Chapter 123, Public Law of 1974 as amended, the Wall Township Board of Education (hereinafter "Board of Education") hereby recognizes the Wall Township Administrative and Supervisory Council (hereinafter "Council") as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all professional administrative and supervisory personnel may include:

High School Principal
High School Assistant Principal
Intermediate School Principal
Intermediate School Assistant Principal
Elementary School Principal
Elementary School Assistant Principal
Director of Special Services
Coordinator of Special Education
Adult School Principal
Athletic Director
Career Education Coordinator
Guidance Director
Dean of Studies (7-12); and those persons acting in these capacities
Ten Month Supervisor
Twelve Month Supervisor

B. Definition:

Unless otherwise indicated, the term "Council Member" when used hereinafter in this agreement shall refer to all professional employees represented by the Wall Township Administrative and Supervisory Council.



Article II
NEGOTIATION PROCEDURE

A. Deadline Dates

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Law of 1974 as amended, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Negotiations shall begin within the time frames as established by the Public Employment Relations Commission.

B. Negotiations Team Authority

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals and make counter proposals in the course of negotiations. Final approval of tentative agreements can only be determined by the Board of Education and the Council membership.

C. Maintaining Current Benefits

All terms and conditions as stated in this agreement shall be extended until a successor agreement is ratified by the Board of Education and the Council membership, except as specified.

D. Modification

This agreement incorporates the entire understanding of the parties on the items negotiated and shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.



ARTICLE III
GRIEVANCE PROCEDURE

A. Definition

Grievance:

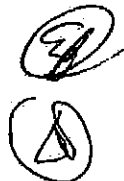
A "grievance" is a complaint by which an employee or employees in the Bargaining Unit, or the bargaining representatives, may appeal the interpretation, application or violation of policies, agreement and administrative decisions affecting them.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise affecting Council members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Principles

1. Failure by either party at any step of this procedure as outlined in Article III D 2, 3, and 4 to render a decision within the estimated timeline shall move the grievance to the next level.
2. All meetings and hearings under this procedure shall be conducted in private, shall include only such parties in interest and their designated or selected representatives.
3. All documents, communications and records dealing with the grievance in

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question shall be kept in a special grievance file and not be placed in the personnel file of any of the participants. This file shall be maintained until final decision is made, at which time all records except the final decision shall be destroyed.

4. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative. When a Council member is not represented by the Council, the Council shall have the right to be present and to state its views at all stages of the grievance procedure.

D. Procedure

1. Any employee who has a grievance shall discuss it with his/her immediate superior, in an attempt to resolve the matter informally at that level. A grievance to be considered must be initiated by the employee within thirty (30) calendar days of its occurrence.
2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days he/she shall present his/her complaint in writing to the immediate superior within five (5) school days. The immediate superior shall communicate his decision to the employee within three (3) school days of receipt of the written complaint.
3. The employee may appeal this decision within five (5) school days to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth grounds upon which the grievance is based. The

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Superintendent shall receive a report on the grievance and shall confer with the concerned parties. Either party may request a private conference. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days. He/she shall communicate his/her decision in writing, along with supporting reasons, to the employee, his immediate superior and the Council.

4. If the grievance is not resolved to the employee's satisfaction he/she may within five (5) school days request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools, who shall attach all materials and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee if requested, and render a decision within thirty-five (35) calendar days.
5. If the Council is dissatisfied with the determination of the Board of Education, and in the further event that the grievance involves the interpretation of application of this contract, but does not involve a tenure charge (N.J.S.A. 18A:6-10), withholding of an increment (N.J.S.A. 18A:29-14), or a non-renewal of a non-tenure administrator's contract (N.J.S.A. 18A:27-10), then a request for arbitration shall be made to the Public Employment Relations Commission (PERC) as to the selection of an Arbitrator. The Arbitrator's decision shall be in writing and shall be submitted to the Board and the Council and shall be final and binding on the parties. The compensation of the Arbitrator shall be borne equally by the parties.

6. Failure by the grievant at any step of this procedure to appeal a grievance to the next step within a specified time limit shall be deemed to be acceptance of the decision rendered at that step. Failure at any step of this procedure to communicate a decision of the grievance to the grievant within the specified time limits shall be deemed to be acceptance of the grievant's position.

ARTICLE IV

COUNCIL MEMBERS' RIGHTS AND RESPONSIBILITIES

It is expected that Council members will be at their place of responsibility during normal school hours when students are in attendance, as prescribed by the Superintendent of Schools.

A. Rights and Protection in Representation

Pursuant to Chapter 123, Public Law 1974 as amended, the Board hereby Agrees that all professional administrative and supervisory personnel shall have the right to organize, join and support the Council for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection.

B. Required Meeting or Hearings

Whenever any Council member is required to appear before the Superintendent, Board, or any other committee or member thereof concerning any matter that could result in the withholding of an increment or termination of employment of that Council member, he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have (a) representative(s) of the Council and/or attorney present to advise him/her and represent him/her during such meetings or interviews. Any suspension shall be with pay until formal determination by the Board of Education.

C. When Students Are Not in Attendance During the School Year

It shall be the responsibility of each Council Member, in conjunction with his/her superior, to reasonably determine the need to be present in his/her normal place of work

on days during the school year when students are not in attendance. Teacher in-service days are Council member work days.

D. Co-Curricular Positions

Due to the scope of his/her responsibility, any council member will not be permitted to hold an extra or co-curricular assignment.



ARTICLE V

GUIDELINES FOR COMMUNICATIONS

Recognizing that effective communication is necessary to promote and provide for better opportunities for the Wall educational community, the parties agree that requests to meet with the Superintendent or the Superintendent and the Board of Education on matters of concern to the Council such as school calendar, substitute administrative or supervisory assistance, negotiations with other employee groups, etc., shall be honored.

ARTICLE VI
LEAVES OF ABSENCE

A. Sick Leave

1. Accumulative

All council members shall be entitled to one (1) day sick leave per month. Unused sick leave shall be accumulated from year to year. All council members, including those on leave, will be credited all contracted sick days on the first day of the new contract year, which shall be July 1st.

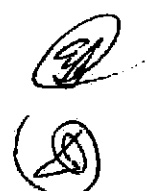
2. Retirement

All council members, upon retirement, shall receive sick leave reimbursement in accordance with state law and as follows:

- A. All council members hired on or after July 1, 2008 will be paid at a rate of \$125 per day, for a maximum of 120 days ($\$125 \times 120 = \$15,000$).
- B. All council members hired between July 1, 2002 and June 30, 2008 will be paid at a rate of \$125 per day, based on the accrued days (up to 225 days) as of June 30, 2011 or the \$15,000 cap, whichever is greater.
- C. All council members hired on or before June 30, 2002 will be paid at a rate of \$125 per day, based on the accrued days (up to 275 days) as of June 30, 2011 or the \$15,000 cap, whichever is greater.
- D. Council members may agree to forfeit their accrued sick and vacation days to the Board of Education. In turn, the Board of Education agrees to convert the forfeited days to a monetary sum as delineated in the Collective Bargaining Agreement and place the monies in an approved non-elective 403B TSA plan as an employer contribution, subject to applicable state and Federal laws.

3. Extended Illness

In any instance of extended illness, additional sick days, up to a total not to exceed three (3) days for each year of previous employment may be granted, upon the recommendation of the Superintendent of Schools and the approval of the Board. Used



portions of these extended illness sick leave days shall not be reinstated. When requested by the Superintendent, a physician's certificate shall be submitted in case of personal illness, which extends beyond four (4) consecutive school days.

B. Temporary Leave of Absence

All council members shall be entitled to the following leaves of absence with pay during each school year.

1. Death in Family

In the event of a death in the immediate family, an allowance of up to five (5) days leave shall be granted to each council member. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, sister, brother, mother or father-in-law, grandparent, grandparent-in-law, sister-in-law, brother-in-law, aunt, uncle, grandchildren, niece or nephew, or any member of the council members' immediate household.

2. Personal

"Council members are granted five (5) days per year without reduction in pay for personal business which cannot be performed other than during employment hours."

The number of unused personal days in any year shall be converted to accumulated sick leave on June 30 of each year, subject to applicable state and federal laws (N.J.S.A. 18A:30-7). All council members, including those on leave, will be credited all contracted personal days on the first day of the new contract year, which shall be July 1st.

3. Jury Duty

Employees serving jury duty will limit their days of absence to the days of actual jury service. They shall receive their regular salary during the time of service and will turn over the jury duty check to the Board of Education up to the amount of their salary.

C. Extended Leaves of Absence

1. Maternity and Child Care Leaves

The parties agree that the terms of this agreement regarding maternity and childcare leave shall be as governed by applicable law.

2. Military Leave

Any council member when on military leave shall retain all rights to re-employment without loss of seniority, status or rate of pay, according to law, unless the circumstances of the district are so changed as to make re-employment impossible. The cumulative length of service that causes a person's absence from a position of employment with the Board of Education shall not be limited. The Board of Education will ensure that any council member who is on military leave will be compensated at his/her regular school district salary. He/she shall receive his/her regular salary during the time of service and will turn over the military base pay to the Board of Education up to the amount of his/her salary **after the 30th workday of military leave per calendar year.** Pension, health care benefit coverage and accrual of vacation, sick, and personal days will continue for council members while on military leave.(N.J.S.A. 38:23-1)

ARTICLE VII

SABBATICAL LEAVE

One (1) Council member, may, upon recommendation of the Superintendent and approval of the Board, be granted sabbatical leave under the following conditions.

1. Applicants must have held an administrative or supervisory position for three (3) years and have been employed by the Board for seven (7) continuous years.
2. The leave will encompass one (1) academic year.
3. Applicants outlining the plans for the period of absence must be submitted to the Superintendent of Schools for consideration, suggestion and approval not later than November 15 preceding the year in which the leave is to become effective.
4. If the number requesting sabbatical leave exceeds the number of such leaves available, the selection shall be based upon:
 - a. The estimated value of the plan to the individual and to the school system.
 - b. The amount of seniority.
 - c. The lengths of time since the last sabbatical leave.
5. A Council member on sabbatical leave shall receive as compensation during the period of absence, one-half ($\frac{1}{2}$) of his/her regular scheduled salary for a full year's leave or full pay for one-half ($\frac{1}{2}$) year's leave. The salary shall be paid in equal semi-monthly installments during the period of absence.

The Council member on sabbatical leave shall retain his/her seniority, retirement and other rights afforded by the district. Any additional benefits granted to Council members will automatically accrue to the person on sabbatical leave.

6. A Council member on sabbatical leave shall report all compensation received from sources other than his/her Board of Education, provided that compensation shall not include such items as allowance for travel, cost of living adjustment for Foreign Service, research, and other expense in connection with the project. Should such other compensation, when added to the compensation paid by the Board of Education, exceed the salary which the recipient would have received if on active military duty, the compensation allowed by the Board of Education shall be reduced to bring the total to the amount of salary he/she would have received if on active duty. The applicant granted a sabbatical leave shall agree to return to the service of the Wall Township Public Schools for a two-year period, or must return all or part of the grant received at the discretion of the Board of Education.
7. A Council member returning from sabbatical leave shall be restored to his/her former position.
8. Within thirty (30) days of return from sabbatical leave, he/she shall make a report of his/her professional activities as a follow up to the plans he/she outlined when applying for the sabbatical.
9. Applicants must be notified by contract renewal date as to the Board action taken on their request.

ARTICLE VIII
HEALTH CARE COVERAGE

A. Health and Dental Coverage

The Board of Education agrees to provide benefits as detailed in the District's Medical Insurance Policy for all council members. The Board of Education agrees to maintain the current Horizon Blue Cross Blue Shield and Delta Dental coverage in accordance with Delta Dental's Executive Plan. Any changes to the currently provided health benefits programs will be equal to or better than the current coverage, as mutually determined by the District Health Broker and an independent health care consultant retained at WTASC's expense.

B. Retirement Coverage

Retired employees and dependents that are eligible at the time of retirement will be enrolled into the State Health Benefits Program. Prior to Medicare eligibility, the retiree and his/her spouse may purchase, at current group rates, the Prescription Drug Plan and Dental Plan that are available to the active council members-. Once eligibility for Medicare is attained, the retiree and his/her spouse will be granted the privilege of purchasing at group rates all or any part of the medical coverage that are available to the active council members . The cost for this additional coverage at the group rate in effect will be the total responsibility of the individual.

C. Disability Coverage

Council members shall receive, at district expense, the *New Jersey School Administrators Group Disability Insurance*. The Extended Disability Insurance Plan

includes benefits beginning after the ninety (90) day waiting period and a \$2,000.00 minimum monthly benefit amount.

D. Insurance Re-imbursement/Sell Back:

Any council member shall have the option of surrendering coverage under this Article and any related insurance articles, in exchange for monetary compensation as designated by the chart below. Said monetary compensation shall be made in two (2) installments on January 30th and June 30th. Each council member opting to surrender benefits shall notify the Board Office no later than June 15th preceding the contract year in which the council member will receive monetary compensation in lieu of benefits. Council members who accept monetary compensation will be surrendering benefits, based on the chart below. Surrender of benefits for the following year shall not be considered automatic. Every council member shall be considered covered unless and until such time as a council member shall affirmatively notify the Board that he/she is continuing to surrender benefits in return for the monetary compensation listed below.

	Single Coverage	Parent/Child	Member/Spouse	Family Coverage
Medical	\$1500.00	\$2513.00	\$3236.00	\$4200.00
Prescription	\$400.00	\$670.00	\$863.00	\$1000.00
Dental	\$100.00	\$167.00	\$216.00	\$300.00
All	\$2000.00	\$3350.00	\$4315.00	\$5500.00

E. Description to Council Members

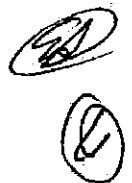
The Board shall provide to each Council member a description of the health care coverage as provided under this Article.

ARTICLE IX

DEDUCTIONS FROM SALARY

Tax Sheltered Annuity

Council member may authorize the Board to make deductions for the purpose of tax sheltered annuities pursuant to the provisions of R.S. 18A: 66-127, et seq., and the terms of a group contract approved by the Board.

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ARTICLE X

VACATION

A. Time Allotted

All 12-month council members hired as administrators on or after July 1, 2008 will receive annually 15 vacation days with the ability to accumulate no more than thirty (30) vacation days, in accordance with N.J.S.A. 18A:30-9.1. All existing council members hired prior to 2008 will be grandfathered until June 30, 2011 and be allowed to accrue and bank days as per the 2005-2008 Collective Bargaining Agreement language. On June 30, 2011 all council members' accrued bank of vacation days will be frozen. Beginning June 30, 2011 all council members will receive fifteen (15) days' vacation with the ability to accumulate or bank a maximum of thirty (30) days. Annual vacations for twelve (12)-month Council members shall be taken within the contract year at the discretion of the individual member with the approval by the Superintendent of Schools.

2005-2008 Contract for Reference only:

The vacation schedule is as follows:

<u>Years Employed in 12-Month Position</u>	<u>Amount of Vacation</u>
First year	Twelve days
Second year	Seventeen days
Third year	Twenty-two days
Tenth year	Twenty-five days

B. Banking Time

All current employees will be grandfathered under the 2005-2008 accrual and payout contractual language of fifty (50) days with one day for every two days above said fifty (50) days to a maximum accrual/carryover bank of seventy (70) days until June 30,

6

2011. The denominator used will be two hundred sixty (260) days to compute the per-diem rate. The payout for employees hired on or before June 30, 2008 will be based on the accrued days as of June 30, 2011 or the \$15,000 statutory cap, whichever is greater. All new hires will be held to the aforementioned \$15,000.00 statutory cap.

C. Death of Council Member

Any outstanding payments shall be forfeited upon death of the employee and are not payable to employee's estate in accordance with IRS regulation.

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ARTICLE XI

VACANCIES AND TRANSFERS

A. Notice

Whenever an administrative or supervisory vacancy occurs, notice shall be posted in each school building and forwarded to the Council. Such notice shall state the position, qualifications, and the date by which applications are to be made. Council members who desire to apply for such vacancy shall submit their application in writing, and in accordance with district procedures, to the Superintendent within the time limit set forth in the notice.

B. Notification

As soon as practicable after the Board has formally approved the personnel action, each applicant and the Council shall be notified of the Board's decision. Any applicant not selected shall, upon request within ten (10) days of notification of the Board's decision, meet and discuss the reasons for non-selection with the Superintendent.

C. Involuntary Transfer

An involuntary transfer shall be made only after a meeting between the Council member and the Superintendent and shall be followed by written notice of the transfer to the Council member involved and to the Council.

At the request of the Council member involved, within ten (10) days of notification, the Superintendent shall forward a statement of reasons for the transfer to the Council member.



ARTICLE XII
MISCELLANEOUS

A. Use of Automobile

Council members shall be reimbursed at the current mileage rate in accordance with the requirements of N.J.S.A. 18A:11-12 and the New Jersey Office of Management and Budget (NJOMB) regulations promulgated for travel.

B. Involuntary Reduction of Administrative or Supervisory Personnel

In the event there shall be a reduction in administrative or supervisory staff, every attempt within the confines of mandated regulations pertaining to reduction in force will be made to place the Council member in a professional position within the district.

In the event of a reduction in staff, the Council member so affected will be given primary consideration for any available position provided that he/she is certified and meets the qualification for the position.

C. Reimbursement for Personal Property Damage

The Board shall reimburse Council members for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by a Council member while acting in the discharge of his/her duties within the scope of his employment, (if this loss is not covered by personal insurance or workman's compensation).

D. Payment of Professional Dues

The district will establish a professional development account of \$7,500 for approved professional development workshops and seminars that council members may attend.

E. Tuition Reimbursement

The Board of Education shall reimburse council members fifty percent (50%) of tuition/administrative mentorship fees (not to exceed \$1,500.00) per fiscal year.

Members must receive prior course approval and achieve a grade of "B" or better in the course to be eligible for tuition reimbursement.

F. Supervisors (10 Months) includes any council member serving in a 10 month supervisory position

Supervisors shall work from September 1st until June 30th, which is the same contractual period for all 10-month employees. The additional twenty (20) days worked will be scheduled between July 1 and September 1 according to a schedule to be developed by the Superintendent or his/her designee and respective building principals. The annual salary will be paid over twelve (12) months for pension purposes. The per diem rate for a supervisor shall be calculated as 1/220th of the annual salary. The Board agrees to make pension contributions for the twenty (20) workdays to T.P.A.F., in accordance with New Jersey Statutes & Regulations. However, the Board makes no representation, and shall bear no responsibility regarding council members' rights and options under T.P.A.F., nor any financial responsibility for any claims for recoupment.

G. Summer Hours of Operations

All Wall Twp. Schools will be open from 8 A.M. to 3 P.M. Monday through Thursday and 8 A.M. to 1 P.M. on Friday throughout the summer recess period. Administrators will use their professional discretion to insure proper operation of each facility.

Notwithstanding, Council Members will ensure that there is adequate staff coverage at all schools during summer recess school hours.

H. Placement

If a current council member receives a district promotion he/she will be considered for a salary increase on his/her current base salary. The increase will be negotiated with the Superintendent. The council member's experience, as an administrator, will be used to determine the increase.

If there is a change/transfer of a council member to a commensurate position (e.g. Principal to Principal; Assistant Principal to Assistant Principal) the salary shall not be less than the salary in the previous position.

I. Education Credit

Council members hired prior to July 1, 2015 shall receive additional annual salary compensation for education credits as follows:

Masters + 15 (\$800 total)

Masters + 30 (\$1,650 total)

Masters + 45 (\$2,550 total)

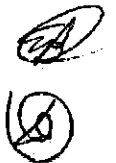
Masters + 60 (\$3,500 total)

Doctorate (\$4,600 total)

Administrators hired after July 1, 2015 are not entitled to this benefit.

J. Longevity Increments

Longevity will be frozen and future increments will be for years of service in Wall Township; an additional seven hundred fifty dollar \$750 increment for Council



Members entering their 15th, 18th, 21st, and 25th year in education in Wall Township.

K. Side Bar Agreements/Outstanding Grievances

Any side bar agreements and or outstanding grievances not incorporated into the Memorandum of Agreement will sunset and become null and void upon fully executed agreement.

L. Salary:

All current council member salaries are listed Appendix A. The listed salaries will remain as a starting salary for the council member as long as the council member holds the position listed. All current council members will receive a 2.5% raise on his/her 2013-2014 base salary for the 2014-2015 school year. Said increase will be paid retroactive from July 1, 2014. Beginning July 1, 2015, council members listed in Appendix B will be transferred to different positions. The salary for the new positions has been negotiated and is detailed in Appendix C. All current council members will receive a 2.3% raise on his/her 2014-2015 base salary for the 2015-2016 school year beginning July 1, 2015. The negotiated salary for council members who are transferred to new positions on July 1, 2015(Appendix B) includes a 2.3% increase on the base salary for the new positions (Appendix C). All council members will receive a 2.3% raise on his/her 2015-2016 base salary for the 2016-2017 school year beginning July 1, 2016.

The minimum starting salary for each position in the Council will be as follows:

- High School Principal: \$125,000
- Intermediate School Principal: \$115,000
- Elementary School Principal: \$110,000
- High School Assistant Principal: \$110,000
- Intermediate School Assistant Principal: \$105,000
- 10 month/20 day Supervisor: \$100,000
- Director of Special Services/Principal of Primary School: \$125,000
- Guidance Director \$110,000
- Athletic Director \$110,000




WTASC Contract

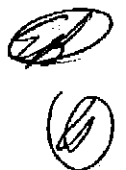
Appendix A

Appendix A

Name	Position	2013-2014 Base	Education Adjustment	Longevity	2013-2014 Salaries
Carol Duffy	Director of SE	\$144,186	\$4,600	0	\$148,786
Rose Sirchio	WHS Principal	\$158,003		\$2,250	\$160,253
Rob Paneque	WHS Asst. Principal	\$144,155		\$750	\$144,905
Mike Mendes	WHS Asst. Principal	\$135,865	0	0	\$135,865
Erin Embon	WIS Principal	\$140,253		\$2,250	\$142,503
John Higham	WIS Asst. Principal	\$134,350		\$1,500	\$135,850
Tiffany Steiner	WIS Asst. Principal	\$142,679	\$3,500.00		\$146,179
Tiffany Steiner	Acting CS Principal	\$145,529	\$3,500.00		\$149,029
Anthony Abeal	WB Principal	\$145,529		\$2,250	\$147,779
William Carson	AL Principal	\$145,529		\$3,000	\$148,529
Eric Laughlin	OM Principal	\$145,529	0	0	\$145,529
Greg Storts	CS Principal	\$145,529		\$3,000	\$148,529
Kate Misa	Director of Guidance	\$133,768	\$1,650	0	\$135,418
Tom Ridoux	Director of Athletics	\$139,355		\$1,500	\$140,855
Jannett Pacheco	12 mo Supervisor	\$126,462	0	0	\$126,462
Maria Peters	12 mo Supervisor	\$133,768	0	0	\$133,768
Laura Kurmin	12 mo Supervisor	\$126,462	0	0	\$126,462
Tracey Skinner	12 mo Supervisor	\$126,462	\$ 4,600.00		\$131,062
Cathy Brenner	190 day Supervisor	\$95,000	0	0	\$95,000
Kristen Scott	190 day Supervisor	\$95,000	0	0	\$95,000
Kristen Scott	Acting WIS AP	\$130,750	0	0	\$130,750

WTASC Contract
Appendix B

Name	2014-2015 Position	2015-2016 Position
Maria Peters	12 mo Supervisor	10 mo/20 day Supervisor
Jannett Pacheco	12 mo Supervisor	10 mo/20 day Supervisor
Laura Kurmin	12 mo Supervisor	10 mo/20 day Supervisor
Tracey Skinner	12 mo Supervisor	10 mo/20 day Supervisor
Cathy Brenner	190 day Supervisor	10 mo/20 day Supervisor
Kristen Scott	190 day Supervisor	10 mo/20 day Supervisor



Appendix C

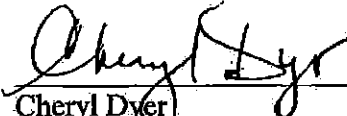
Name	Position	2013-2014 Base	Education Adjustment	Longevity through 2013-2014	2013-2014 Salaries	2014-2015 base salary	2014-2015 new salary	Retrospective Pay	2015-2016 base salary	New Longevity	2015-2016 new salary	2016-2017 base salary	New Longevity	2016-2017 new salary
Carol Duffy	Director of SE	\$144,186	\$4,600	0	\$148,786	\$ 147,790.65	\$ 152,390.65	\$ 3,604.65	\$ 151,189.83		\$ 155,789.83	\$ 154,667.20		\$ 159,267.20
Rose Sirchio	HS Principal	\$158,003		\$2,250	\$160,253	\$ 161,953.08	\$ 164,203.08	\$ 3,950.07	\$ 165,678.00		\$ 167,928.00	\$ 169,488.59		\$ 171,738.59
Rob Paneque	HS Asst. Principal	\$144,155		\$750	\$144,905	\$ 147,758.88	\$ 148,508.88	\$ 3,603.88	Resigned					
TBD	HS Asst. Principal							\$ -	\$110,000		\$ 110,000.00	\$ 112,530.00		\$ 112,530.00
Mike Mendes	HS Asst. Principal	\$135,865	0	0	\$135,865	\$ 139,261.63	\$ 139,261.63	\$ 3,396.63	\$ 142,464.64		\$ 142,464.64	\$ 145,741.33		\$ 145,741.33
Erin Embon	IS Principal	\$140,253		\$2,250	\$142,503	\$ 143,759.33	\$ 146,009.33	\$ 3,506.32	\$ 147,065.79		\$ 149,315.79	\$ 150,448.30		\$ 152,698.30
John Higham	IS Asst. Principal	\$134,350		\$1,500	\$135,850	\$ 137,708.75	\$ 139,208.75	\$ 3,358.75	\$ 140,876.05		\$ 142,376.05	\$ 144,116.20		\$ 145,616.20
Tiffany Steiner	IS Asst. Principal	\$142,679	\$3,500		\$146,179	\$ 146,245.98	\$ 149,745.98	\$ 3,566.97	\$ 149,609.63		\$ 153,109.63	\$ 153,050.65	\$ 750.00	\$ 157,300.65
Tiffany Steiner	Acting CS Principal	\$145,529	\$3,500		\$149,029	\$ 149,167.23	\$ 152,667.23	\$ 3,638.22						
Anthony Abeal	West Belmar Principal	\$145,529		\$2,250	\$147,779	\$ 149,167.23	\$ 151,417.23	\$ 3,638.22	\$ 149,167.23		\$ 151,417.23	\$ 156,107.84		\$ 158,357.84
William Carson	Allenwood Principal	\$145,529		\$3,000	\$148,529	\$ 149,167.23	\$ 152,167.23	\$ 3,638.22	\$ 152,598.07		\$ 155,598.07	\$ 156,107.83		\$ 159,107.83
Eric Laughlin	Old Mill Principal	\$145,529	0	0	\$145,529	\$ 149,167.23	\$ 149,167.23	\$ 3,638.22	\$ 152,598.07		\$ 152,598.07	\$ 156,107.83		\$ 156,107.83
Greg Storts	Central Principal	\$145,529		\$3,000	\$148,529	\$ 149,167.23	\$ 152,167.23	\$ 3,638.22	Retired					
Jill Antoniello	Central Principal		\$1,650					\$ -	\$ 136,204.00		\$ 137,854.00	\$ 139,336.69		\$ 140,986.69
Kate Misa	Director of Guidance	\$133,768	\$1,650	750	\$135,418	\$ 137,112.20	\$ 139,512.20	\$ 3,344.20	\$ 140,265.78		\$ 142,665.78	\$ 143,491.89		\$ 145,891.89
Tom Ridoux	Director of Athletics	\$139,355		\$1,500	\$140,855	\$ 142,838.88	\$ 144,338.88	\$ 3,483.88	\$ 146,124.17		\$ 147,624.17	\$ 149,485.03		\$ 150,985.03
Jannett Pacheco	10/20 Supervisor	\$126,462	0	0	\$126,462	\$ 129,623.55	\$ 129,623.55	\$ 3,161.55	\$ 113,761.00		\$ 113,761.00	\$ 116,377.50		\$ 116,377.50
Marla Peters	10/20 Supervisor	\$133,768	0	0	\$133,768	\$ 137,112.20	\$ 137,112.20	\$ 3,344.20	\$ 113,761.00		\$ 113,761.00	\$ 116,377.50		\$ 116,377.50
Laura Kurmin	10/20 Supervisor	\$126,462	\$ 1,650.00	0	\$126,462	\$ 129,623.55	\$ 131,273.55	\$ 3,161.55	\$ 113,761.00		\$ 115,411.00	\$ 116,377.50	\$ 750.00	\$ 118,777.50
Tracey Skinner	10/20 Supervisor	\$126,462	\$ 4,600		\$131,062	\$ 129,623.55	\$ 134,223.55	\$ 3,161.55	\$ 113,761.00		\$ 118,361.00	\$ 116,377.50		\$ 120,977.50
Cathy Brenner	10/20 Supervisor	\$95,000	0	0	\$95,000	\$ 97,375.00	\$ 97,375.00	\$ 2,375.00	\$ 113,761.00	\$ 750.00	\$ 114,511.00	\$ 116,377.50		\$ 117,127.50
Kristen Scott	10/20 Supervisor	\$95,000	0	0	\$95,000	\$ 97,375.00	\$ 97,375.00		\$ 113,761.00		\$ 113,761.00	\$ 116,377.50		\$ 116,377.50
Kristen Scott	Acting WIS AP	\$130,750			\$130,750	\$ 134,018.75	\$ 134,018.75	\$ 3,268.75						
TBD	10/20 Supervisor							\$ -	\$ 100,000.00		\$ 100,000.00	\$ 102,300.00		\$ 102,300.00
Elizabeth Allen	Acting 190 Day Supervisor	\$95,000			\$95,000	\$95,000			Contract ended					
						\$ 2,868,513.00	\$ 2,941,767.08				\$ 2,698,307.27			\$ 2,662,344.40
							\$ 73,254.08				\$ (243,459.81)			\$ (35,962.87)

CERTIFICATION

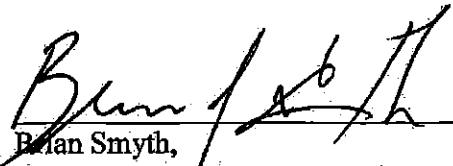
We hereby certify that this Agreement incorporates the entire understanding of the parties below for the period of July 1, 2014 through June 30, 2017 inclusive.

IN WITNESS WHEREOF, each of the parties hereto has caused this agreement to be executed by its authorized representatives retroactively to the 1st day of July, 2014.

WALL TOWNSHIP
BOARD OF EDUCATION


Cheryl Dyer
Superintendent, Wall Township Schools


Eric Brophy
President, WTBOE

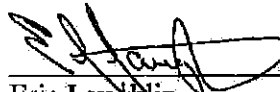

Brian Smyth,
Business Administrator/Board Secretary

WALL TOWNSHIP
ADMINISTRATIVE AND
SUPERVISORY EXECUTIVE
COUNCIL


Erin Embon


John Higham


Michael Mendes


Eric Laughlin



**COLLECTIVE BARGAINING
AGREEMENT**

**WALL TOWNSHIP BOARD OF
EDUCATION**

AND

**WALL TOWNSHIP
ADMINISTRATIVE AND
SUPERVISORY COUNCIL**

**2017-2018
2018-2019
2019-2020**

ARTICLE I
RECOGNITION

A. Unit Membership

In accordance with Chapter 123, Public Law of 1974 as amended, the Wall Township Board of Education (hereinafter "Board of Education") hereby recognizes the Wall Township Administrative and Supervisory Council (hereinafter "Council") as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all professional administrative and supervisory personnel may include:

- High School Principal
- High School Assistant Principal
- Intermediate School Principal
- Intermediate School Assistant Principal
- Elementary School Principal
- Elementary School Assistant Principal
- Director of Special Services
- Coordinator of Special Education
- Adult School Principal
- Athletic Director
- Career Education Coordinator
- Guidance Director
- Dean of Studies (7-12); and those persons acting in these capacities
- Ten Month Supervisor
- Ten Month 20 Day Supervisor
- Twelve Month Supervisor

B. Definition:

Unless otherwise indicated, the term "Council Member" when used hereinafter in this agreement shall refer to all professional employees represented by the Wall Township Administrative and Supervisory Council.



Article II

NEGOTIATION PROCEDURE

A. Deadline Dates

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Law of 1974 as amended, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Negotiations shall begin within the time frames as established by the Public Employment Relations Commission.

B. Negotiations Team Authority

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals and make counter proposals in the course of negotiations. Final approval of tentative agreements can only be determined by the Board of Education and the Council membership.

C. Maintaining Current Benefits

All terms and conditions as stated in this agreement shall be extended until a successor agreement is ratified by the Board of Education and the Council membership, except as specified.

D. Modification

This agreement incorporates the entire understanding of the parties on the items negotiated and shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

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ARTICLE III
GRIEVANCE PROCEDURE

A. Definition

Grievance

A grievance is a claim by an employee or employees in the Bargaining Unit or the bargaining unit representatives based upon the interpretation, application or violation of this agreement, policies or administrative decisions affecting the terms and conditions of employment.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise affecting Council members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Principles

1. Failure by either party at any step of this procedure as outlined in Article III D 2, 3, and 4 to render a decision within the estimated timeline shall move the grievance to the next level.
2. All meetings and hearings under this procedure shall be conducted in private, shall include only such parties in interest and their designated or selected representatives.

3. All documents, communications and records dealing with the grievance in question shall be kept in a special grievance file and not be placed in the personnel file of any of the participants. This file shall be maintained until final decision is made, at which time all records except the final decision shall be destroyed.
4. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative. When a Council member is not represented by the Council, the Council shall have the right to be present and to state its views at all stages of the grievance procedure.

D. Procedure

1. Any employee who has a grievance shall discuss it with his/her immediate superior, in an attempt to resolve the matter informally at that level. A grievance to be considered must be initiated by the employee within thirty (30) calendar days of its occurrence.
2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days he/she shall present his/her complaint in writing to the immediate superior within five (5) school days. The immediate superior shall communicate his decision to the employee within three (3) school days of receipt of the written complaint.
3. The employee may appeal this decision within five (5) school days to the Superintendent of Schools. The appeal to the Superintendent must be made in

writing and must set forth grounds upon which the grievance is based. The Superintendent shall receive a report on the grievance and shall confer with the concerned parties. Either party may request a private conference. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days. He/she shall communicate his/her decision in writing, along with supporting reasons, to the employee, his immediate superior and the Council.

4. If the grievance is not resolved to the employee's satisfaction he/she may within five (5) school days request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools, who shall attach all materials and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee if requested, and render a decision within thirty-five (35) calendar days.
5. If the Council is dissatisfied with the determination of the Board of Education, and in the further event that the grievance involves the interpretation of application of this contract, but does not involve a tenure charge (N.J.S.A. 18A:6-10), withholding of an increment (N.J.S.A. 18A:29-14), or a non-renewal of a non-tenure administrator's contract (N.J.S.A. 18A:27-10), then a request for arbitration shall be made to the Public Employment Relations Commission (PERC) as to the selection of an Arbitrator. The Arbitrator's decision shall be in writing and shall be submitted to the Board and the Council and shall be final and binding on the parties. The compensation of the Arbitrator shall be borne equally by the parties.

6. Failure by the grievant at any step of this procedure to appeal a grievance to the next step within a specified time limit shall be deemed to be acceptance of the decision rendered at that step. Failure at any step of this procedure to communicate a decision of the grievance to the grievant within the specified time limits shall be deemed to be acceptance of the grievant's position.

ARTICLE IV

COUNCIL MEMBERS' RIGHTS AND RESPONSIBILITIES

It is expected that Council members will be at their place of responsibility during normal school hours when students are in attendance, as prescribed by the Superintendent of Schools.

A. Rights and Protection in Representation

Pursuant to Chapter 123, Public Law 1974 as amended, the Board hereby Agrees that all professional administrative and supervisory personnel shall have the right to organize, join and support the Council for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection.

B. Required Meeting or Hearings

Whenever any Council member is required to appear before the Superintendent, Board, or any other committee or member thereof concerning any matter that could result in the withholding of an increment or termination of employment of that Council member, he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have (a) representative(s) of the Council and/or attorney present to advise him/her and represent him/her during such meetings or interviews. Any suspension shall be with pay until formal determination by the Board of Education.

C. When Students Are Not in Attendance During the School Year

It shall be the responsibility of each Council Member, in conjunction with his/her superior, to reasonably determine the need to be present in his/her normal place of work

on days during the school year when students are not in attendance. Teacher in-service days are Council member work days. Each council member shall receive a combination of fixed and floating holidays for a total of sixteen (16) days annually.

Fixed holidays are defined as days in which a council member has off from work and may not be considered workdays. These days include *Labor Day, Thanksgiving Day, Thanksgiving Day Friday, Christmas Day, New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Good Friday, Memorial Day* and *Independence Day*. If a fixed holiday falls on a weekend, the Superintendent will provide an alternate day for the fixed holiday. For example, if July 4th is a Sunday, the observance would be Monday, July 5th. These alternate dates are usually pre-determined by the federal government.

**Independence Day is a fixed holiday for 12 month Council members.*

Floating holidays are defined as days in which a council member may take off from work, without prior approval, during scheduled district closings as noted on the district calendar. Council members may choose to work on days the district is closed in order to use floating holidays on alternate days as approved by the Superintendent. Council members may use vacation days on scheduled district closings, as noted on the district calendar, without prior approval. Floating holidays may not be carried over into a future calendar year.

D. Co-Curricular Positions

Due to the scope of his/her responsibility, any council member will not be permitted to hold an extra or co-curricular assignment.

ARTICLE V

GUIDELINES FOR COMMUNICATIONS

Recognizing that effective communication is necessary to promote and provide for better opportunities for the Wall educational community, the parties agree that requests to meet with the Superintendent or the Superintendent and the Board of Education on matters of concern to the Council such as school calendar, substitute administrative or supervisory assistance, negotiations with other employee groups, etc., shall be honored.

A handwritten signature, possibly "R. J. D.", followed by a circled mark containing a stylized letter "D".

ARTICLE VI
LEAVES OF ABSENCE

A. Sick Leave

1. Accumulative

All council members shall be entitled to one (1) day sick leave per month. Unused sick leave shall be accumulated from year to year. All council members, including those on leave, will be credited all contracted sick days on the first day of the new contract year, July 1st.

2. Retirement

All council members, upon retirement, shall receive sick leave reimbursement in accordance with state law and as follows:

- A. All council members hired on or after July 1, 2008 will be paid at a rate of \$125 per day, for a maximum of 120 days ($\$125 \times 120 = \$15,000$).
- B. All council members hired between July 1, 2002 and June 30, 2008 will be paid at a rate of \$125 per day, based on the accrued days (up to 225 days) as of June 30, 2011 or the \$15,000 cap, whichever is greater.
- C. All council members hired on or before June 30, 2002 will be paid at a rate of \$125 per day, based on the accrued days (up to 275 days) as of June 30, 2011 or the \$15,000 cap, whichever is greater.
- D. Council members may agree to forfeit their accrued sick and vacation days to the Board of Education. In turn, the Board of Education agrees to convert the forfeited days to a monetary sum as delineated in the Collective Bargaining Agreement and place the monies in an approved non-elective 403B TSA plan as an employer contribution, subject to applicable state and Federal laws.

3. Extended Illness

In any instance of extended illness, additional sick days, up to a total not to exceed three (3) days for each year of previous employment may be granted, upon the recommendation of the Superintendent of Schools and the approval of the Board. Used

B30

portions of these extended illness sick leave days shall not be reinstated. When requested by the Superintendent, a physician's certificate shall be submitted in case of personal illness, which extends beyond four (4) consecutive school days.

B. Temporary Leave of Absence

All council members shall be entitled to the following leaves of absence with pay during each school year.

1. Death in Family

In the event of a death in the immediate family, an allowance of up to five (5) days leave shall be granted to each council member. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, sister, brother, mother or father-in-law, Grandparent, Grandparent-in-Law, Sister-in-Law, Brother-in-Law, Aunt, Uncle, Grandchildren, Niece or Nephew, or any member of the council members' immediate household.

2. Personal

Council members are granted five (5) days per year without reduction in pay for personal business which cannot be performed other than during employment hours. The number of unused personal days in any year shall be converted to accumulated sick leave on June 30 of each year, subject to applicable state and federal laws (N.J.S.A. 18A:30-7). All council members, including those on leave, will be credited all contracted personal days on the first day of the new contract year, which shall be July 1st.

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3. Jury Duty

Employees serving jury duty will limit their days of absence to the days of actual jury service. They shall receive their regular salary during the time of service and will turn over the jury duty check to the Board of Education up to the amount of their salary.

C. Extended Leaves of Absence

1. Maternity and Child Care Leaves

The parties agree that the terms of this agreement regarding maternity and childcare leave shall be as governed by applicable law.

2. Military Leave

Any council member when on military leave shall retain all rights to re-employment without loss of seniority, status or rate of pay, according to law, unless the circumstances of the district are so changed as to make re-employment impossible.

Any member of the WTASC on military leave shall be held to the following regulation as outlined below:

Title: 38 Section: 38:23-1: Leave of absence for public officers, employees

38:23-1. a. A permanent or full-time temporary officer or employee of the State or of a board, commission, authority or other instrumentality of the State, or of a county, school district or municipality, who is a member of the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve or United States Marine Corps Reserve, or other organization affiliated therewith, including the



National Guard of other states, shall be entitled, in addition to pay received, if any, as a member of a reserve component of the Armed Forces of the United States, to leave of absence from his or her respective duty without loss of pay or time on all work days on which he or she shall be engaged in any period of Federal active duty, provided, however, that such leaves of absence shall not exceed 30 work days in any calendar year. Such leave of absence shall be in addition to the regular vacation or other accrued leave allowed such officer or employee. Any leave of absence for such duty in excess of 30 workdays shall be without pay but without loss of time.

b. Notwithstanding subsection a. of this section, a full-time temporary officer or employee who has served under such temporary appointment for less than one year shall receive for the service hereinabove described leave without pay but without loss of time.

c. Military Leave, shall apply to any member of the council not on military leave prior to July 1, 2017. Any member on military leave prior to July 1, 2017 shall be grandfathered under the rules of the military leave (Article VI.C.2) of the 2014-2017 bargaining agreement until January 10, 2018.

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ARTICLE VII

SABBATICAL LEAVE

One (1) Council member, may, upon recommendation of the Superintendent and approval of the Board, be granted sabbatical leave under the following conditions,

1. Applicants must have held an administrative or supervisory position for three (3) years and have been employed by the Board for seven (7) continuous years.
2. The leave will encompass one (1) academic year.
3. Applicants outlining the plans for the period of absence must be submitted to the Superintendent of Schools for consideration, suggestion and approval not later than November 15 preceding the year in which the leave is to become effective.
4. If the number requesting sabbatical leave exceeds the number of such leaves available, the selection shall be based upon:
 - a. The estimated value of the plan to the individual and to the school system.
 - b. The amount of seniority.
 - c. The lengths of time since the last sabbatical leave.
5. A Council member on sabbatical leave shall receive as compensation during the period of absence, one-half ($\frac{1}{2}$) of his/her regular scheduled salary for a full year's leave or full pay for one-half ($\frac{1}{2}$) year's leave. The salary shall be paid in equal semi-monthly installments during the period of absence.

The Council member on sabbatical leave shall retain his/her seniority, retirement and other rights afforded by the district. Any additional benefits granted to Council members will automatically accrue to the person on sabbatical leave.



6. A Council member on sabbatical leave shall report all compensation received from sources other than his/her Board of Education, provided that compensation shall not include such items as allowance for travel, cost of living adjustment for Foreign Service, research, and other expense in connection with the project. Should such other compensation, when added to the compensation paid by the Board of Education, exceed the salary which the recipient would have received if on active military duty, the compensation allowed by the Board of Education shall be reduced to bring the total to the amount of salary he/she would have received if on active duty. The applicant granted a sabbatical leave shall agree to return to the service of the Wall Township Public Schools for a two-year period, or must return all or part of the grant received at the discretion of the Board of Education.
7. A Council member returning from sabbatical leave shall be restored to his/her former position.
8. Within thirty (30) days of return from sabbatical leave, he shall make a report of his/her professional activities as a follow up to the plans he/she outlined when applying for the sabbatical.
9. Applicants must be notified by contract renewal date as to the Board action taken on their request.

ARTICLE VIII

HEALTH CARE COVERAGE

A. Health and Dental Coverage

The Board of Education agrees to provide benefits as detailed in the District's Medical Insurance Policy for all council members. The Board of Education agrees to maintain Horizon Blue Cross Blue Shield and Delta Dental coverage in accordance with Delta Dental's Executive Plan. A Direct 10 Plan will no longer be offered. Members of the WTASC shall choose from Direct 15, Direct Access 20/40, EPO and HSA plans. Any changes to the currently provided health benefits programs will be equal to or better than the current coverage, as mutually determined by the District Health Broker and an independent health care consultant retained at WTASC's expense.

WTASC membership contribution towards his/her health care premiums shall be reduced from Tier 4 Chapter 78 to thirty (30) percent of the total premium cost.

B. Retirement Coverage

Retired employees and dependents that are eligible at the time of retirement will be enrolled into the State Health Benefits Program. Prior to Medicare eligibility, the retiree and his/her spouse may purchase, at current group rates, the Prescription Drug Plan and Dental Plan that are available to the active council members. Once eligibility for Medicare is attained, the retiree and his/her spouse will be granted the privilege of purchasing at group rates all or any part of the medical coverage that are available to the active council members. The cost for this additional coverage at the group rate in effect will be the total responsibility of the individual.

C. Disability Coverage

Council members shall receive, at district expense, the *New Jersey School Administrators Group Disability Insurance*. The Extended Disability Insurance Plan includes benefits beginning after the ninety (90) day waiting period and a \$2,000.00 minimum monthly benefit amount.

D. Insurance Re-imbursement/Sell Back

Any council member shall have the option of surrendering coverage under this article and any related insurance articles, in exchange for a monetary compensation as designated by the chart below. Said monetary compensation shall be made in two (2) installments on January 30th and June 30th. Each council member opting to surrender benefits shall notify the Board Office no later than June 15th preceding the contract year in which the council member will receive monetary compensation in lieu of benefits. Council members who accept monetary compensation will be surrendering benefits, based on the chart below. Surrender of benefits for the following year shall not be considered automatic. Every council member shall be considered covered unless and until such time as a council member shall affirmatively notify the Board that he/she is continuing to surrender benefits in return for the monetary compensation listed below. Current members of the WTASC, as of July 1, 2017, shall maintain the ability to surrender his/her healthcare coverage. As of July 1, 2018, any member of the WTASC whose spouse receives health care coverage through Wall Township Public Schools shall not have the ability to surrender his/her coverage.



	Single Coverage	Parent/Child	Member/Spouse	Family Coverage
Medical	\$1500.00	\$2513.00	\$3236.00	\$4200.00
Prescription	\$400.00	\$670.00	\$863.00	\$1000.00
Dental	\$100.00	\$167.00	\$216.00	\$300.00
All	\$2000.00	\$3350.00	\$4315.00	\$5500.00

E. Description to Council Members

The Board shall provide to each Council member a description of the health care coverage as provided under this Article.

ARTICLE IX
DEDUCTIONS FROM SALARY

Tax Sheltered Annuity

Council member may authorize the Board to make deductions for the purpose of tax sheltered annuities pursuant to the provisions of R.S. 18A: 66-127, et seq., and the terms of a group contract approved by the Board.

ARTICLE X

VACATION

A. Time Allotted

All 12-month council members shall receive twenty-four (24) vacation days annually.

All 10 month/20 day supervisors shall receive ten (10) vacation days annually.

Annual vacation days for Council members shall be taken within the contract year at the discretion of the individual member with the approval by the Superintendent of Schools.

Council members will maintain the ability to accumulate no more than thirty (30) vacation days in accordance with N.J.S.A. 18A:30-9.1.

For Reference Purposes Only:

All existing council members hired prior to 2008 will be grandfathered until June 30, 2011 and be allowed to accrue and bank days as per the 2005-2008 Collective Bargaining Agreement language. On June 30, 2011 all council members' accrued bank of vacation days will be frozen. Beginning June 30, 2011 all council members will receive fifteen (15) vacation days with the ability to accumulate or bank a maximum of thirty (30) days.

2005-2008 Contract for Reference Only:

The vacation schedule is as follows:

Years Employed in 12-Month Position	Amount of Vacation
First Year	Twelve Days
Second Year	Seventeen Days
Third Year	Twenty-two Days
Tenth Year	Twenty-five Days

B. Banking Time

All current employees will be grandfathered under the 2005-2008 accrual and payout contractual language of fifty (50) days with one day for every two days above said fifty

(50) days to a maximum accrual/carryover bank of seventy (70) days until June 30, 2011.

The denominator used will be two hundred sixty (260) days to compute the per-diem rate.

The payout for employees hired on or before June 30, 2008 will be based on the accrued days as of June 30, 2011 or the \$15,000 statutory cap, whichever is greater. All new hires will be held to the aforementioned \$15,000.00 statutory cap.

C. Death of Council Member

Any outstanding payments shall be forfeited upon death of the employee and are not payable to employee's estate in accordance with IRS regulation.

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ARTICLE XI
VACANCIES AND TRANSFERS

A. Notice

Whenever an administrative or supervisory vacancy occurs, notice shall be posted in each school building and forwarded to the Council. Such notice shall state the position, its qualifications, and the date by which applications are to be made. Council members who desire to apply for such vacancy shall submit their application in writing, and in accordance with district procedures, to the Superintendent within the time limit set forth in the notice.

B. Notification

As soon as practicable after the Board has formally approved the personnel action, each applicant and the Council shall be notified of the Board's decision. Any applicant not selected shall, upon request made within ten (10) days of notification of the Board's decision, meet and discuss the reasons for non-selection with the Superintendent.

C. Involuntary Transfer

An involuntary transfer shall be made only after a meeting between the Council member and the Superintendent and shall be followed by written notice of the transfer to the Council member involved and to the Council.

At the request of the Council member involved, within ten (10) days of notification, the Superintendent shall forward a statement of reasons for the transfer to the Council member.

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ARTICLE XII

MISCELLANEOUS

A. Use of Automobile

Council members shall be reimbursed at the current mileage rate in accordance with the requirements of N.J.S.A. 18A:11-12 and the New Jersey Office of Management and Budget (NJOMB) regulations promulgated for travel.

B. Involuntary Reduction of Administrative or Supervisory Personnel

In the event there shall be a reduction in administrative or supervisory staff, every attempt within the confines of mandated regulations pertaining to reduction in force will be made to place the Council member in a professional position within the district. In the event of a reduction in staff, the Council member so affected will be given primary consideration for any available position provided that he/she is certified and meets the qualification for the position.

C. Reimbursement for Personal Property Damage

The Board shall reimburse Council members for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by a Council member while acting in the discharge of his/her duties within the scope of his employment, (if this loss is not covered by personal insurance or workman's compensation).

D. Payment of Professional Dues

The district will establish a professional development account of \$7,500 for approved professional development workshops and seminars that council members may attend.

E. Tuition Reimbursement

The Board of Education shall reimburse council members fifty percent (50%) of tuition/administrative mentorship fees (not to exceed \$1,500.00) per fiscal year. Members must receive prior course approval and achieve a grade of "B" or better in the course to be eligible for tuition reimbursement.

F. Supervisors (10 Months) includes council members serving in any 10 month supervisory position

1. Ten Month Supervisors

Supervisors shall work until June 30th, which is the same contractual period for all 10-month employees.

2. Ten Month 20 Day Supervisors

Supervisors shall work until June 30th, which is the same contractual period for all 10-month employees. An additional twenty (20) work days will be scheduled between July 1 and September 1 according to a schedule to be developed by the Superintendent or his/her designee and respective

building principals. The annual salary will be paid over twelve (12) months for pension purposes. The per diem rate for a supervisor shall be calculated as $1/220^{\text{th}}$ of the annual salary. The Board agrees to make pension contributions for the twenty (20) workdays to T.P.A.F., in accordance with New Jersey Statutes & Regulations. However, the Board makes no representation, and shall bear no responsibility regarding council members' rights and options under T.P.A.F., nor any financial responsibility for any claims for recoupment.

G. Summer Hours of Operations

All Wall Twp. Schools will be open from 8 A.M. to 3 P.M. Monday through Thursday and 8 A.M. to 1 P.M. on Friday throughout the summer recess period. Administrators will use their professional discretion to insure proper operation of each facility.

Notwithstanding, council members will ensure that there is adequate staff coverage at all schools during summer recess school hours.

H. Placement

If a current council member receives a district promotion, he/she will be considered for a salary increase on his/her current base salary. The increase will be negotiated with the Superintendent. The council member's experience as an administrator will be used to determine the increase.

If there is a change/transfer of a council member to a commensurate position (e.g. Principal to Principal; Assistant Principal to Assistant Principal) the salary shall not be less than the salary in the previous position.



I. Education Credit

Council members hired prior to July 1st, 2015 shall receive additional annual salary compensation for education credits as follows:

Masters + 15	(\$800 total)
Masters + 30	(\$1650 total)
Masters + 45	(\$2550 total)
Masters + 60	(\$3500 total)
Doctorate	(\$4600 total)

Administrators hired after July 1st, 2015 are not entitled to this benefit.

J. Longevity Increments

Longevity will be frozen and future increments will be for years of service in Wall Township; an additional seven hundred fifty dollar \$750 increment for Council Members entering their 15th, 18th, 21st, and 25th year in education in Wall Township. Members of the WTASC hired after July 1, 2017 shall not be eligible for longevity.

K. Side Bar Agreements/Outstanding Grievances

Any side bar agreements and or outstanding grievances not incorporated into the Memorandum of Agreement will sunset and become null and void upon a fully executed agreement.

L. Salary

The annual salary increase for each employee shall be 2% for each year of the contract and based on his/her prior year base salary. Salaries for the 2017-2018 school year shall be retroactive to July 1, 2017.



The minimum starting salary for each position in the Council will be as follows:

High School Principal	\$125,000
Intermediate School Principal	\$115,000
Elementary School Principal	\$110,000
High School Assistant Principal	\$110,000
Intermediate School Assistant Principal	\$105,000
10 month / 20 day Supervisor	\$100,000
Director of Special Services / Principal of Primary School	\$125,000
Guidance Director	\$110,000
Athletic Director	\$110,000

M. Summer Curriculum Work

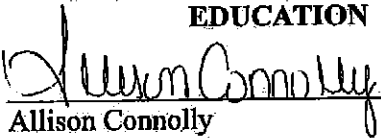
Summer curriculum work required beyond the normal summer workdays shall be compensated at the rate of seventy-five (\$75) dollars per hour. Any member shall be considered eligible. An agreement between the WTASC and the Superintendent shall be made in writing prior to completing additional curriculum work beyond the normal summer hours. The written agreement shall detail the amount of approved hours and deadlines for work to be completed.

CERTIFICATION

The contract term shall be three (3) years in length beginning (retroactive to) July 1, 2017 to June 30, 2020. The parties agree that if the "Cadillac Tax" is in effect beyond June 30, 2019, the parties will re-open negotiations with regard to contributions toward surcharges imposed under the tax.

IN WITNESS WHEREOF, each of the parties hereto has caused this agreement to be executed by its authorized representatives retroactively to the 1st day of July, 2017.

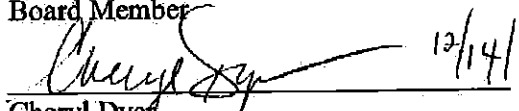
WALL TOWNSHIP BOARD OF EDUCATION

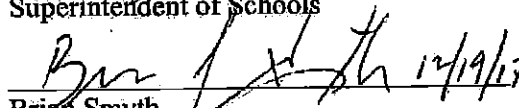

Allison Connolly
President, Board of Education


Robin Zawodniak
Chairperson, Negotiations Committee

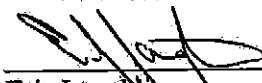

Ernest Bongiovanni
Board Member

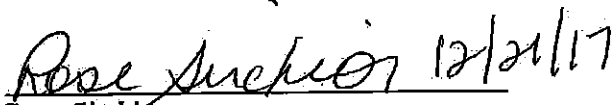

Michael McArthur
Board Member

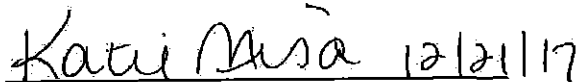
 12/14/17
Cheryl Dyer
Superintendent of Schools

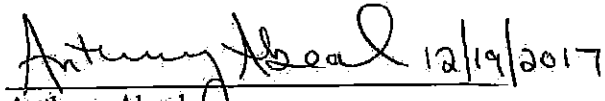
 12/19/17
Brian Smyth
Business Administrator/Board Secretary

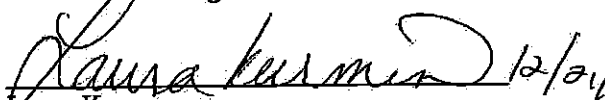
WALL TOWNSHIP ADMINISTRATIVE AND SUPERVISORY COUNCIL

 12/19/2017
Eric Laughlin

 12/21/17
Rose Sirchio

 12/21/17
Katie Misa

 12/19/2017
Anthony Abeal

 12/21/17
Laura Kurmin

COLLECTIVE BARGAINING
AGREEMENT
WALL TOWNSHIP BOARD OF
EDUCATION
AND
WALL TOWNSHIP
ADMINISTRATIVE AND
SUPERVISORY COUNCIL

2020-2021

2021-2022

2022-2023

ARTICLE I
RECOGNITION

A. Unit Membership

In accordance with Chapter 123, Public Law of 1974 as amended, the Wall Township Board of Education (hereinafter "Board of Education") hereby recognizes the Wall Township Administrative and Supervisory Council (hereinafter "Council") as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all professional administrative and supervisory personnel may include:

- High School Principal
- High School Assistant Principal
- Intermediate School Principal
- Intermediate School Assistant Principal
- Elementary School Principal
- Elementary School Assistant Principal
- Director of Special Services
- Coordinator of Special Education
- Adult School Principal
- Athletic Director
- Career Education Coordinator
- Guidance Director
- Dean of Studies (7-12); and those persons acting in these capacities
- Ten Month Supervisor
- Ten Month 20 Day Supervisor
- Twelve Month Supervisor

B. Definition:

Unless otherwise indicated, the term "Council Member" when used hereinafter in this agreement shall refer to all professional employees represented by the Wall Township Administrative and Supervisory Council.

Article II
NEGOTIATION PROCEDURE

A. Deadline Dates

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Law of 1974 as amended, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Negotiations shall begin within the time frames as established by the Public Employment Relations Commission.

B. Negotiations Team Authority

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations. Final approval of tentative agreements can only be determined by the Board of Education and the Council membership.

C. Maintaining Current Benefits

All terms and conditions as stated in this agreement shall be extended until a successor agreement is ratified by the Board of Education and the Council membership, except as specified.

D. Modification

This agreement incorporates the entire understanding of the parties on the items negotiated and shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definition Grievance

A grievance is a claim by an employee or employees in the Bargaining Unit or the bargaining unit representatives based upon the interpretation, application or violation of this agreement, policies or administrative decisions affecting the terms and conditions of employment.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise affecting Council members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Principles

1. Failure by either party at any step of this procedure as outlined in Article III D 2, 3, and 4 to render a decision within the estimated timeline shall move the grievance to the next level.
2. All meetings and hearings under this procedure shall be conducted in private, shall include only such parties in interest and their designated or selected representatives.
3. All documents, communications and records dealing with the grievance in question shall be kept in a special grievance file and not be placed in the personnel file of any of the participants. This file shall be maintained until final

decision is made, at which time all records except the final decision shall be destroyed.

4. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative. When a Council member is not represented by the Council, the Council shall have the right to be present and to state its views at all stages of the grievance procedure.

D. Procedure

1. Any employee who has a grievance shall discuss it with his/her immediate superior, in an attempt to resolve the matter informally at that level. A grievance to be considered must be initiated by the employee within thirty (30) calendar days of its occurrence.
2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days he/she shall present his/her complaint in writing to the immediate superior within five (5) school days. The immediate superior shall communicate his decision to the employee within three (3) school days of receipt of the written complaint.
3. The employee may appeal this decision within five (5) school days to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth grounds upon which the grievance is based. The Superintendent shall receive a report on the grievance and shall confer with the concerned parties. Either party may request a private conference. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days. He/she shall communicate

his/her decision in writing, along with supporting reasons, to the employee, his immediate superior and the Council.

4. If the grievance is not resolved to the employee's satisfaction he/she may within five (5) school days request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools, who shall attach all materials and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee if requested, and render a decision within thirty-five (35) calendar days.
5. If the Council is dissatisfied with the determination of the Board of Education, and in the further event that the grievance involves the interpretation of application of this contract, but does not involve a tenure charge (N.J.S.A. 18A:6-10), withholding of an increment (N.J.S.A. 18A:29-14), or a non-renewal of a non-tenure administrator's contract (N.J.S.A. 18A:27-10), then a request for arbitration shall be made to the Public Employment Relations Commission (PERC) as to the selection of an Arbitrator. The Arbitrator's decision shall be in writing and shall be submitted to the Board and the Council and shall be final and binding on the parties. The compensation of the Arbitrator shall be borne equally by the parties.
6. Failure by the grievant at any step of this procedure to appeal a grievance to the next step within a specified time limit shall be deemed to be acceptance of the decision rendered at that step. Failure at any step of this procedure to communicate a decision of the grievance to the grievant within the specified time limits shall be deemed to be acceptance of the grievant's position.

ARTICLE IV
COUNCIL MEMBERS' RIGHTS AND RESPONSIBILITIES

It is expected that Council members will be at their place of responsibility during normal school hours when students are in attendance, as prescribed by the Superintendent of Schools.

A. Rights and Protection in Representation

Pursuant to Chapter 123, Public Law 1974 as amended, the Board hereby Agrees that all professional administrative and supervisory personnel shall have the right to organize, join and support the Council for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection.

B. Required Meeting or Hearings

Whenever any Council member is required to appear before the Superintendent, Board, or any other committee or member thereof concerning any matter that could result in the withholding of an increment or termination of employment of that Council member, he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have (a) representative(s) of the Council and/or attorney present to advise him/her and represent him/her during such meetings or interviews. Any suspension shall be with pay until formal determination by the Board of Education.

C. When Students Are Not in Attendance During the School Year

It shall be the responsibility of each Council Member, in conjunction with his/her superior, to reasonably determine the need to be present in his/her normal place of work on days during the school year when students are not in attendance. Teacher in-service days are Council member

work days. Each council member shall receive a combination of fixed and floating holidays for a total of sixteen (16) days annually.

12 Month Administrators

All 12-month council members will receive annually ten (10) Fixed Holidays, six (6) Floating Holidays.

10 Month Supervisors

All 10 Month Supervisors shall receive annually nine (9) Fixed Holidays, seven (7) Floating Holidays.

12 Month Administrators and 10 Month Supervisors

All council members, in addition to the above fixed and floating counts, will receive additional Fixed Holidays when students are not in attendance during the scheduled winter break in accordance with the December/January approved district calendar.

Fixed Holidays are defined as days in which a council member has off from work and may not be considered work days. These days include Labor Day, Thanksgiving Day, Thanksgiving Day Friday, Christmas Day, New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Good Friday, Memorial Day, and Independence Day. If a fixed holiday falls on a weekend, the council member may choose an alternate district closed day for the fixed holiday. Floating Holidays are defined as days in which a council member may take off from work, without prior approval, during scheduled district closings as noted on the district calendar. Council members may choose to work on days the district is closed in order to use floating holidays on alternate days as approved by the Superintendent. Council members may use vacation days on scheduled

district closings, as noted on the district calendar, without prior approval. Floating holidays may not be carried over into a future school calendar year (July 1st - June 30th).

*Independence Day is a fixed holiday for 12 Month Council Members.

D. Co-Curricular Positions

Due to the scope of his/her responsibility, any council member will not be permitted to hold an extra or co-curricular assignment.

ARTICLE V

GUIDELINES FOR COMMUNICATIONS

Recognizing that effective communication is necessary to promote and provide for better opportunities for the Wall educational community, the parties agree that requests to meet with the Superintendent or the Superintendent and the Board of Education on matters of concern to the Council such as school calendar, substitute administrative or supervisory assistance, negotiations with other employee groups, etc., shall be honored.

ARTICLE VI
LEAVES OF ABSENCE

A. Sick Leave

1. Accumulative

All council members shall be entitled to one (1) day sick leave per month. Unused sick leave shall be accumulated from year to year. All council members, including those on leave, will be credited all contracted sick days on the first day of the new contract year, July 1st.

2. Retirement

All council members, upon retirement, shall receive sick leave reimbursement in accordance with state law and as follows:

A. All council members hired on or after July 1, 2008 will be paid at a rate of \$125 per day, for a maximum of 120 days ($\$125 \times 120 = \$15,000$).

B. All council members hired between July 1, 2002 and June 30, 2008 will be paid at a rate of \$125 per day, based on the accrued days (up to 225 days) as of June 30, 2011 or the \$15,000 cap, whichever is greater.

C. All council members hired on or before June 30, 2002 will be paid at a rate of \$125 per day, based on the accrued days (up to 275 days) as of June 30, 2011 or the \$15,000 cap, whichever is greater.

D. Council members may agree to forfeit their accrued sick and vacation days to the Board of Education. In turn, the Board of Education agrees to convert the forfeited days to a monetary sum as delineated in the Collective Bargaining Agreement and place the monies in an approved

non-elective 403B TSA plan as an employer contribution, subject to applicable state and Federal laws.

3. Extended Illness

In any instance of extended illness, additional sick days, up to a total not to exceed three (3) days for each year of previous employment may be granted, upon the recommendation of the Superintendent of Schools and the approval of the Board. Used portions of these extended illness sick leave days shall not be reinstated. When requested by the Superintendent, a physician's certificate shall be submitted in case of personal illness, which extends beyond four (4) consecutive school days.

B. Temporary Leave of Absence

All council members shall be entitled to the following leaves of absence with pay during each school year.

1. Death in Family

In the event of a death in the immediate family, an allowance of up to five (5) days leave shall be granted to each council member. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, sister, brother, mother or father-in-law, Grandparent, Grandparent-in-Law, Sister-in-Law, Brother-in-Law, Aunt, Uncle, Grandchildren, Niece or Nephew, or any member of the council members' immediate household or any near relative of the council member. The Superintendent will use his/her discretion to grant bereavement of the near relative.

2. Personal

Council members are granted five (5) days per year without reduction in pay for personal business which cannot be performed other than during employment hours. The number of unused personal days in any year shall be converted to accumulated sick leave on June 30 of each year, subject to applicable state and federal laws (N.J.S.A. 18A:30-7). All council members, including those on leave, will be credited all contracted personal days on the first day of the new contract year, which shall be July 1st.

3. Jury Duty

Employees serving jury duty will limit their days of absence to the days of actual jury service. They shall receive their regular salary during the time of service and will turn over the jury duty check to the Board of Education up to the amount of their salary.

C. Extended Leaves of Absence

1. Maternity and Child Care Leaves

The parties agree that the terms of this agreement regarding maternity and childcare leave shall be as governed by applicable law.

2. Military Leave

Any employee when on military leave shall retain all rights to re-employment without loss of seniority, status, or rate of pay, according to law, unless the circumstances of the District are so changed as to make re-employment impossible.

Any employee on military leave shall be held to the following expansion of the Leave of Absence for Public Officers, Employees provision, as outlined below:

A permanent or full-time temporary officer or employee of the Board who is a member of the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve, or United States Marine Corp Reserve, or other organization affiliated therewith, including the National Guard of other states, shall be entitled to leave of absence without loss of pay or time for the period the employee shall be engaged in any period of Federal active duty. Without loss of pay shall mean that the gross pay (without deductions) that the employee receives while on leave shall be equal to the total gross pay (without deductions) the employee would receive if not on leave. The employee shall provide proof of the gross pay (without deductions) received from the United States Government or the appropriate subsidiary for the period of Federal active duty. The gross pay (without deductions) the employee shall receive from the Board shall be the employee's gross pay less the employee's Federal active duty pay (without deductions) so the employee receives a combined gross pay (without deductions) equal to the employee's gross pay without deductions from the Board. Appropriate deductions shall be made after the employee's adjusted gross pay is determined by the Board. Without loss of time means that while the employee shall not earn any additional time off with pay, the time of this Federal active duty shall not be charged so as to reduce any vacation, fixed and floating holidays, sick or personal time earned by the employee as of the first day of the Federal leave.

ARTICLE VII
SABBATICAL LEAVE

One (1) Council member, may, upon recommendation of the Superintendent and approval of the Board, be granted sabbatical leave under the following conditions:

1. Applicants must have held an administrative or supervisory position for three (3) years and have been employed by the Board for seven (7) continuous years.
2. The leave will encompass one (1) academic year.
3. Applicants outlining the plans for the period of absence must be submitted to the Superintendent of Schools for consideration, suggestion, and approval not later than November 15 preceding the year in which the leave is to become effective.
4. If the number requesting sabbatical leave exceeds the number of such leaves available, the selection shall be based upon:
 - a. The estimated value of the plan to the individual and to the school system.
 - b. The amount of seniority.
 - c. The lengths of time since the last sabbatical leave.
5. With regard to an employee's pay during a time of Sabbatical Leave, the following information below shall be applied.

An employee on Sabbatical Leave shall be entitled to leave of absence from his or her respective duty as an employee without loss of pay or time on all work days and entitled to pay received for the period of leave on which he or she shall be engaged.

6. A Council member on sabbatical leave shall report all compensation received from sources other than his/her Board of Education, provided that compensation

shall not include such items as allowance for travel, cost of living adjustment for Foreign Service, research, and other expense in connection with the project. The applicant granted a sabbatical leave shall agree to return to the service of the Wall Township Public Schools for a two-year period or must return all or part of the grant received at the discretion of the Board of Education.

7. A Council member returning from sabbatical leave shall be restored to his/her former position.
8. Within thirty (30) days of return from sabbatical leave, he shall make a report of his/her professional activities as a follow up to the plans he/she outlined when applying for the sabbatical.
9. Applicants must be notified by contract renewal date as to the Board action taken on their request.

ARTICLE VIII

HEALTH CARE COVERAGE

A. Health and Dental Coverage

The Board of Education agrees to provide benefits as detailed in the District's Medical Insurance Policy for all council members. The Board of Education agrees to maintain Horizon Blue Cross Blue Shield and Delta Dental coverage in accordance with Delta Dental's Executive Plan. A Direct 10 Plan will no longer be offered. Members of the WTASC shall choose from Direct 15, Direct Access 20/40, EPO and HSA plans. Any changes to the currently provided health benefits programs will be equal to or better than the current coverage, as mutually determined by the District Health Broker and an independent health care consultant retained at WTASC's expense.

WTASC membership contribution towards his/her health care premiums shall be reduced from Tier 4 Chapter 78 to thirty (30) percent of the total premium cost.

B. Retirement Coverage

Retired employees and dependents that are eligible at the time of retirement will be enrolled into the State Health Benefits Program. Prior to Medicare eligibility, the retiree and his/her spouse may purchase, at current group rates, the Prescription Drug Plan and Dental Plan that are available to the active council members. Once eligibility for Medicare is attained, the retiree and his/her spouse will be granted the privilege of purchasing at group rates all or any part of the medical coverage that are available to the active council members. The cost for this additional coverage at the group rate in effect will be the total responsibility of the retired employee.

C. Disability Coverage

Council members shall receive, at district expense, the New Jersey School Administrators

Group Disability Insurance. The Extended Disability Insurance Plan

includes benefits beginning after the ninety (90) day waiting period and a \$2,000.00 minimum monthly benefit amount.

D. Insurance Reimbursement/Sell Back

Any council member shall have the option of surrendering coverage under this article and any related insurance articles, in exchange for a monetary compensation as designated by the chart below. Said monetary compensation shall be made in two (2) installments on January 30th and June 30th . Each council member opting to surrender benefits shall notify the Board Office no later than June 15th preceding the contract year in which the council member will receive

monetary compensation in lieu of benefits. Council members who accept monetary compensation will be surrendering benefits, based on the chart below. Surrender of benefits for the following year shall not be considered automatic. Every council member shall be considered covered unless and until such time as a council member shall affirmatively notify the Board that he/she is continuing to surrender benefits in return for the monetary compensation listed below.

	Single Coverage	Parent/Child	Member/Spouse	Family Coverage
Medical	\$1500.00	\$2513.00	\$3236.00	\$4200.00
Prescription	\$400.00	\$670.00	\$863.00	\$1000.00
Dental	\$100.00	\$167.00	\$216.00	\$300.00
All	\$2000.00	\$3350.00	\$4315.00	\$5500.00

E. Description to Council Members

The Board shall provide to each Council member a description of the health care coverage as provided under this Article.

ARTICLE IX

DEDUCTIONS FROM SALARY

Tax Sheltered Annuity

Council members may authorize the Board to make deductions for the purpose of tax sheltered annuities pursuant to the provisions of R.S. 18A: 66-127, et seq., and the terms of a group contract approved by the Board.

ARTICLE X

VACATION

A. Time Allotted

All 12-month council members shall receive twenty-four (24) vacation days annually. All 10 month/20 day supervisors shall receive ten (10) vacation days annually.

Annual vacation days for Council members shall be taken within the contract year at the discretion of the individual member with the approval by the Superintendent of Schools. Council members will maintain the ability to accumulate no more than thirty (30) vacation days in accordance with N.J.S.A. 18A:30-9.1.

For Reference Purposes Only:

All existing council members hired prior to 2008 will be grandfathered until June 30, 2011 and be allowed to accrue and bank days as per the 2005-2008 Collective Bargaining Agreement language. On June 30, 2011 all council members' accrued bank of vacation days will be frozen. Beginning June 30, 2011 all council members will receive fifteen (15) vacation days with the ability to accumulate or bank a maximum of thirty (30) days. 2005-2008 Contract for Reference Only:

The vacation schedule is as follows:

Years Employed in 12-Month Position	Amount of Vacation
First Year	Twelve Days
Second Year	Seventeen Days
Third Year	Twenty-two Days
Tenth Year	Twenty-five Days

B. Banking Time

All current employees will be grandfathered under the 2005-2008 accrual and payout contractual language of fifty (50) days with one day for every two days above said fifty (50) days to a maximum accrual/carryover bank of seventy (70) days until June 30, 2011. The denominator used will be two hundred sixty (260) days to compute the per-diem rate. The payout for employees hired on or before June 30, 2008 will be based on the accrued days as of June 30, 2011 or the \$15,000 statutory cap, whichever is greater. All new hires will be held to the aforementioned \$15,000.00 statutory cap.

C. Death of Council Member

Any outstanding payments shall be forfeited upon death of the employee and are not payable to employee's estate in accordance with IRS regulation.

ARTICLE XI

VACANCIES AND TRANSFERS

A. Notice

Whenever an administrative or supervisory vacancy occurs, notice shall be posted in each school building and forwarded to the Council. Such notice shall state the position, its qualifications, and the date by which applications are to be made. Council members who desire to apply for such vacancy shall submit their application in writing, and in accordance with district procedures, to the Superintendent within the time limit set forth in the notice.

B. Notification

As soon as practicable after the Board has formally approved the personnel action, each applicant and the Council shall be notified of the Board's decision.

C. Involuntary Transfer

An involuntary transfer shall be made only after a meeting between the Council member and the Superintendent and shall be followed by written notice of the transfer to the Council member involved and to the Council.

At the request of the Council member involved, within ten (10) days of notification, the Superintendent shall forward a statement of reasons for the transfer to the Council member.

ARTICLE XII

MISCELLANEOUS

A. Use of Automobile

Council members shall be reimbursed at the current mileage rate in accordance with the requirements of N.J.S.A. 18A:11-12 and the New Jersey Office of Management and Budget (NJOMB) regulations promulgated for travel.

B. Involuntary Reduction of Administrative or Supervisory Personnel

In the event there shall be a reduction in administrative or supervisory staff, every attempt within the confines of mandated regulations pertaining to reduction in force will be made to place the Council member in a professional position within the district. In the event of a reduction in staff, the Council member so affected will be given primary consideration for any available position provided that he/she is certified and meets the qualification for the position.

C. Reimbursement for Personal Property Damage

The Board shall reimburse Council members for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by a Council member while acting in the discharge of his/her duties within the scope of his employment, (if this loss is not covered by personal insurance or workman's compensation).

D. Payment of Professional Dues

The district will establish a professional development account of \$7,500 for approved professional development workshops and seminars that council members may attend.

E. Tuition Reimbursement

The Board of Education shall reimburse council members fifty percent (50%) of tuition/administrative mentorship fees (not to exceed \$1,500.00) per fiscal year. Members must receive prior course approval and achieve a grade of "B" or better in the course to be eligible for tuition reimbursement.

F. Supervisors (10 Months) includes council members serving in any 10 month supervisory position

1. Ten Month Supervisors

Supervisors shall work until June 30th, which is the same contractual period for all 10-month employees.

2. Ten Month 20 Day Supervisors

Supervisors shall work until June 30th, which is the same contractual period for all 10-month employees. An additional twenty (20) work days will be scheduled

between July 1 and September 1 according to a schedule to be developed by the Superintendent or his/her designee and respective building principals. The annual salary will be paid over twelve (12) months for pension purposes. The per diem rate for a supervisor shall be calculated as 1/220th of the annual salary. The Board agrees to make pension contributions for the twenty (20) workdays to T.P.A.F., in accordance with New Jersey Statutes & Regulations. However, the Board makes no representation, and shall bear no responsibility regarding council members' rights and options under T.P.A.F., nor any financial responsibility for any claims for recoupment.

G. Summer Hours of Operations

All Wall Twp. Schools will be open from 8 A.M. to 3 P.M. Monday through Thursday and 8 A.M. to 1 P.M. on Friday throughout the summer recess period. Administrators will use their professional discretion to ensure proper operation of each facility. Notwithstanding, council members will ensure that there is adequate staff coverage at all schools during summer recess school hours.

H. Placement

If a current council member receives a district promotion, he/she will be considered for a salary increase on his/her current base salary. The increase will be negotiated with the Superintendent. The council member's experience as an administrator will be used to determine the increase.

If there is a change/transfer of a council member to a commensurate position (e.g. Principal to Principal; Assistant Principal to Assistant Principal) the salary shall not be less than the salary in the previous position.

I. Education Credit

Council members hired prior to July 1st, 2015 shall receive additional annual salary compensation for education credits as follows:

Masters + 15 (\$800 total)

Masters + 30 (\$1650 total)

Masters + 45 (\$2550 total)

Masters + 60 (\$3500 total)

Doctorate (\$4600 total)

Administrators hired after July 1st, 2015 are not entitled to this benefit.

J. Longevity Increments

Longevity will be frozen and future increments will be for years of service in Wall Township; an additional seven hundred fifty dollar \$750 increment for Council Members entering their 15th, 18th, 21st, and 25th year in education in Wall Township. Members of the WTASC hired after July 1, 2017 shall not be eligible for longevity.

K. Side Bar Agreements/Outstanding Grievances

Any side bar agreements and or outstanding grievances not incorporated into the Memorandum of Agreement will sunset and become null and void upon a fully executed agreement.

L. Salary

The annual salary increase for each employee shall be based upon his/her 2019-2020 base salary.

The salary schedule is as follows:

2020-2021 = 2%

2021-2022 = 2.25%

2022-2023 = 2.25%

All council members will receive an annual stipend of \$750. The stipend shall not be pensionable or cumulative. The stipend shall be paid annually for the term of this agreement. The stipend shall be paid as one installment on December 15th, separate of the member's regular paycheck.

The minimum starting salary for each position in the Council will be as follows:

High School Principal	\$125,000
Intermediate School Principal	\$115,000
Elementary School Principal	\$110,000
High School Assistant Principal	\$110,000
Intermediate School Assistant Principal	\$105,000
10 month / 20 day Supervisor	\$100,000
Director of Special Services / Principal of Primary School	\$125,000
Guidance Director	\$110,000
Athletic Director	\$110,000

M. Summer Curriculum Work

Summer curriculum work required beyond the normal summer workdays shall be compensated at the rate of seventy-five (\$75) dollars per hour. Any member shall be considered eligible. An agreement between the WTASC and the Superintendent shall be made in writing prior to completing additional curriculum work beyond the normal summer hours. The written agreement shall detail the amount of approved hours and deadlines for work to be completed.

N. School Safety Specialist

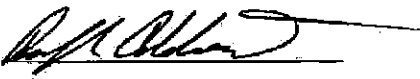
A council member will receive a yearly stipend of \$6,000 for the responsibilities associated with the State required School Safety Specialist title.

CERTIFICATION

The contract term shall be three (3) years in length beginning (retroactive to) July 1, 2020 to June 30, 2023.

IN WITNESS WHEREOF, each of the parties hereto has caused this agreement to be executed by its authorized representatives retroactively to the 1st day of July, 2020.

**WALL TOWNSHIP BOARD OF
EDUCATION**



Ralph Addonizio

President, Board of Education

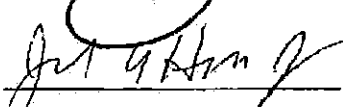


Christopher San Filippo

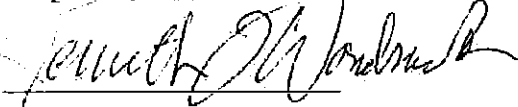
Chairperson, Negotiations Committee



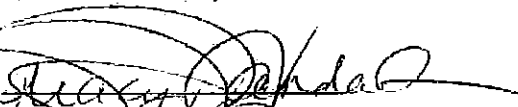
Russell Gartz, Board Member



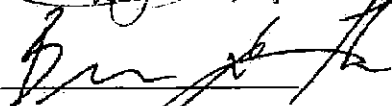
Joseph Hall, Board Member



Kenneth Wondrack, Board Member

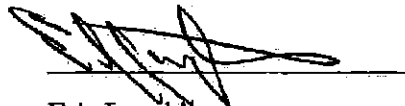


Dr. Tracy Handeheran, Superintendent of Schools



Brian Smyth, Business Administrator/BOE
Secretary

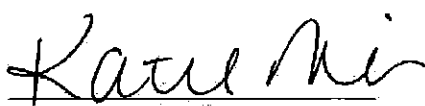
**WALL TOWNSHIP ADMINISTRATIVE
AND SUPERVISORY COUNCIL**



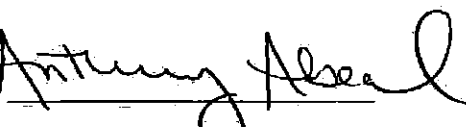
Eric Laughlin



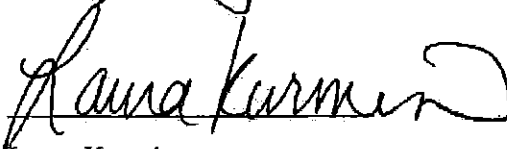
Rose Sirchio



Katie Misa



Anthony Abeal



Laura Kurmin

**MEMORANDUM OF AGREEMENT
BETWEEN THE
WALL TOWNSHIP BOARD OF EDUCATION (Board)
AND
WALL TOWNSHIP ADMINISTRATIVE AND SUPERVISORY COUNCIL (Association)
for a Successor Contract to the Current Contract
Between the Board and the Association
For the Period July 1, 2023 to June 30, 2028**

THIS MEMORANDUM OF AGREEMENT is made this 23 day of May, 2023, by and between the negotiating teams representing the Board and the Association.

WHEREAS, the parties have been engaged in negotiations in good faith in an effort to arrive at successor contracts to a Contract which expired on June 30, 2023; and

WHEREAS, the parties have arrived at a Memorandum of Agreement ("Memorandum") which each will present to their respective constituents, along with their recommendations for acceptance and ratification.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties stipulate as to the following:

1. The provisions of this Memorandum are subject to and contingent upon ratification by the parties represented by the signatories herein to the Contract and to the execution of a more formal Contract.
2. The Contract shall cover the period of July 1, 2023 to June 30, 2028.
3. All portions of the most recently expired Contract and not modified by the terms of this Memorandum shall continue to be of full force and effect and be carried forward and be incorporated into the July 1, 2023 to June 30, 2028 Contract and binding arbitration.
4. A duplicate of this Memorandum has been furnished to and been received by representatives of the parties herein.
5. Unless otherwise noted, all dates involving the duration in the Contract shall be conformed to the duration of the July 1, 2023 to June 30, 2028 Contract.
6. Any Tentative Agreements previously signed by the parties including the agreed-upon scattergrams and base-year analysis costs are attached to and made a part of this Memorandum.
7. All items agreed to by and between the parties during negotiations shall be incorporated into the July 1, 2023 to June 30, 2028 Contract.

8. All parties acknowledge these terms and conditions are subject to ratification.
9. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
10. All other proposals are hereby withdrawn by both parties.
11. *The parties agree as follows:*

ARTICLE IV

Council Members' Rights and Responsibilities

P. 8, C

DELETE:

Each council member shall receive a combination of fixed and floating holidays for a total of sixteen (16) days annually

ARTICLE IV

Council Members' Rights and Responsibilities

P. 8, C (L.7)

DELETE

...seven (7) Floating Holidays...

SUBSTITUTE

...six (6) Floating Holidays...

ADD:

10 Month, twenty day Supervisors who complete Safe Schools Training by September 1, shall be permitted to take off on District Designated Safe Schools give back day assigned to teachers. The Supervisors shall not use their twenty work days to complete their required trainings.

ARTICLE IV

Council Members' Rights and Responsibilities

P. 8 C (L.16-17 and 19-21)

MODIFY:

If a fixed holiday falls on a weekend, the council member may choose an alternate district closed day for the fixed holiday, with the exception of Christmas and New Year's Day.



MODIFY

Council members may choose to work on days the district is closed in order to use floating holidays on alternate days as approved by the Superintendent with two weeks advanced notice. Council members will ensure there is adequate coverage at their assigned building during that time.

ADD:

In the event the Superintendent denies the use of a day floating holiday, it shall be understood and agreed that the use of a personal day will similarly not be permitted. Should the employee attempt to call out sick after a floating holiday is denied, the employee will be required to provide a note from a doctor.

ARTICLE VI
Leave of Absence

P. 11, A.2 D
DELETE:

..... and vacation days to the Board of Education.

SUBSTITUTE:

..... days to the Board of Education upon retirement.

ARTICLE I
Leave of Absence

P. 13. B.2
SUBSTITUTE:

Council Members are granted five (5) personal days without specified reason unless the personal day is a work day immediately prior to or following a scheduled school closing. In such an instance, approval of the Superintendent of Schools or his/her designee is required. All unused personal days shall be converted to accumulated sick leave on June 30th of each year.

ARTICLE VIII
Health Care Coverage

P. 16, A. (L.2)

DELETE:

.... Horizon Blue Cross Blue Shield and Delta Dental coverage in accordance with Delta Dental's Executive Plan.

SUBSTITUTE:

.... current health plans dental and medical coverage.



ARTICLE VIII
Health Care Coverage

P. 16. A (L.3)

DELETE:

A Direct 10 Plan will no longer be offered.

ARTICLE VIII
Health Care Coverage

P. 17. D. (L.4)

DELETE:

....no later than June 15th preceding the contract year in which the council members will receive monetary compensation in lieu of benefits.

SUBSTITUTE:

....during the open enrollment period.

ARTICLE X
Vacation

P. 19. A.

ADD:

1. Retirement – Council Members may agree to convert the accumulated vacation days to a monetary sum as delineated in the Collective Bargaining Agreement and place the monies in an approved non-elective 403b TSA plan as an employer contribution, subject to State and Federal laws.

ARTICLE X
Vacation

P.19, A (L. 5-6)

DELETE:

....maintain the ability to accumulate no more than thirty (30) vacation days in accordance with

SUBSTITUTE:

.... have the ability to accumulate no more than a one contract year allotment of vacation days in accordance with



ARTICLE X

Vacation

P. 20, B(L.4)

ADD: The denominator for 10 month 20 day supervisors shall be two hundred twenty days to compute per diem rate.

ARTICLE XII

Miscellaneous

P. 22, E. (L. 4)

Delete: Tuition Reimbursement

Substitute: Tuition/Administrative Mentorship Reimbursement

ARTICLE XII

Miscellaneous

P. 22, E.

Substitute: Upon the prior approval of the Superintendent, the board shall reimburse council members for tuition costs/administrative mentorship fees not to exceed Five Thousand (\$5,000) Dollars per school year, incurred for graduate level courses at an accredited institution of higher education when a "B" or higher is achieved.

Should a council member resign in the year tuition reimbursement has been paid, the council member shall reimburse the amount of tuition reimbursement paid to the council member to the Board.

ARTICLE XII

Miscellaneous

P. 22, F., 2

Add: If the need arises for additional work beyond the 20 required summer days, members will be paid at the rate of \$80.00 per hour.



ARTICLE XII

Miscellaneous

P. 25, L. Lines 10-18

Substitute: Minimum starting salaries will be improved by Five Thousand (\$5,000) Dollars to each position in Year 1 only. A one-time adjustment for members who find themselves below the minimum starting salary will be implemented in year 1. Nothing shall prevent the superintendent from hiring a member above the minimum starting salary.



SALARY

The parties agree to a salary increase over the 2022-2023 base salary for those as established by the agreed upon scattergram summary as follows:

2023-2024: 3.0 % to base

2024-2025: 3.2 % to base

2025-2026: 3.2 % to base

2026-2027: 3.2 % to base

2027-2028: 3.2 % to base

Salary adjustments may result in a modification of current salary guides, scales and steps, including the implementation of additional steps. Salary distribution and salary guide construction shall be mutually agreed upon by the Association and the Board.

All salary increases shall be retroactive to July 1, 2023.

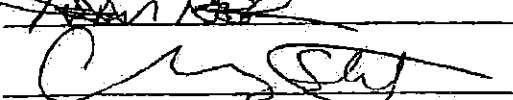
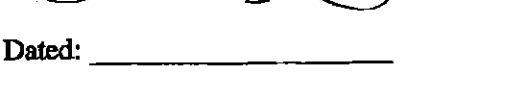
Longevity increments shall be improved in each year by \$50.00 per increment.

Unless otherwise noted above, all other stipends, rates, longevity amounts, and remuneration items not changed in this Memorandum or a Tentative Agreement shall remain unchanged for the 2020-2023 Contract.

Retroactive salary, payments, salary adjustments, stipend adjustments, and adjustments in compensation items, if any, shall not be made earlier than thirty (30) days after the 2023- 2028 Contract with salary guides is signed by the representatives of the Board and the Association and each party has received a signed copy. In no event shall retroactive pay be made later than sixty (60) days after the 2023-2028 Contract with salary guides is signed.

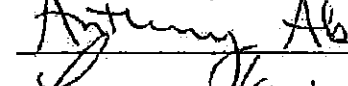
BOARD:



Dated: _____

ASSOCIATION:

 President WTASC
 Treasurer WTASC
 Secretary WTASC

Dated: 5/23/2023

EXHIBIT B

ATTENDANCE 2015-2016

Employee '12 Month' Attendance Calendar for Rosaleen Sirchio

For the 2015-2016 school year

vratcal3.101415
06/30/2016

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
				30.00 Total days out			
				Out Date-Charge-Amt-Reason			
JUL				07/06/15-V-(1.0000) Vacation- V			
AUG				07/16/15-V-(1.0000) Vacation- V			
SEP				07/17/15-V-(1.0000) Vacation- V			
OCT				07/20/15-V-(1.0000) Vacation- V			
NOV				07/23/15-V-(1.0000) Vacation- V			
DEC				08/03/15-V-(1.0000) Vacation- V			
JAN				08/13/15-V-(1.0000) Vacation- V			
FEB				08/14/15-V-(1.0000) Vacation- V			
MAR				08/17/15-V-(1.0000) Vacation- V			
APR				08/19/15-V-(0.5000) Vacation- V			
MAY				08/20/15-V-(0.5000) Vacation- V			
JUN				09/30/15-M-(0.5000) Professional- F			
				10/20/15-V-(0.5000) Vacation- V			
				10/28/15-C-(1.0000) Comp- c			
				11/02/15-M-(0.5000) Professional- F			
				11/20/15-V-(0.5000) Vacation- V			
				11/30/15-V-(0.5000) Vacation- V			
				01/07/16-V-(0.5000) Vacation- V			
				01/15/16-V-(0.5000) Vacation- V			
				01/28/16-V-(1.0000) Vacation- V			
				03/04/16-M-(0.5000) Professional- F			
				03/09/16-M-(1.0000) PD - Out of District- po			
				03/11/16-M-(1.0000) Field Trip- t			
				03/14/16-M-(1.0000) Field Trip- t			
				03/15/16-M-(1.0000) Field Trip- t			
				03/21/16-M-(0.5000) PD - out of District- po			
				05/11/16-M-(0.5000) PD - Out of District- po			
				05/13/16-P-(1.0000) Personal- F			
				05/25/16-P-(1.0000) Personal- F			
				05/26/16-M-(0.5000) PD - Out of District- po			
				06/03/16-V-(1.0000) Vacation- V			
				06/10/16-V-(0.5000) Vacation- V			
				06/24/16-V-(1.0000) Vacation- V			
				06/27/16-V-(1.0000) Vacation- V			
				06/28/16-V-(1.0000) Vacation- V			
				06/29/16-V-(1.0000) Vacation- V			
				06/30/16-V-(1.0000) Vacation- V			

	Sick
	Personal
	Unpaid Leave
	Vacation
	Professional
	All Other Reasons (lower case)
	Holidays

Total Days of the Week	
Sundays	0.00
Mondays	7.50
Tuesdays	2.50
Wednesdays	5.50
Thursdays	6.50
Fridays	8.00
Saturdays	0.00

Charge To Codes	Given	Used	Bal
(S) Sick	176.0000	0.0000	176.0000
(P) Personal	5.0000	2.0000	3.0000
(V) Vacation	25.0000	20.0000	5.0000
(M) Misc	0.0000	7.0000	-7.0000
(C) Comp	1.0000	1.0000	0.0000
(E) Extended Leave	0.0000	0.0000	0.0000
(D) Dock	0.0000	0.0000	0.0000
(O) Not a Work Day	0.0000	0.0000	0.0000
(B) Vacation Bank	90.0000	0.0000	90.0000

ATTENDANCE 2016-2017

Employee '12 Month' Attendance Calendar for Rosaleen Sirchio

For the 2016->2017 school year

vrata/3.101415
06/30/2017

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
50.50 Total days out							
Out Date-Charge-Amt-Reason							
JUL	S M T W T F S	AUG	S M T W T F S	SEP	S M T W T F S	OCT	S M T W T F S
1		1		1		1	
2		2		2		2	
3		3		3		3	
4		4		4		4	
5		5		5		5	
6		6		6		6	
7		7		7		7	
8		8		8		8	
9		9		9		9	
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22		22		22		22	
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26		26		26		26	
27		27		27		27	
28		28		28		28	
29		29		29		29	
30		30		30		30	
31		31		31		31	
NOV	S M T W T F S	DEC	S M T W T F S	JAN	S M T W T F S	FEB	S M T W T F S
1		1		1		1	
2		2		2		2	
3		3		3		3	
4		4		4		4	
5		5		5		5	
6		6		6		6	
7		7		7		7	
8		8		8		8	
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29		29		29		29	
30		30		30		30	
31		31		31		31	
MAR	S M T W T F S	APR	S M T W T F S	MAY	S M T W T F S	JUN	S M T W T F S
1		1		1		1	
2		2		2		2	
3		3		3		3	
4		4		4		4	
5		5		5		5	
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27		27		27		27	
28		28		28		28	
29		29		29		29	
30		30		30		30	
31		31		31		31	
Total Days of the Week							
Sundays 0.00							
Mondays 4.00							
Tuesdays 3.00							
Wednesdays 22.50							
Thursdays 10.00							
Fridays 11.00							
Saturdays 0.00							
Charge To Codes							
Given Used Bal							
(S) Sick 191.0000 5.5000 185.5000							
(P) Personal 5.0000 2.5000 2.5000							
(V) Vacation 20.0000 15.0000 5.0000							
(M) Misc 0.0000 26.5000 -26.5000							
(C) Comp 1.0000 1.0000 0.0000							
(E) Extended Leave 0.0000 0.0000 0.0000							
(D) Dock 0.0000 0.0000 0.0000							
(O) Not a Work Day 0.0000 0.0000 0.0000							
(B) Vacation Bank 90.0000 0.0000 90.0000							
07/03/16-S-(0.5000)Sick- S							
07/06/16-M-(1.0000)Jury Duty- j							
07/11/16-S-(0.5000)Sick- S							
07/13/16-V-(1.0000)Vacation- v							
07/14/16-V-(1.0000)Vacation- v							
07/15/16-V-(1.0000)Vacation- v							
07/20/16-M-(1.0000)Jury Duty- j							
07/21/16-V-(1.0000)Vacation- v							
07/27/16-M-(1.0000)Jury Duty- j							
07/29/16-V-(0.5000)Vacation- v							
08/03/16-M-(1.0000)Jury Duty- j							
08/05/16-V-(0.5000)Vacation- v							
08/10/16-M-(1.0000)Jury Duty- j							
08/11/16-V-(1.0000)Vacation- v							
08/17/16-M-(1.0000)Jury Duty- j							
08/18/16-V-(1.0000)Vacation- v							
08/19/16-V-(1.0000)Vacation- v							
08/22/16-S-(0.5000)Sick- S							
08/24/16-M-(1.0000)Jury Duty- j							
08/31/16-M-(1.0000)Jury Duty- j							
09/07/16-M-(1.0000)Jury Duty- j							
09/14/16-M-(1.0000)Jury Duty- j							
09/21/16-M-(1.0000)Jury Duty- j							
09/28/16-M-(0.5000)Jury Duty- j							
09/28/16-S-(0.5000)Sick- S							
10/05/16-M-(1.0000)Jury Duty- j							
10/12/16-M-(1.0000)Jury Duty- j							
10/19/16-M-(1.0000)Jury Duty- j							
10/20/16-M-(1.0000)PD - Out of District- po							
10/21/16-M-(1.0000)PD - Out of District- po							
10/26/16-M-(1.0000)Jury Duty- j							
10/27/16-M-(1.0000)PD - Out of District- po							
11/09/16-V-(1.0000)Vacation- v							
11/15/16-M-(1.0000)Jury Duty- j							
11/18/16-V-(1.0000)Vacation- v							
11/21/16-S-(0.5000)Sick- S							
11/28/16-S-(0.5000)Sick- S							
12/08/16-M-(0.5000)Field Trip- t							
01/18/17-S-(0.5000)Sick- S							
01/27/17-S-(0.5000)Sick- S							
02/03/17-M-(1.0000)PD - Out of District- po							

vratca/3.101415
06/30/2017

ATTENDANCE 2016-2017
Employee '12 Month' Attendance Calendar for Rosaleen Sirchio
For the 2016->2017 school year

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
						District- po	
						02/17/17-C-(1.0000)Comp- c	
						02/21/17-V-(1.0000)Vacation- V	
						02/22/17-V-(1.0000)Vacation- V	
						03/15/17-M-(1.0000)Field Trip- t	
						03/16/17-M-(1.0000)Field Trip- t	
						03/17/17-M-(1.0000)Field Trip- t	
						03/27/17-S-(0.5000)Sick- S	
						03/29/17-M-(1.0000)PD - Out of	
						District- po	
						04/24/17-S-(1.0000)Sick- S	
						05/04/17-P-(0.5000)Personal- P	
						05/05/17-P-(0.5000)Personal- P	
						05/24/17-P-(1.0000)Personal- P	
						06/02/17-M-(1.0000)Field Trip- t	
						06/09/17-P-(0.5000)Personal- P	
						06/15/17-M-(0.5000)Field Trip- t	
						06/22/17-V-(1.0000)Vacation- V	
						06/26/17-V-(0.5000)Vacation- V	
						06/28/17-V-(0.5000)Vacation- V	
						06/29/17-V-(0.5000)Vacation- V	
						06/30/17-V-(0.5000)Vacation- V	

ATTENDANCE 2017-2018

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2017->2018 school year

vratcal3.101415
06/30/2018

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired	
		S M T W T F S	S M T W T F S	S M T W T F S	S M T W T F S	59:50 Total days out		
JUL								Out Date-Charge-Amt-Reason
1								07/12/17-M-(1.0000) PD - Out of District- po
2								07/14/17-S-(1.0000) Sick- s
3								07/17/17-S-(1.0000) Sick- s
4								07/25/17-M-(1.0000) PD - Out of District- po
5								07/26/17-M-(1.0000) PD - Out of District- po
6								07/27/17-S-(1.0000) Sick- s
7								07/30/17-M-(1.0000) Field Trip- t
8								07/31/17-M-(1.0000) Field Trip- t
9								08/01/17-M-(1.0000) Field Trip- t
10								08/14/17-S-(1.0000) Sick- s
11								08/15/17-V-(1.0000) Vacation- v
12								08/16/17-V-(1.0000) Vacation- v
13								08/17/17-V-(1.0000) Vacation- v
14								08/18/17-V-(1.0000) Vacation- v
15								08/21/17-S-(0.5000) Sick- s
16								08/25/17-V-(1.0000) Vacation- v
17								08/29/17-M-(1.0000) PD - Out of District- po
18								08/31/17-M-(1.0000) PD - Out of District- po
19								09/15/17-M-(0.5000) PD - Out of District- po
20								10/16/17-S-(0.5000) Sick- s
21								10/27/17-M-(1.0000) PD - Out of District- po
22								11/07/17-V-(1.0000) Vacation- v
23								11/10/17-M-(1.0000) Floating Holiday- fh
24								11/28/17-S-(1.0000) Sick- s
25								12/12/17-S-(0.5000) Sick- s
26								12/15/17-S-(1.0000) Sick- s
27								12/19/17-M-(1.0000) PD - Out of District- po
28								12/26/17-M-(1.0000) Floating Holiday- fh
29								12/27/17-M-(1.0000) Floating Holiday- fh
30								12/29/17-S-(1.0000) Sick- s
31								01/08/18-S-(0.5000) Sick- s
32								01/11/18-M-(0.5000) PD - Out of District- po
33								
34								
35								
36								
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93								
94								
95								
96								
97								
98								
99								
100								

Sick

Personal

Unpaid Leave

Pd - In District

Vacation

All Other Reasons (lower case)

H

Holidays

Total Days of the Week

Sundays

1.00

Mondays

7.50

Tuesdays

13.50

Wednesdays

10.00

Thursdays

15.00

Fridays

12.50

Saturdays

0.00

Charge To Codes

(S) Sick

200.0000

14.5000

185.5000

(P) Personal

5.0000

0.0000

5.0000

(V) Vacation

29.0000

16.0000

13.0000

(M) Misc

0.0000

25.0000

-25.0000

(C) Comp

0.0000

0.0000

0.0000

(E) Extended Leave

0.0000

0.0000

0.0000

(D) Dock

0.0000

0.0000

0.0000

(O) Not a Work Day

0.0000

0.0000

0.0000

(B) Vacation Bank

90.0000

0.0000

90.0000

(F) Floating Holiday

0.0000

4.0000

-4.0000

Sick
 Personal
 Unpaid Leave
 Pd - In District
 Vacation
 All Other Reasons (lower case)
 *H Holidays

Total Days of the Week

Sundays	1.00
Mondays	7.50
Tuesdays	13.50
Wednesdays	10.00
Thursdays	15.00
Fridays	12.50
Saturdays	0.00

Charge To Codes

Given	Used	Bal
(S) Sick	200.0000	14.5000
(P) Personal	5.0000	0.0000
(V) Vacation	29.0000	16.0000
(M) Misc	0.0000	25.0000
(C) Comp	0.0000	0.0000
(E) Extended Leave	0.0000	0.0000
(D) Dock	0.0000	0.0000
(O) Not a Work Day	0.0000	0.0000
(B) Vacation Bank	90.0000	0.0000
(F) Floating Holiday	0.0000	4.0000

ATTENDANCE 2017-2018

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2017->2018 school year

vralcal3.101415
06/30/2018

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
						01/17/18-M-(1.0000)PD - Out of District- po	
						01/18/18-M-(1.0000)PD - Out of District- po	
						01/25/18-S-(1.0000)Sick- S	
						01/26/18-S-(1.0000)Sick- S	
						02/16/18-S-(1.0000)Sick- S	
						02/21/18-M-(1.0000)Field Trip- t	
						03/01/18-S-(1.0000)Sick- S	
						03/12/18-S-(0.5000)Sick- S	
						03/13/18-M-(1.0000)Field Trip- t	
						03/14/18-M-(1.0000)Field Trip- t	
						03/15/18-M-(1.0000)Field Trip- t	
						03/16/18-M-(1.0000)Field Trip- t	
						03/20/18-S-(1.0000)Sick- S	
						03/29/18-V-(0.5000)Vacation- V	
						04/02/18-F-(1.0000)Floating Holiday- fh	
						04/04/18-F-(1.0000)Floating Holiday- fh	
						04/05/18-F-(1.0000)Floating Holiday- fh	
						04/09/18-V-(0.5000)Vacation- V	
						04/18/18-V-(1.0000)Vacation- V	
						04/19/18-V-(1.0000)Vacation- V	
						04/20/18-V-(1.0000)Vacation- V	
						05/24/18-M-(1.0000)Workers Comp- w	
						05/25/18-M-(1.0000)Workers Comp- w	
						05/29/18-M-(1.0000)Workers Comp- w	
						05/31/18-M-(1.0000)Field Trip- t	
						06/07/18-F-(1.0000)Floating Holiday- fh	
						06/11/18-V-(1.0000)Vacation- V	
						06/19/18-V-(1.0000)Vacation- V	
						06/20/18-V-(1.0000)Vacation- V	
						06/21/18-V-(1.0000)Vacation- V	
						06/26/18-V-(1.0000)Vacation- V	
						06/28/18-V-(1.0000)Vacation- V	

For the 2018->2019 school year

Employee#	Loc	Dept	Active?	Hired	Termination	Reason	Rehired
90	ADMIN	Yes	09/01/1993				

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ATTENDANCE 2018-2019

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2018->2019 school year

vratcal3.101415

06/30/2019

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
							11
						10/03/18-S-(0.5000) Sick- S	
						10/08/18-S-(0.5000) Sick- S	
						10/09/18-S-(0.5000) Sick- S	
						10/12/18-S-(1.0000) Sick- S	
						10/23/18-M-(1.0000) Field Trip- t	
						11/02/18-V-(0.5000) Vacation- V	
						12/03/18-S-(1.0000) Sick- S	
						12/13/18-S-(1.0000) Sick- S	
						12/14/18-S-(1.0000) Sick- S	
						12/17/18-S-(1.0000) Sick- S	
						12/18/18-S-(1.0000) Sick- S	
						12/19/18-S-(1.0000) Sick- S	
						12/20/18-S-(1.0000) Sick- S	
						12/21/18-S-(1.0000) Sick- S	
						12/24/18-S-(1.0000) Sick- S	
						12/26/18-S-(1.0000) Sick- S	
						12/27/18-S-(1.0000) Sick- S	
						12/28/18-S-(1.0000) Sick- S	
						12/31/18-S-(1.0000) Sick- S	
						01/02/19-S-(1.0000) Sick- S	
						01/03/19-S-(1.0000) Sick- S	
						01/04/19-S-(1.0000) Sick- S	
						01/07/19-S-(1.0000) Sick- S	
						01/08/19-S-(1.0000) Sick- S	
						01/09/19-S-(1.0000) Sick- S	
						01/10/19-S-(1.0000) Sick- S	
						01/11/19-S-(1.0000) Sick- S	
						01/14/19-S-(1.0000) Sick- S	
						01/15/19-S-(1.0000) Sick- S	
						01/16/19-S-(1.0000) Sick- S	
						01/17/19-S-(1.0000) Sick- S	
						01/18/19-S-(1.0000) Sick- S	
						01/22/19-S-(1.0000) Sick- S	
						01/24/19-S-(1.0000) Sick- S	
						01/28/19-F-(1.0000) Floating	
						Holiday- fh	
						02/06/19-F-(0.5000) Floating	
						Holiday- fh	
						02/15/19-F-(1.0000) Floating	
						Holiday- fh	
						02/19/19-S-(1.0000) Sick- S	
						03/04/19-F-(1.0000) Floating	
						Holiday- fh	
						03/11/19-V-(1.0000) Vacation- V	
						03/12/19-M-(1.0000) Field Trip- t	
						03/13/19-M-(1.0000) Field Trip- t	
						03/14/19-M-(1.0000) Field Trip- t	

ATTENDANCE 2018-2019

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2018->2019 school year

vratcal3.101415
06/30/2019

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
							11
						03/15/19-M-(1.0000)Field Trip- t	
						04/02/19-F-(0.5000)Floating	
						Holiday- fh	
						04/03/19-F-(0.5000)Floating	
						Holiday- fh	
						04/08/19-V-(0.5000)Vacation- V	
						04/10/19-F-(0.5000)Floating	
						Holiday- fh	
						04/11/19-V-(1.0000)Vacation- V	
						04/12/19-V-(1.0000)Vacation- V	
						04/15/19-V-(1.0000)Vacation- V	
						04/16/19-V-(1.0000)Vacation- V	
						04/17/19-V-(1.0000)Vacation- V	
						04/18/19-V-(1.0000)Vacation- V	
						05/01/19-S-(0.5000)Sick- S	
						05/03/19-V-(1.0000)Vacation- V	
						05/28/19-V-(1.0000)Vacation- V	
						05/29/19-V-(1.0000)Vacation- V	
						05/31/19-V-(1.0000)Vacation- V	
						06/03/19-F-(1.0000)Floating	
						Holiday- fh	
						06/04/19-V-(1.0000)Vacation- V	
						06/05/19-V-(0.5000)Vacation- V	
						06/06/19-M-(1.0000)PD - Out of District- PO	
						06/12/19-M-(1.0000)Field Trip- t	
						06/19/19-M-(1.0000)Field Trip- t	
						06/26/19-S-(1.0000)Sick- S	
						06/27/19-V-(1.0000)Vacation- V	
						06/28/19-V-(1.0000)Vacation- V	

ATTENDANCE 2019-2020

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2019->2020 school year

vratcal3:101415

06/30/2020

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
47.00 Total days out							
Out Date-Charge-Amt-Reason							
07/01/19-V-(1.0000)Vacation- V							
07/02/19-V-(1.0000)Vacation- V							
07/08/19-V-(1.0000)Vacation- V							
07/09/19-V-(1.0000)Vacation- V							
07/10/19-V-(1.0000)Vacation- V							
07/11/19-S-(1.0000)Sick- S							
07/12/19-S-(1.0000)Sick- S							
07/15/19-S-(1.0000)Sick- S							
07/25/19-M-(1.0000)PD - Out of District- po							
07/26/19-V-(1.0000)Vacation- V							
08/14/19-V-(1.0000)Vacation- V							
08/19/19-V-(1.0000)Vacation- V							
08/29/19-V-(0.5000)Vacation- V							
09/13/19-V-(1.0000)Vacation- V							
09/18/19-M-(1.0000)PD - Out of District- po							
10/02/19-S-(0.5000)Sick- S							
10/04/19-M-(1.0000)Professional Release- pr							
10/07/19-S-(0.5000)Sick- S							
10/08/19-S-(0.5000)Sick- S							
10/21/19-S-(1.0000)Sick- S							
10/24/19-V-(1.0000)Vacation- V							
10/25/19-V-(1.0000)Vacation- V							
10/28/19-V-(1.0000)Vacation- V							
10/29/19-V-(1.0000)Vacation- V							
10/31/19-S-(0.5000)Sick- S							
11/15/19-S-(0.5000)Sick- S							
11/19/19-F-(0.5000)Floating Holiday- fh							
11/25/19-F-(0.5000)Floating Holiday- fh							
12/02/19-S-(0.5000)Sick- S							
12/05/19-S-(0.5000)Sick- S							
12/09/19-F-(1.0000)Floating Holiday- fh							
12/13/19-F-(1.0000)Floating Holiday- fh							
12/19/19-S-(1.0000)Sick- S							
12/20/19-S-(1.0000)Sick- S							
12/23/19-S-(1.0000)Sick- S							
12/24/19-S-(1.0000)Sick- S							
12/26/19-F-(1.0000)Floating Holiday- fh							

	Sick
	Unpaid Leave
	Personal
	Vacation
	Prof. Development
	All Other Reasons (lower case)
	Holidays

Total Days of the Week

Sundays	0.00
Mondays	12.00
Tuesdays	9.00
Wednesdays	7.50
Thursdays	8.50
Fridays	10.00
Saturdays	0.00

Charge To Codes

	Given	Used	Bal
(S) Sick	156.5000	13.5000	143.0000
(P) Personal	5.0000	0.0000	5.0000
(V) Vacation	35.5000	19.5000	16.0000
(M) Misc	0.0000	8.0000	-8.0000
(C) Comp	0.0000	0.0000	0.0000
(E) Extended Leave	0.0000	0.0000	0.0000
(D) Dock	0.0000	0.0000	0.0000
(O) Not a Work Day	0.0000	0.0000	0.0000
(B) Vacation Bank	90.0000	0.0000	90.0000
(F) Floating Holiday	6.0000	6.0000	0.0000

ATTENDANCE 2019-2020

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2019->2020 school year

vratcal3,101415
06/30/2020

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
							11
						Holiday- fh	
						12/27/19-F-(1.0000) Floating	
						Holiday- fh	
						12/30/19-F-(1.0000) Floating	
						Holiday- fh	
						12/31/19-V-(1.0000) Vacation- V	
						01/06/20-S-(0.5000) Sick- S	
						01/17/20-V-(0.5000) Vacation- V	
						01/21/20-S-(0.5000) Sick- S	
						02/05/20-V-(0.5000) Vacation- V	
						02/12/20-M-(1.0000) Prof.	
						Development- F	
						02/25/20-S-(0.5000) Sick- S	
						02/26/20-S-(0.5000) Sick- S	
						03/02/20-V-(1.0000) Vacation- V	
						03/03/20-V-(1.0000) Vacation- V	
						03/04/20-V-(1.0000) Vacation- V	
						03/05/20-V-(1.0000) Vacation- V	
						03/10/20-M-(1.0000) Field Trip- t	
						03/11/20-M-(1.0000) Field Trip- t	
						03/12/20-M-(1.0000) Field Trip- t	
						03/13/20-M-(1.0000) Field Trip- t	

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio
For the 2020->2021 school year

vratcal3.101415
06/30/2021

[illegible]

For the 2021->2022 school year

Employee#	Loc	Dept	Active?	Hired	Termination	Reason	Rehired
██████	90	ADMIN	Yes	09/01/1993	11		11

[illegible]

ATTENDANCE 2021-2022

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2021->2022 school year

vratcal3.101415
06/30/2022

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
						02/11/22-P-(0.5000)Personal- P	
						02/14/22-S-(1.0000)Sick- S	
						02/17/22-F-(1.0000)Floating	
						Holiday- Fh	
						02/18/22-F-(1.0000)Floating	
						Holiday- Fh	
						02/22/22-V-(1.0000)Vacation- V	
						02/23/22-S-(0.5000)Sick- S	
						02/24/22-S-(1.0000)Sick- S	
						02/25/22-S-(0.5000)Sick- S	
						02/28/22-V-(1.0000)Vacation- V	
						03/01/22-P-(1.0000)Personal- P	
						03/03/22-S-(1.0000)Sick- S	
						03/04/22-S-(0.5000)Sick- S	
						03/17/22-S-(0.5000)Sick- S	
						03/18/22-S-(0.5000)Sick- S	
						03/21/22-P-(1.0000)Personal- P	
						03/22/22-M-(1.0000)Field Trip- t	
						03/23/22-M-(1.0000)Field Trip- t	
						03/24/22-M-(1.0000)Field Trip- t	
						03/25/22-M-(1.0000)Field Trip- t	
						03/28/22-S-(0.5000)Sick- S	
						03/29/22-S-(0.5000)Sick- S	
						03/30/22-S-(1.0000)Sick- S	
						03/31/22-S-(0.5000)Sick- S	
						04/01/22-S-(0.5000)Sick- S	
						04/04/22-S-(0.5000)Sick- S	
						04/06/22-S-(1.0000)Sick- S	
						04/07/22-S-(0.5000)Sick- S	
						04/11/22-S-(1.0000)Sick- S	
						04/12/22-M-(1.0000)Admin	
						Leave-Paid- a	
						04/13/22-M-(1.0000)Admin	
						Leave-Paid- a	
						04/14/22-M-(1.0000)Admin	
						Leave-Paid- a	
						04/18/22-M-(1.0000)Admin	
						Leave-Paid- a	
						04/19/22-M-(1.0000)Admin	
						Leave-Paid- a	
						04/20/22-M-(1.0000)Admin	
						Leave-Paid- a	
						04/21/22-M-(1.0000)Admin	
						Leave-Paid- a	
						04/22/22-M-(1.0000)Admin	
						Leave-Paid- a	
						04/25/22-M-(1.0000)Admin	

ATTENDANCE 2021-2022

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2021->2022 school year

vratcal3.101415
06/30/2022

Employee#	Loc	Dept	ADMIN	Active?	Yes	Hired	09/01/1993	Termination:	11	Reason	Rehired	11
	90											
										Leave-Paid- a		
										04/26/22-M-(1.0000)Admin		
										Leave-Paid- a		
										04/27/22-M-(1.0000)Admin		
										Leave-Paid- a		
										04/28/22-M-(1.0000)Admin		
										Leave-Paid- a		
										04/29/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/02/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/03/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/04/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/05/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/06/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/09/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/10/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/11/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/12/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/13/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/16/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/17/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/18/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/19/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/20/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/23/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/24/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/25/22-M-(1.0000)Admin		
										Leave-Paid- a		
										05/26/22-M-(1.0000)Admin		
										Leave-Paid- a		

ATTENDANCE 2021-2022

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2021->2022 school year

vratcal3.101415

06/30/2022

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
						05/31/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/01/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/02/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/03/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/06/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/07/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/08/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/09/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/10/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/13/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/14/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/15/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/16/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/17/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/20/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/21/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/22/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/23/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/24/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/27/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/28/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/29/22-M-(1.0000) Admin	
						Leave-Paid- a	
						06/30/22-M-(1.0000) Admin	
						Leave-Paid- a	

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vratcal3.101415

05/01/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
240.00 Total days out							
Out Date-Charge-Amt-Reason							
J	S	M	T	W	T	F	S
U							
L							
Y							
2							
0							
2							
2							
2							
A	S	M	T	W	T	F	S
U							
G							
2							
0							
2							
2							
2							
S	S	M	T	W	T	F	S
E							
P							
2							
0							
2							
2							
2							
O	S	M	T	W	T	F	S
T							
2							
0							
2							
2							
2							
N	S	M	T	W	T	F	S
O							
V							
2							
0							
2							
2							
2							
D	S	M	T	W	T	F	S
E							
C							
2							
0							
2							
2							
2							
J	S	M	T	W	T	F	S
A							
N							
2							
0							
2							
2							
2							
F	S	M	T	W	T	F	S
E							
B							
2							
0							
2							
2							
2							
M	S	M	T	W	T	F	S
A							
R							
2							
0							
2							
2							
2							
A	S	M	T	W	T	F	S
P							
R							
2							
0							
2							
2							
2							
M	S	M	T	W	T	F	S
A							
Y							
2							
0							
2							
2							
2							
J	S	M	T	W	T	F	S
U							
N							
E							
2							
0							
2							
2							
2							
Total Days of the Week							
Sundays 0.00							
Mondays 44.00							
Tuesdays 50.00							
Wednesdays 50.00							
Thursdays 49.00							
Fridays 47.00							
Saturdays 0.00							
Charge To Codes							
Given Used Bal							
{S} Sick 161.0000 0.0000 161.0000							
{P} Personal 5.0000 0.0000 5.0000							
{V} Vacation 48.0000 0.0000 48.0000							
{N} Misc 0.0000 240.0000 -240.0000							
{C} Comp 0.0000 0.0000 0.0000							
{E} Extended Leave 0.0000 0.0000 0.0000							
{D} Dock 0.0000 0.0000 0.0000							
{O} Not a Work Day 0.0000 0.0000 0.0000							
{B} Vacation Bank 90.0000 0.0000 90.0000							
{F} Floating Holiday 6.0000 0.0000 6.0000							
07/01/22-M-(1.0000) Admin							
Leave-Paid- A							
07/05/22-M-(1.0000) Admin							
Leave-Paid- A							
07/06/22-M-(1.0000) Admin							
Leave-Paid- A							
07/07/22-M-(1.0000) Admin							
Leave-Paid- A							
07/08/22-M-(1.0000) Admin							
Leave-Paid- A							
07/11/22-M-(1.0000) Admin							
Leave-Paid- A							
07/12/22-M-(1.0000) Admin							
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07/13/22-M-(1.0000) Admin							
Leave-Paid- A							
07/14/22-M-(1.0000) Admin							
Leave-Paid- A							
07/15/22-M-(1.0000) Admin							
Leave-Paid- A							
07/18/22-M-(1.0000) Admin							
Leave-Paid- A							
07/19/22-M-(1.0000) Admin							
Leave-Paid- A							
07/20/22-M-(1.0000) Admin							
Leave-Paid- A							
07/21/22-M-(1.0000) Admin							
Leave-Paid- A							
07/22/22-M-(1.0000) Admin							
Leave-Paid- A							
07/25/22-M-(1.0000) Admin							
Leave-Paid- A							
07/26/22-M-(1.0000) Admin							
Leave-Paid- A							
07/27/22-M-(1.0000) Admin							
Leave-Paid- A							
07/28/22-M-(1.0000) Admin							
Leave-Paid- A							
07/29/22-M-(1.0000) Admin							
Leave-Paid- A							
08/01/22-M-(1.0000) Admin							
Leave-Paid- A							
08/02/22-M-(1.0000) Admin							
Leave-Paid- A							

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vratcal3.101415
05/01/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	FI	Reason	Rehired	FI
							08/03/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/04/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/05/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/08/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/09/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/10/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/11/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/12/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/15/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/16/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/17/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/18/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/19/22-M-(1.0000) Admin		
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							08/22/22-M-(1.0000) Admin		
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							08/23/22-M-(1.0000) Admin		
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							08/26/22-M-(1.0000) Admin		
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							08/29/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/30/22-M-(1.0000) Admin		
							Leave-Paid- A		
							08/31/22-M-(1.0000) Admin		
							Leave-Paid- A		
							09/01/22-M-(1.0000) Admin		
							Leave-Paid- A		
							09/02/22-M-(1.0000) Admin		
							Leave-Paid- A		
							09/06/22-M-(1.0000) Admin		

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vratcal3.101415

05/01/2023

Employee#	Loc	Dept	ADMIN	Active?	Yes	Hired	09/01/1993	Termination	11	Reason	Rehired	11
	90											
										Leave-Paid- A		
										09/07/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/08/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/09/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/12/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/13/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/14/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/15/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/16/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/19/22-M-(1.0000) Admin		
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										09/23/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/26/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/27/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/28/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/29/22-M-(1.0000) Admin		
										Leave-Paid- A		
										09/30/22-M-(1.0000) Admin		
										Leave-Paid- A		
										10/03/22-M-(1.0000) Admin		
										Leave-Paid- A		
										10/04/22-M-(1.0000) Admin		
										Leave-Paid- A		
										10/05/22-M-(1.0000) Admin		
										Leave-Paid- A		
										10/06/22-M-(1.0000) Admin		
										Leave-Paid- A		
										10/07/22-M-(1.0000) Admin		
										Leave-Paid- A		

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vratcal3.101415
05/01/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
						Leave-Paid- A	
						11/11/22-M-(1.0000)Admin	
						Leave-Paid- A	
						11/14/22-M-(1.0000)Admin	
						Leave-Paid- A	
						11/15/22-M-(1.0000)Admin	
						Leave-Paid- A	
						11/16/22-M-(1.0000)Admin	
						Leave-Paid- A	
						11/17/22-M-(1.0000)Admin	
						Leave-Paid- A	
						11/18/22-M-(1.0000)Admin	
						Leave-Paid- A	
						11/21/22-M-(1.0000)Admin	
						Leave-Paid- A	
						11/22/22-M-(1.0000)Admin	
						Leave-Paid- A	
						11/23/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/05/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/06/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/07/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/08/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/09/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/12/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/13/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/14/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/15/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/16/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/19/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/20/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/21/22-M-(1.0000)Admin	
						Leave-Paid- A	
						12/22/22-M-(1.0000)Admin	
						Leave-Paid- A	

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vrata3:101415

05/01/2023

Employee#	Loc	Dept	ADMIN	Active?	Yes	Hired	09/01/1993	Termination	//	Reason	Refired	//
	90											
										12/23/22-M-(1.0000) Admin		
										Leave-Paid- A		
										01/02/23-M-(1.0000) Admin		
										Leave-Paid- A		
										01/03/23-M-(1.0000) Admin		
										Leave-Paid- A		
										01/04/23-M-(1.0000) Admin		
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										Leave-Paid- A		
										01/09/23-M-(1.0000) Admin		
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										Leave-Paid- A		
										01/17/23-M-(1.0000) Admin		
										Leave-Paid- A		
										01/18/23-M-(1.0000) Admin		
										Leave-Paid- A		
										01/19/23-M-(1.0000) Admin		
										Leave-Paid- A		
										01/20/23-M-(1.0000) Admin		
										Leave-Paid- A		
										01/23/23-M-(1.0000) Admin		
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										01/24/23-M-(1.0000) Admin		
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										01/30/23-M-(1.0000) Admin		
										Leave-Paid- A		
										01/31/23-M-(1.0000) Admin		
										Leave-Paid- A		
										02/01/23-M-(1.0000) Admin		
										Leave-Paid- A		
										02/02/23-M-(1.0000) Admin		

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

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05/01/2023

Employee#	Loc	Dept	ADMIN	Active?	Yes	Hired	09/01/1993	Termination	Reason	Rehired
	90									
									Leave-Paid- A	
									02/03/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/06/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/07/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/08/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/09/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/10/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/13/23-M-(1.0000)Admin	
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									02/15/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/16/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/17/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/21/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/22/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/23/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/24/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/27/23-M-(1.0000)Admin	
									Leave-Paid- A	
									02/28/23-M-(1.0000)Admin	
									Leave-Paid- A	
									03/01/23-M-(1.0000)Admin	
									Leave-Paid- A	
									03/02/23-M-(1.0000)Admin	
									Leave-Paid- A	
									03/03/23-M-(1.0000)Admin	
									Leave-Paid- A	
									03/06/23-M-(1.0000)Admin	
									Leave-Paid- A	
									03/07/23-M-(1.0000)Admin	
									Leave-Paid- A	
									03/08/23-M-(1.0000)Admin	
									Leave-Paid- A	

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vratcal3.101415

05/01/2023

Employee#	Loc	Dept	Active?	Hired	Termination	Reason	Rehired
	90	ADMIN	Yes	09/01/1993			
						03/09/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/10/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/13/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/14/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/15/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/16/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/17/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/20/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/21/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/22/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/23/23-M-(1.0000) Admin	
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						03/24/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/27/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/28/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/29/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/30/23-M-(1.0000) Admin	
						Leave-Paid- A	
						03/31/23-M-(1.0000) Admin	
						Leave-Paid- A	
						04/03/23-M-(1.0000) Admin	
						Leave-Paid- A	
						04/04/23-M-(1.0000) Admin	
						Leave-Paid- A	
						04/05/23-M-(1.0000) Admin	
						Leave-Paid- A	
						04/06/23-M-(1.0000) Admin	
						Leave-Paid- A	
						04/11/23-M-(1.0000) Admin	
						Leave-Paid- A	
						04/12/23-M-(1.0000) Admin	
						Leave-Paid- A	
						04/13/23-M-(1.0000) Admin	

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vratcal3.101415

05/01/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes Hired 09/01/1993 Termination / /	Reason	Rehired / /
					Leave-Paid- A
					04/17/23-M-(1.0000) Admin
					Leave-Paid- A
					04/18/23-M-(1.0000) Admin
					Leave-Paid- A
					04/19/23-M-(1.0000) Admin
					Leave-Paid- A
					04/20/23-M-(1.0000) Admin
					Leave-Paid- A
					04/21/23-M-(1.0000) Admin
					Leave-Paid- A
					04/24/23-M-(1.0000) Admin
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					04/27/23-M-(1.0000) Admin
					Leave-Paid- A
					04/28/23-M-(1.0000) Admin
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					05/08/23-M-(1.0000) Admin
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					05/09/23-M-(1.0000) Admin
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					05/10/23-M-(1.0000) Admin
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					Leave-Paid- A
					05/16/23-M-(1.0000) Admin
					Leave-Paid- A
					05/17/23-M-(1.0000) Admin
					Leave-Paid- A

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vratcal3.101415

05/01/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
							05/18/23-M-(1.0000)Admin Leave-Paid- A
							05/19/23-M-(1.0000)Admin Leave-Paid- A
							05/22/23-M-(1.0000)Admin Leave-Paid- A
							05/23/23-M-(1.0000)Admin Leave-Paid- A
							05/24/23-M-(1.0000)Admin Leave-Paid- A
							05/25/23-M-(1.0000)Admin Leave-Paid- A
							05/30/23-M-(1.0000)Admin Leave-Paid- A
							05/31/23-M-(1.0000)Admin Leave-Paid- A
							06/01/23-M-(1.0000)Admin Leave-Paid- A
							06/02/23-M-(1.0000)Admin Leave-Paid- A
							06/05/23-M-(1.0000)Admin Leave-Paid- A
							06/06/23-M-(1.0000)Admin Leave-Paid- A
							06/07/23-M-(1.0000)Admin Leave-Paid- A
							06/08/23-M-(1.0000)Admin Leave-Paid- A
							06/09/23-M-(1.0000)Admin Leave-Paid- A
							06/12/23-M-(1.0000)Admin Leave-Paid- A
							06/13/23-M-(1.0000)Admin Leave-Paid- A
							06/14/23-M-(1.0000)Admin Leave-Paid- A
							06/15/23-M-(1.0000)Admin Leave-Paid- A
							06/16/23-M-(1.0000)Admin Leave-Paid- A
							06/19/23-M-(1.0000)Admin Leave-Paid- A
							06/20/23-M-(1.0000)Admin Leave-Paid- A
							06/21/23-M-(1.0000)Admin Leave-Paid- A
							06/22/23-M-(1.0000)Admin

ATTENDANCE 2022-2023

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2022->2023 school year

vratcal3.101415
05/01/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
						Leave-Paid- A	
						06/23/23-M-(1.0000)Admin	
						Leave-Paid- A	
						06/26/23-M-(1.0000)Admin	
						Leave-Paid- A	
						06/27/23-M-(1.0000)Admin	
						Leave-Paid- A	
						06/28/23-M-(1.0000)Admin	
						Leave-Paid- A	
						06/29/23-M-(1.0000)Admin	
						Leave-Paid- A	
						06/30/23-M-(1.0000)Admin	
						Leave-Paid- A	

Wall Township Board of Education

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2023->2024 school year

vratca/3.101415.

11/02/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination / /	Reason	Rehired / /
87.00 Total days out							
Out Date-Charge-Amt-Reason							
07/03/23-M-(1.0000)Admin							
Leave-Paid- a							
07/05/23-M-(1.0000)Admin							
Leave-Paid- a							
07/06/23-M-(1.0000)Admin							
Leave-Paid- a							
07/07/23-M-(1.0000)Admin							
Leave-Paid- a							
07/10/23-M-(1.0000)Admin							
Leave-Paid- a							
07/11/23-M-(1.0000)Admin							
Leave-Paid- a							
07/12/23-M-(1.0000)Admin							
Leave-Paid- a							
07/13/23-M-(1.0000)Admin							
Leave-Paid- a							
07/14/23-M-(1.0000)Admin							
Leave-Paid- a							
07/17/23-M-(1.0000)Admin							
Leave-Paid- a							
07/18/23-M-(1.0000)Admin							
Leave-Paid- a							
07/19/23-M-(1.0000)Admin							
Leave-Paid- a							
07/20/23-M-(1.0000)Admin							
Leave-Paid- a							
07/21/23-M-(1.0000)Admin							
Leave-Paid- a							
07/24/23-M-(1.0000)Admin							
Leave-Paid- a							
07/25/23-M-(1.0000)Admin							
Leave-Paid- a							
07/26/23-M-(1.0000)Admin							
Leave-Paid- a							
07/27/23-M-(1.0000)Admin							
Leave-Paid- a							
07/28/23-M-(1.0000)Admin							
Leave-Paid- a							
07/31/23-M-(1.0000)Admin							
Leave-Paid- a							
08/01/23-M-(1.0000)Admin							
Leave-Paid- a							
08/02/23-M-(1.0000)Admin							
Leave-Paid- a							

	Sick
	Unpaid Leave
	Personal
	Vacation
	Fmla/nfla
	All Other Reasons (lower case)
	Holidays

Total Days of the Week

Sundays	0.00
Mondays	17.00
Tuesdays	17.00
Wednesdays	18.00
Thursdays	18.00
Fridays	17.00
Saturdays	0.00

Charge To Codes

	Given	Used	Bal.
(S) Sick	178.0000	0.0000	178.0000
(P) Personal	5.0000	0.0000	5.0000
(V) Vacation	24.0000	0.0000	24.0000
(M) Misc	0.0000	87.0000	-87.0000
(C) Comp	0.0000	0.0000	0.0000
(E) Extended Leave	0.0000	0.0000	0.0000
(D) Dock	0.0000	0.0000	0.0000
(O) Not a Work Day	0.0000	0.0000	0.0000
(B) Vacation Bank	90.0000	0.0000	90.0000
(F) Floating Holiday	6.0000	0.0000	6.0000
(U) Vacation / Accrued	24.0000	0.0000	24.0000

Wall Township Board of Education

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2023->2024 school year

vratcal3.101415
11/02/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
						08/03/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/04/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/07/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/08/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/09/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/10/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/11/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/14/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/15/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/16/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/17/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/18/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/21/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/22/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/23/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/24/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/25/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/28/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/29/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/30/23-M-(1.0000)Admin	
						Leave-Paid- a	
						08/31/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/01/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/05/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/06/23-M-(1.0000)Admin	

Wall Township Board of Education

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2023->2024 school year

vratca/3.101415

11/02/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination / /	Reason	Rehired / /
						Leave-Paid- a	
						09/07/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/08/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/11/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/12/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/13/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/14/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/15/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/18/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/19/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/20/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/21/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/22/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/25/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/26/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/27/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/28/23-M-(1.0000)Admin	
						Leave-Paid- a	
						09/29/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/02/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/03/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/04/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/05/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/06/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/09/23-M-(1.0000)Admin	
						Leave-Paid- a	

Wall Township Board of Education

Employee 'Administrator' Attendance Calendar for Rosaleen Sirchio

For the 2023->2024 school year

vraical3.101415

11/02/2023

Employee#	Loc 90	Dept ADMIN	Active? Yes	Hired 09/01/1993	Termination	Reason	Rehired
						10/10/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/11/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/12/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/13/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/16/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/17/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/18/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/19/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/20/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/23/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/24/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/25/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/26/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/27/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/30/23-M-(1.0000)Admin	
						Leave-Paid- a	
						10/31/23-M-(1.0000)Admin	
						Leave-Paid- a	
						11/01/23-M-(1.0000)Admin	
						Leave-Paid- a	
						11/02/23-M-(1.0000)Admin	
						Leave-Paid- a	

EXHIBIT C

SEPARATION FROM SERVICE AGREEMENT

This SEPARATION FROM SERVICE AGREEMENT ("Agreement") shall be by and between ROSALEEN SIRCHIO (hereinafter referred to as "Ms. Sirchio") and the WALL TOWNSHIP BOARD OF EDUCATION (hereinafter referred to as the "Board" or "District") (collectively the "Parties") according to the following:

WHEREAS, the Board is a body politic and corporate, organized and existing by virtue of the laws of the State of New Jersey, N.J.S.A. 18A:11-1, and is entrusted with maintaining and conducting the public schools of the Wall Township Public School District; and

WHEREAS, Ms. Sirchio is currently employed by the Board as a Principal; and

WHEREAS, the Board and Ms. Sirchio have engaged in good faith discussions concerning Ms. Sirchio's current employment and her future separation from employment with the Board and have reached an agreement, which they wish to memorialize herein; and

WHEREAS, Ms. Sirchio shall irrevocably resign from employment for purposes of retirement with the District effective at the close of business on June 30, 2024; and

WHEREAS, the Board and Ms. Sirchio wish to fully and finally resolve any and all claims, complaints, charges and actions of any kind whatsoever, whether known or unknown, which either party may have against them as provided herein.

NOW THEREFORE, the Board and Ms. Sirchio, in consideration of the mutual covenants and promises contained herein, the legal sufficiency of which is hereby acknowledged by the Parties, agree as follows:

1. RESIGNATION: Ms. Sirchio has decided to retire from her employment with the Board. As a result, she agrees to sign and submit to the Board, simultaneously with this Agreement, an irrevocable letter of retirement from her employment with the Board, effective June 30, 2024. The irrevocable letter of retirement shall be in the form attached hereto as "Exhibit A." The Board shall accept Ms. Sirchio's letter of retirement simultaneously with the acceptance of this Agreement via resolution at the September 19, 2023, meeting of the Board. The day following the Board's acceptance of Ms. Sirchio's letter of retirement, Ms. Sirchio shall immediately return any and all remaining District property that she may have in her possession to the Wall Township Board of Education Office. The Board agrees to simultaneously return to Ms. Sirchio any of her personal items that may be in its possession.

2. COMPENSATION:

a. Ms. Sirchio shall be placed on an administrative leave of absence, with pay, from September 1, 2023, through December 31, 2023.

b. Ms. Sirchio shall be placed on [REDACTED] leave of absence for the period of January 2, 2024, through June 30, 2024. During this period Ms. Sirchio will continue to

receive her 2023-2024 annual salary by utilizing the following days which she has earned during her employment with the Board: One Hundred Fourteen (114) accumulated unused sick days; Five (5) personal days; and Six (6) floating holidays. The Board's approval of Ms. Sirchio's leave of absence is contingent upon [REDACTED]

- c. At the close of business on June 30, 2024, Ms. Sirchio shall cease being an employee of the Board.
- d. Ms. Sirchio will continue to receive and pay the employee contribution payments towards her health benefit insurance coverage through June 30, 2024. COBRA health benefit insurance coverage will be offered to Ms. Sirchio after June 30, 2024.
- e. Ms. Sirchio shall receive the sum of Ninety-Nine Thousand One Hundred Sixteen Dollars and Six Cents (\$99,116.06) at the time of her separation of service and retirement from the Board. This sum shall be paid in accordance with the requirements of the Collective Bargaining Agreement between the Board and the Wall Township Administrative and Supervisory Council (hereinafter referred to as "the CBA") for the period of July 1, 2023, through June 30, 2028, as follows:
 - i. Pursuant to Article VI(A)(2) of the CBA, Ms. Sirchio shall receive the sum of Eight Thousand Dollars (\$8,000.00) for accumulated unused sick days acquired as of June 30, 2011, and payable upon retirement in accordance with New Jersey State law. This payment amount is calculated based upon the following formula as set forth in the CBA: 64 accumulated unused sick days payable at the rate of \$125.00/day.
 - ii. Pursuant to Article X(A) and (B) of the CBA, Ms. Sirchio shall receive the sum of Fifty-Four Thousand Fifty-One Dollars and Ninety Cents (\$54,051.90) for accrued banked vacation days acquired as of June 30, 2011, and payable in accordance with New Jersey State law. This payment amount is calculated based upon the following formula as set forth in the CBA: 70 banked vacation days payable at the per diem rate of \$772.17.
 - iii. As required by the District's established practice, Ms. Sirchio shall receive the sum of Thirty-Seven Thousand Sixty-Four Dollars and Sixteen Cents (\$37,064.16) for accumulated unused vacation days acquired in accordance with Article X(A) of the CBA, and payable in accordance with New Jersey State law. This payment amount is calculated based upon the following formula: 48 accumulated unused vacation days payable at the per diem rate of \$772.17.

Payment for Ms. Sirchio's accumulated unused sick days, accrued banked vacation days, and accumulated unused vacation days, as outlined herein, shall be made within thirty (30) calendar days of Ms. Sirchio's separation of service and retirement from the Board on June 30, 2024, and in accordance with State and Federal law. Ms. Sirchio forever waives any and all claims for any additional

compensation or benefits or reimbursement of any kind not otherwise specified in this Agreement. Ms. Sirchio expressly agrees that she shall not obtain other employment in the State of New Jersey during the period of September 1, 2023, through June 30, 2024.

3. **EMPLOYMENT VERIFICATION:** The Board agrees to provide a signed statement on District letterhead verifying Ms. Sirchio's employment, stating her position, dates of employment, and last annual pensionable salary for the 2023-2024 school year, upon request.

4. [REDACTED]

5. [REDACTED]

6. [REDACTED]

7. **RELEASES:** Ms. Sirchio hereby releases, waives, and forever discharges any and all past, present or future claims that relate to any action that predates this Agreement that she may have against the Board, including but not limited to, any and all claims for back pay or any claim related to her employment. Ms. Sirchio specifically waives and releases any rights she may have as a tenured employee of the Wall Township Board of Education. Ms. Sirchio acknowledges that she had the opportunity to consult with legal counsel and representatives of her choice regarding this Agreement and the General Release and Waiver and fully understands them and agrees to be bound by them. Ms. Sirchio also acknowledges that she has been given a reasonable period of time within which to consider this settlement and the terms of this Agreement and General Release and Waiver prior to executing them. Ms. Sirchio does not waive any vested pension or vested 403(b) rights or any worker's compensation claims or the right to enforce this Agreement.

Except for the obligations contained herein, the Board agrees to release fully and unconditionally and forever discharge Ms. Sirchio (including her agents, servants and representatives) from and on account of any and all claims, demands, actions, causes of action, obligations, damages, losses, costs, liabilities, or charges of any nature or kind whatsoever which the Board has asserted or could have asserted in connection with Ms.

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Sirchio's employment and services rendered to the Board, up to and including the effective date of this Agreement and Release.

8. **WAIVER:** Ms. Sirchio agrees to accept the compensation referred to in paragraph 2 in full and final settlement and waiver of any and all claims against the Board. Such compensation shall be in full satisfaction and settlement and waiver of any and all claims or demands which Ms. Sirchio now has or may have had against the Board, and in recognition of and consideration for Ms. Sirchio's promise to provide the Board and its agent, employees, and representatives with a Release of all claims against them.
9. **OLDER WORKERS BENEFIT PROTECTION ACT OF 1990:** To comply with the Older Workers Benefit Protection Act of 1990, this Agreement advises Ms. Sirchio of the legal requirements of the Act, and fully incorporates the legal requirements by reference into this Agreement as follows:
 - a. Ms. Sirchio fully understands the terms and conditions of this Agreement.
 - b. Ms. Sirchio has been advised to consult with an attorney to review the Agreement.
 - c. Ms. Sirchio specifically waives her right to pursue any claims under the Age Discrimination in Employment Act.
 - d. Ms. Sirchio does not waive any rights or claims under the Age Discrimination in Employment Act that may arise after the date the waiver is executed.
 - e. Ms. Sirchio is receiving consideration in exchange for her resignation from her position with the District.
 - f. Ms. Sirchio has been given at least twenty-one (21) days within which to consider this Agreement; and
 - g. Ms. Sirchio has seven (7) days from the date of the execution of this waiver to revoke it.
10. **CONFIDENTIALITY:** This Agreement and its terms shall remain confidential to the maximum extent permitted by law. However, nothing contained in this Agreement shall prevent Ms. Sirchio from providing any information about this matter or this Agreement to her immediate family, attorneys, accountants, financial advisors or as may be required of her by law or legal process. Other than as set forth above in in this Agreement, the Board, its members, agents, servants and employees and Ms. Sirchio agree that they shall not disclose any of the terms of the Agreement or any of the information identified previously. Should either the Board, its members, agents, servants and employees or Ms. Sirchio violate this provision, it shall constitute a breach of this Agreement. In the event that Ms. Sirchio violates this provision as determined by a court of competent jurisdiction, the Board reserves the right to cease making the payments to Ms. Sirchio as provided for in this Agreement, and if all salary payments have been made, the Board reserves the right to seek repayment of such monies. Further, if the Board, its members, agents, servants and

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employees violate this provision as determined by a court of competent jurisdiction, the release by Ms. Sirchio made a part of this Agreement shall become void.

11. 

12. **ENTIRE AGREEMENT:** This Agreement and General Release and Waiver contain the entire Agreement and understanding between the parties and constitute a full and final agreement in any and all issues relating to this matter, except that the Parties reserve their right to enforce this Agreement, if necessary.

13. **CHOICE OF LAW:** This Agreement shall be governed by the laws of the State of New Jersey.

14. **SEVERABILITY:** If, during the term of this Agreement, a specific clause of the Agreement is determined to be illegal or in violation of any Federal or State law, the remainder of the Agreement shall not be affected by such a ruling and shall remain in full force and effect.

15. **BINDING EFFECT:** The Parties shall be bound by the terms and conditions of this Agreement, finding it to be in the best interests of the public, consistent with public policy, fair and equitable under all circumstances surrounding this matter.

16. **APPROVAL:** The terms and conditions of this Agreement and Ms. Sirchio's irrevocable letter of resignation are subject to ratification and approval by the Board. If the Board does not approve the Agreement, any copies of the Agreement and Ms. Sirchio's letter of resignation will be held by the attorney for the Board and will have no effect and will not be binding to either party.

17. **VOLUNTARY AGREEMENT:** The Parties have entered into this Agreement freely and voluntarily with a full understanding of their rights and contents of this Agreement.

18. **ADMISSION OF LIABILITY:** The Parties' entry into this Agreement shall not constitute or nor shall it be interpreted as an admission of wrongdoing or guilt, or liability in any matter on either of the Parties' part. Any such obligation or liability on either Party's part is expressly denied. The Parties have entered into this Agreement solely to compromise disputed claims.

19. **OPPORTUNITY TO CONSULT WITH COUNSEL:** The Parties acknowledge that each has been given the opportunity to consult with an attorney or a representative of their own choosing with respect to this Agreement and reviewed with their attorney or representative all the terms and conditions of this Agreement prior to executing this Agreement. Each Party signs this Agreement freely and voluntarily and without coercion or duress. The parties further acknowledge that they fully understand the duties and obligations enumerated herein and have been informed of their legal rights and obligations.

20. **COOPERATION/INDEMNIFICATION:** Ms. Sirchio agrees to cooperate with the Board and assist should any of the facts or circumstances that lead to this Agreement or should

any incident which is alleged to happen during the term of Ms. Sirchio's employment with the Board, become the subject matter of a litigation wherein the Board was named as a party. Failure to cooperate will be defined to be a breach of this Agreement.

If in the future, a third party should assert a claim against Ms. Sirchio relating to her actions as an employee of the Board, the Board shall indemnify her to the extent permitted by the law.

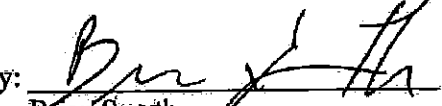
21. BREACH: If a court determines that either party breached this Agreement, the breaching party shall bear the costs of the non-breaching party of any litigation or efforts to have such breach corrected or compensated for, including but not limited to, reasonable attorneys' fees.
22. RATIFICATION: The undersigned representatives of the Board hereby acknowledge that they have been duly authorized by the Board to sign this Agreement and bind the Board to its terms.
23. GOOD FAITH AND NON-DISPARAGEMENT: The Parties expressly agree that they shall act in good faith and ensure implementation of this Separation from Service Agreement and General Release and Waiver. The Parties mutually agree to refrain from retaliation, in any manner, against the other party (or, their families, members, agents and employees). The Parties further mutually agree not to make any derogatory comments, statements, or misrepresentations, written or oral, about the other (or, their families, members, agents and employees) and to refrain from disparagement, in any manner, against the other party or their families, family members, agents, official administrators, representatives and employees. It shall not be a violation of this section for the parties to make any truthful statements which they are legally required to make in response to a subpoena, court order, as a requirement of a government agency.
24. MODIFICATIONS: This Agreement may not be altered, amended or modified except in writing, signed and duly authorized by all parties.
25. COUNTERPARTS: The Parties may execute this Agreement in counterparts, each of which is deemed an original and all of which only constitute one original. An electronic or facsimile signature of this Settlement Agreement by one or all parties shall be considered an acceptable form and manner of execution upon delivery to the other.

IN WITNESS WHEREOF, the Parties hereunder set their hands and seals to this Agreement effective on this Nineteenth (19th) day of September 2023.

On Behalf of the Board:


ROSALEEN SIRCHIO

By: 
Christine Steitz, Board President
Wall Township Board of Education

By: 
Brian Smyth,
Business Administrator/Board Secretary
Wall Township Board of Education

WITNESS

Dated: _____, 2023


WITNESS

Dated: 9/22, 2023

GENERAL RELEASE AND WAIVER

In consideration for the promises and undertakings described in the Separation from Service Agreement dated September 19, 2023, I hereby release, waive and discharge the Wall Township Board of Education, and its present and former board members, officers, employees and representatives, and their estates and/or heirs thereof from any and all claims which I, my estate and/or heirs may have against any of them. This Waiver releases and waives all claims, known and unknown, resulting from anything that has happened up to now, including claims for attorneys' fees.

Without limiting the scope of the foregoing provision in any way, I specifically release all claims which were or could have been asserted by me. I also release and waive all claims relating to or arising out of any aspect of my employment to date with the Wall Township Board of Education, including, but not limited to, all claims under Title VII of the Civil Rights Act, the Civil Rights Act of 1991 and the laws amended thereby; Section 1981 through 1988 of Title 42 of the United States Code; the Employee Retirement Income Security Act of 1974; the Immigration Reform and Control Act; the Fair Labor Standards Act; the Occupational Safety and Health Act; the Age Discrimination in Employment Act of 1967, the Older Workers Benefit Protection Act of 1990, the Americans with Disabilities Act; the Family and Medical Leave Act of 1993; the New Jersey Family Leave Act; the New Jersey Wage and Hour Act, and any related federal, state or local law claims, and any claims of discrimination based on race, age, sex, religion, color, creed, handicap or disability, citizenship, national origin and any other factor prohibited by any federal, state or local law, rule regulation or guidelines; any claim from wrongful discharge; any contract of employment, express or implied; any provision of the Constitution of the United States or the State of New Jersey; and any other law, common or statutory, of the United States, the State of New Jersey, or any other state; any claims for the negligent and/or intentional infliction of emotional distress or specific intent to harm; any claims for attorneys' fees, costs and/or expenses; any claims for unpaid or withheld wages, severance pay, benefits, bonuses, deferred compensation, and/or other compensation of any kind; and/or any other federal, state or local human rights, civil rights, wage and hour, wage payment, pension or labor laws, rules and/or regulations, and all claims growing out of any legal restrictions on the Wall Township Board of Education's right to hire and/or terminate its employees. I do not waive any vested 403(b) or pension rights which I may have, any worker's compensation claims or the right to enforce the Separation from Service Agreement.



I promise not to sue and waive all claims against the Wall Township Board of Education and its present and former board members, officers, employees and representatives, and their estates and/or heirs thereof covered by the Separation from Service Agreement and this General Release and Waiver. If one party breaches this promise by suing the other for any such claims, the breaching party will pay all costs and expenses the other party incurs defending against the suit, including reasonable attorney's fees and costs. Notwithstanding the foregoing, the Parties reserve the right to enforce the terms of this Separation from Service Agreement and General Release and Waiver.

I acknowledge that I was advised to consult with attorneys regarding this General Release and Waiver; and that I have read this General Release and Waiver and fully understand it and agree to be bound by it. I also acknowledge that I have been given a reasonable period of time within which to consider this settlement and the terms of this General Release and Waiver prior to executing it.

ACKNOWLEDGMENT

I HAVE CAREFULLY READ AND FULLY UNDERSTAND THE TERMS AND CONDITIONS OF THIS RELEASE AND WAIVER. I ACKNOWLEDGE THAT I HAD THE OPPORTUNITY TO REVIEW THIS RELEASE AND WAIVER WITH ANYONE OF MY CHOOSING, AND TO DISCUSS WITH SUCH PERSONS THE TERMS AND CONDITIONS OF THIS RELEASE AND WAIVER AND MY RIGHTS UPON EXECUTION. I AGREE AND ACKNOWLEDGE THAT NO REPRESENTATIONS CONCERNING THE TERMS OR EFFECT OF THIS RELEASE WERE MADE BY THE WALL TOWNSHIP BOARD OF EDUCATION OR ITS ATTORNEYS OTHER THAN AS SET FORTH IN THE DOCUMENT AND THAT I HAVE VOLUNTARILY SIGNED THIS RELEASE AND WAIVER AS MY OWN FREE ACT WITH FULL KNOWLEDGE OF ITS TERMS AND CONDITIONS, WHICH ARE FINAL AND BINDING UPON ME.

I FURTHER UNDERSTAND THAT THIS AGREEMENT SHALL NOT BECOME EFFECTIVE OR ENFORCEABLE FOR A PERIOD OF SEVEN (7) DAYS FOLLOWING THE EXECUTION OF THIS AGREEMENT AND THAT I MAY REVOKE THIS AGREEMENT BY DELIVERING A WRITTEN NOTICE OR ANY SUCH DECISION TO THE WALL BOARD OF EDUCATION WITHIN THE SEVEN-DAY PERIOD.

THE PARTIES MAY EXECUTE THIS AGREEMENT IN COUNTERPARTS, EACH OF WHICH IS DEEMED AN ORIGINAL AND ALL OF WHICH ONLY CONSTITUTE ONE ORIGINAL. AN ELECTRONIC OR FACSIMILE SIGNATURE OF THIS SETTLEMENT AGREEMENT BY ONE OR ALL PARTIES SHALL BE CONSIDERED AN ACCEPTABLE FORM AND MANNER OF EXECUTION UPON DELIVERY TO THE OTHER.

DATED: 9/19/, 2023

Rosaleen A. Sirchio
ROSALEEN SIRCHIO

DATED: _____, 2023

WITNESS

EXHIBIT A

I hereby irrevocably retire from my employment with the Wall Township Board of Education effective June 30, 2024, for reasons of retirement.

Sincerely,


ROSALEEN SIRCHIO

Business Meeting of the Wall Township Public School District Board of Education - Wall Intermediate School Auditorium (Tuesday, September 19, 2023)

Members present

Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Meeting called to order at 5:45 PM

1. Call to Order

Procedural: A. Flag Salute

Mrs. Steltz called the meeting to order at 5:45 p.m. and invited all to join in the salute to the flag.

Procedural: B. Sunshine Announcement

This is the Wall Township Board of Education Meeting for which adequate notice under the Open Public Meetings Act was provided by publication of a notice in the Coast Star, and the Asbury Park Press, by written notice to the Township Clerks Office, all Wall Township Public Schools, and by posting a copy of the notice in the Board/Administration Office on January 5, 2023.

Procedural: C. Roll Call

Also present were Dr. Handerman, Superintendent, Ms. McCann, Assistant Superintendent of Curriculum and Instruction, Mr. Smyth, Business Administrator/Board Secretary, and Ms. Cornell, Board Counsel.

Procedural: D. Statement to the Public

2. Executive Session

Action: A. Executive Session

Mrs. Steltz requested a motion to adjourn to Executive Session.

WHEREAS, the Sen. Byron M. Baer Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., (the Act) provides that the Wall Township Board of Education may hold an Executive Session from which the public is excluded to discuss matters that are confidential or are one of the nine (9) subject matters listed Section 12(b) of the Act; and

WHEREAS, it is recommended by the Superintendent that the Wall Township Board of Education go into Executive Session on this date at Wall Township High School, Wall, New Jersey to discuss matters that are permissible for discussion in Executive Session; and

WHEREAS, the length of the Executive Session is estimated to be seventy-five (75) minutes after which the public meeting of the Board shall reconvene and proceed with business; and

WHEREAS, the Board hereby declares that its discussion of the following subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

NOW, THEREFORE, BE IT RESOLVED by the Wall Township Board of Education that the Board go into Executive Session to discuss the following items:

- ☒ a. Confidential Matters per Statute or Court Order
- ☐ b. Impact Rights to Receive Federal Funds
- ☐ c. Unwanted Invasion of Individual Privacy
- ☒ d. Collective Bargaining
- ☒ e. Acquisition of Real Property or Investment of Funds
- ☐ f. Public Safety Procedures
- ☒ g. Litigation or Contract Matters or Att. /Client Privilege
- ☒ h. Personnel Matters
- ☐ i. Imposition of Penalties upon an Individual

BE IT FURTHER RESOLVED, items discussed in Executive Session may result in Board action when the Board reconvenes to public session.

Adjourn to Executive Session.

Motion by Christopher San Filippo, second by Ralph Addonizio.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Information, Procedural: B. Roll Call (Reconvene to Public Session) Scheduled for 7:30 PM

Mrs. Steltz reconvened the meeting at 7:30 p.m. and invited all to join in the salute to the flag led by the NNDCC.

Also present were Dr. Handerman, Superintendent, Ms. McCann, Assistant Superintendent of Curriculum and Instruction, Mr. Smyth, Business Administrator/Board Secretary, Ms. Cornell, Board Counsel, Mason Adam, and Meegan Kappy.

3. Student Showcase - There was no Student Showcase.

4. Public Comment

Procedural: A. Public Comment – School Related Issues
Mrs. Steitz opened public comment.

James Avery, Wall Township, commented on District Policy 2431 Athletic Competition; in favor of allowing homeschooled students to participate in afterschool sports.

Joe Kran, Wall Township, commented on District Policy 2431 Athletic Competition; urged the Board to allow homeschooled children to participate in afterschool sports.

Emmy Avery – Wall Township Homeschooled Student, commented on being able to participate in Wall Township Public Schools afterschool sports programs.

Gavin Adams – Wall Township Homeschooled Student, commented on being able to participate in Wall Township Public Schools afterschool sports programs.

JP Avery – Wall Township Homeschooled Student, commented on being able to participate in Wall Township Public Schools afterschool sports programs.

Grace Lempka, Attorney, commented on District Policy 2431 Athletic Competition and Assembly Bill A1041.

Betsy Cross, Wall Township, commented on homeschooled students, attorney invoices, OPRA lawsuit, personnel, and questioned if the Business Administrator has been deposed on the Central Elementary School trailers.

Mary Connors, Wall Township, commented on the job posting for a High School Principal; District Policy 2431 Athletic Competition, and Regulation 9270 Homeschooling and Equivalent Education.

Ellie Rezk, Wall Township, commented on COVID vaccine requirements; requested the district remove any mention of COVID vaccines from the district website and clearly post the document plan for use of ESSER funds on the district website.

Mrs. Steitz closed public comment.

5. Student Representative Report

Information: A. Student Representative Report
Mason Adam and Meegan Kappy provided the Board with High School happenings.

6. Special Presentation(s)

Information: A. New Reading Program
Ms. McCann, Assistant Superintendent of Curriculum and Instruction, and Ms. Embon, Principal of Primary School, and Director of Curriculum K-5, through use of a projected presentation provided the new English Language Arts, IReady Program for Grades K-2.

Information: B. 7 Mindsets
Ms. Steiner, Director of Intervention Services and Student Wellness, K-12 along with Ms. Callyn Gilvary, Child Study Team, provided the Board with a projected presentation on the 7 Mindsets; 7 Mindsets is a research-based student wellness program; what drives the research is what allows an individual to attain happiness in life; it is not predicated on what you know, where you come from, and it is not about money; it is about how we think and interact and perceive the world; the program is scheduled to start in October.

Information: C. NJSLA and DLM Test Results
Ms. McCann, Assistant Superintendent of Curriculum and Instruction through use of a projected presentation provided the Board with the 2022-2023 State Testing Results: New Jersey Standards Learning Assessment (NJSLA), assessment of students' progress toward the New Jersey Student Learning Standards in English Language Arts (ELA), mathematics, and science, and Dynamic Learning Maps (DLM), an alternate assessment for students with the most significant intellectual disabilities in ELA, mathematics, and science.

7. President's Report

Information, Reports: A. High School Students of the Month, Knights of the Week, etc.

Mrs. Steitz welcomed everyone to the first meeting of the 2023-24 school year; commented it is fantastic to have our staff and students back in our buildings and on school grounds; introduced and welcomed to this evening's meeting Student Representatives, Mason Adam and Meegan Kappy; advised the Board recognizes how hard many members of the staff worked to prepare for the new school year and thanked all; on Friday September 1st, she had the honor of representing her fellow Board members at the Wall High School Varsity Field to welcome the entire district staff back; reiterated the tremendous amount of pride and respect the Board has for our district staff across all areas of operation; we appreciate the dedication demonstrated each day in every department and know how critically important each member of our Wall team is to the success of our students.

Mrs. Steitz reported, across the district, parent groups at each of our schools have also been planning and working to welcome our staff back through stock the lounge and stock the classroom initiatives; thanked the families who participate in PTA and PTO, as well as booster groups; advised contributions of time and talent create such special memories for our school community and your generosity is greatly appreciated; looking forward to the many events that will be hosted throughout the year and invited every family at each school to explore the possibility of joining your PTA or PTO; it is never too late to get involved and make your student's journey incredible.

Mrs. Steitz, as a reminder to the community, advised there are three seats on the Board of Education that need to be filled in November; information for being a write-in candidate can be found on the district website; interested parties can also refer to the Monmouth County Board of Elections for additional information; these resources will detail candidate requirements; last month Ms. DiGiovanni shared her experience thus far on the Board, and this evening we will be hearing from Mr. Maliff during the Board Report as he will provide insight on serving our community.

Mrs. Steitz stated she hopes our community has found Board meetings more positive in tone, more celebratory of student achievement, and more streamlined for public viewing and participation; the Board made deliberate alterations to our meetings since the beginning of 2023 and has

conducted meetings with the goal of modeling the decorum and respect we expect to see in our district classrooms; would like to see our stakeholders reflect the same decorum when discussing district business during public comment, as well as on social media; as adults, we must recognize the impact our conduct and communication has on students and families in our community; asked all to please be mindful of this when bringing forth commentary as it is up to each of us to create a cohesive, supportive community.

8. Superintendent's Update

Information: A. Superintendent's Update

Dr. Handerhan extend a heartfelt thank you to the Wall High School Color Guard and our student representatives to the Board of Education, Mason Adam and Meegan Kappy for joining us this evening.

Dr. Handerhan advised earlier this month we welcomed back students and staff to the 2023-2024 school year; so far, so many wonderful events have taken place for students, families, and staff; events such as: Fall Kick-Off Game Night hosted by Ms. Henry, New Student Orientations at the Intermediate and High Schools, New Staff Orientations, two-professional days for staff, several athletic events, 7 Mindset Book Talks, and the list goes on.

Dr. Handerhan through use of a video shared some images captured during some of these opening activities; seeing smiling faces across the district just never gets old.

Dr. Handerhan thanked Mr. Laughlin, Intermediate School Principal, district Operations Department and Intermediate School building operations staff for working so hard refreshing the Intermediate School courtyard; this space is now accessible to all students and is truly becoming a valuable outdoor instructional space.

Dr. Handerhan advised the district has posted an opening for a High School Principal; we are currently accepting applicants; upon review of the applications for qualified candidates, rounds of interviews will be scheduled; looks forward to updating the community on our progress in the coming weeks.

Dr. Handerhan advised the Board of Education is in the process of amending its policy with respect to homeschooled students; stressed that homeschooled students are not the same as students on home instruction; homeschooled students are not enrolled in the public school system; on tonight's agenda is the second reading for a policy revision which would preclude homeschooled students from participating in Wall Public Schools' athletics and extracurricular activities; since the first reading at our last public meeting where this was topic brought up in public comment she has met and spoken with some homeschooled parents as well as parents of students who send their children to Wall Public Schools on this proposed revision; since then, the policy committee asked her to collect data on homeschooled students' participation in high school athletics in the Shore Conference; in the Shore Conference, excluding Wall and private or parochial schools, approximately ¼ of the districts permit homeschooled students' participation and approximately 2/3 do not permit the practice; that said, some K-8 school districts, which are sending districts to Shore Conference High Schools, do permit the practice; after much discussion and consideration of both positions, the committee wishes to move forward with the second reading.

Dr. Handerhan further advised, on this evening's agenda is the appointment of a Supervisor of Instruction and Communications Coordinator; this is an important step towards realizing our district communication goals as well as academic goals; Dr. Handerhan introduced Ms. Kelly Weiner, this evening's recommendation of Supervisor of Instruction.

Dr. Handerhan reported the 2023-2024 is going to be an exciting school year; as shared earlier, implementing brain-based reading instruction is such an exciting endeavor, and the PreK-12 Implementation of The 7 Mindsets, will no doubt support our goals in strengthening resilience and fostering positive habits of mind across the school community; this year we also are welcoming the Implementation of Marzano's Focused Teacher Evaluation Model as a tool to assist us in our ongoing pursuit of strengthening instructional practices; after reviewing data following the impact of COVID, we have also updated our Response to Intervention practices; internally, we are also working towards streamlining the software and databases to improve the user experience and avoid redundancies; this is just a sampling of all of the work going on behind the scenes to support our students and staff; we will be sharing more exciting new programs and initiatives as the year unfolds; thanked district staff for all of their hard work in the creation, implementation, delivery, and review of these new programs and initiatives; their work is truly appreciated and valued.

With respect to public comment on ESSER funding, Dr. Handerhan advised the details on how the funding is spent is part of our Budget Workshop Meetings; Ms. McCann provided a detailed presentation on how each and every dollar was spent and prior to Ms. McCann, Dr. Rando too presented during Budget Workshop how every dollar was spent that was allocated to the district. The ESSER Program, the CARES funding and the ARP funds all fall under the umbrella of ESSER.

Further with regard to information on vaccines on the district website, Dr. Handerhan advised we are required to provide information on vaccines; it is up to the districts on how they chose to do so; this district has chosen to provide information on our health on our website under Nursing & Health Services.

In response to public comment, Mr. Smyth advised the Board does not comment on litigation that involves the district and will not. However, to address questions or comments with regard to the Board utilizing the services of the legal firm Methfessel & Werbel without a contract and that we are withholding documents when we advise no records exist, is due to the fact that the district has not contracted with Methfessel & Werbel; Methfessel & Werbel were retained/appointed by the district's insurance carrier, Diploma Joint Insurance Fund.

With regard to public comment on communications with the Monmouth County Prosecutor's Office, Ms. Cornell advised she communicates with the Monmouth County Prosecutor's Office on a number of items including options to address those who disrupt the Board's Business Meeting as well as those individuals who routinely publish false information on social media platforms.

9. Board of Education's Update

Information: A. Board of Education's Update

Mr. Nasr provided an update on Referendum 2022 noting referendum expenses have been updated, and Phoenix Advisors will be presenting at next month's Finance and Facilities meeting on managing referendum funds; paving at the Allenwood Elementary School is complete, however there are a few outstanding items that will be completed after the start of school; as Dr. Handerhan mentioned the West Courtyard at the Intermediate School is complete and looks amazing; the High School roof is substantially complete and it looks nice; kudos to Dr. Handerhan for picking out the right color. Mr. Nasr advised future projects include West Belmar Elementary School site work, interior upgrades, bathroom upgrades, and window upgrades district wide, HVAC, and flat roofing projects. Mr. Nasr further advised administration has started meetings with stakeholders on the design of the athletic fields at the High School. Progress updates are available on the district website.

With regard to his experience on the Board of Education, Mr. Maliff advised he has been a member for almost two years and has found this Board to be very much unified in doing its best to serve the students in the Wall Township Schools, and in the community at large we may not always agree on every point or issue, but we respect each other's opinion and work together quite well; Mr. Maliff stated he especially enjoys the work that they are able to do at committee meetings, it is very important to do it there and bring it to the full Board; is very confident in the leadership of the district and is impressed by district staff specifically, Central Office Building Administrators, Supervisors, Teachers, Paraprofessionals, Coaches Advisors, Security, Custodians, Food Workers, Bus Drivers, Building and Grounds, Counselors and Administrative Assistants; this district is only as successful as the people who work here. Mr. Maliff also stated with regard to the students who attend school in Wall Township, he is very much encouraged by what he has seen at Board of Education meetings, athletic events, concerts, plays, and other presentations held at Board of Education Meetings of student accomplishments; we have great students in our schools and the in the community and we should be encouraged by these students and their accomplishments. There is some frustration with legal and ethical concerns that prevent things from moving forward as quickly as we would like, but that is the nature of what we have to do at times. Mr. Maliff also stated he was discouraged to see that there were no residents who filed petitions to run for the Board in November. Wall Township being the only town of our size, did not have any people filing petitions. Mr. Maliff advised he finds it an honor to be on the Board of Education and a privilege to serve the community and would encourage anybody who wanted to be more active to please get involved; it is very rewarding. In closing, Mr. Maliff thanked the community for supporting the referendum.

Mr. Smyth advised that following tonight's Executive Session, an item is being added to the agenda as Item 15.J under the Board of Education Report that reads: 15.J. Approval of a Separation of Service Agreement dated September 19, 2023, regarding employee number 7343.

10. Committee Reports

Discussion, Information: A. Personnel

Discussion, Information: B. Policy

Discussion, Information: C. Curriculum & Instruction

Discussion, Information: D. Finance & Facilities

11. Public Comment

Procedural: A. Public Comment on Agenda Action Items

Tom Harr, Wall Township, commented he has five children, resides in Wall Township, and spoke to the proposed changes to District Policy 2431 Athletic Competition, and Regulation 9270 Homeschooling and Equivalent Education.

Betsy Cross, Wall Township, commented on item the Separation of Service Agreement, and payment of attorney on the Bills List.

Mrs. Steltz closed public comment.

12. Business Meeting

Action (Consent): A. Approval of Consent Agenda
Approval of Consent Agenda.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

No: Adam Nasr voted no on Item 15. J.

Abstentions:

Ralph Addonizio abstained on item 16. A. VII. 17.

Kristen Hodnett abstained on Item 15. J.

James Maliff abstained on item 16. A. VII. 24.

Adam Nasr abstained on items 13. A. and 13. B.

Christopher SanFilippo abstained on item 14. B.

13. Approval of Minutes - Consent Agenda

Action (Consent), Minutes, Procedural: A. Executive Session Meeting Minutes August 15, 2023
Approval of the Executive Session Meeting Minutes of August 15, 2023.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Abstain: Adam Nasr abstained on item 13. A.

Action (Consent), Minutes, Procedural: B. Business Meeting Minutes of August 15, 2023
Approval of the Business Meeting Minutes of August 15, 2023.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Abstain: Adam Nasr abstained on item 13. B.

14. Policy - Consent Agenda

Action (Consent): A. Approval of the First Policy Reading
Approval after the public hearing of the first policy reading.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): B. Approval of the Second Policy Reading
Approval after the public hearing of the second policy reading.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Abstain: Christopher SanFilippo abstained on item 14. B.

15. Board of Education Report - Consent Agenda

Action (Consent): A. Designation of Signatories (2023/2024 School Year)

Resolved that the Board of Education approves the following personnel as authorized signatory for the following accounts for the 2023/2024 School Year:

Account	Name	Position
H.S. Student Activities	P. Righi	Acting Principal
	K. Davis	Assistant Principal
	S. Hewitt	Assistant Principal
Intermediate Student Activities	E. Laughlin	Principal
	K. Scott	Assistant Principal
	T. Ridoux	Assistant Principal

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): B. Stale Check Resolution
Approval to cancel the below listed checks deemed to be stale and untimely.

WHEREAS, there are outstanding checks in the amounts listed below drawn against the corresponding accounts of the Wall Township Board of Education, deemed to be stale and untimely; and

Account #	Check Date	Check #	Amount
High School	03/08/2022	2141	148.00
Athletics	04/25/2022	2212	90.00
1004599989	07/19/2022	2367	575.00
	07/19/2022	2368	399.00
	10/12/2022	2580	66.00
	10/21/2022	2631	60.00
	10/28/2022	2660	60.00
	01/24/2023	2838	90.00
Intermediate Activities			
1004659981	12/16/2021	1081	20.00
	05/10/2022	1137	15.00
	05/10/2022	1143	15.00
	08/23/2022	1187	18.00
	08/23/2022	1188	12.00
	08/23/2022	1202	36.00
	11/07/2022	1223	72.00

WHEREAS, the bank will no longer honor payment, It is recommended that these checks be removed from our list of outstanding checks; and WHEREAS, in the event it is found to be warranted and upon presentation of a legitimate claim for this money, payment will be made from current funds; and NOW, THEREFORE, BE IT RESOLVED that the Board of Education authorizes the following outstanding checks be canceled and removed from the district's outstanding check list:

Account #	Check Date	Check #	Amount
High School	03/08/2022	2141	148.00
Athletics	04/25/2022	2212	90.00
1004599989	07/19/2022	2367	575.00
	07/19/2022	2368	399.00
	10/12/2022	2580	66.00
	10/21/2022	2631	60.00
	10/28/2022	2660	60.00
	01/24/2023	2838	90.00
Intermediate Activities			
1004659981	12/16/2021	1081	20.00
	05/10/2022	1137	15.00
	05/10/2022	1143	15.00
	08/23/2022	1187	18.00
	08/23/2022	1188	12.00
	08/23/2022	1202	36.00
	11/07/2022	1223	72.00

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): C. AED Plans (2023/2024 School Year)

Approval of the District AED Plans for the 2023/2024 School Year.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): D. AHERA Notification (2023/2024 School Year)

Approval of the Annual AHERA Notification for the 2023/2024 School Year.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): E. Biosecurity Management Plan (2023/2024 School Year)

Approval of the District Biosecurity Management Plan for the 2023/2024 School Year.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): F. Bloodborne Pathogen Plan (2023/2024 School Year)

Approval of the District Bloodborne Pathogen Plan for the 2023/2024 School Year.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): G. Chemical Hygiene Plan (2023/2024 School Year)

Approval of the District Chemical Hygiene Plan (2023/2024 School Year).

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): H. Comprehensive Equity Plan (2023/2024 School Year)

Approval of the District Comprehensive Equity Plan 2023/2024 School Year.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): I. Nursing Plan (2023/2024 School Year)

Approval of the District Nursing Plan 2023/2024 School Year.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

15. J. Approval of the Separation of Service Agreement dated September 19, 2023 regarding employee #7343.

Resolved that the Board of Education approves the Separation of Service Agreement dated September 19, 2023 regarding employee #7343.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, James Maliff, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

No: Adam Nasr

Abstain: Kristen Hodnett abstained on item 15. J.

16. Superintendent's Report - Consent Agenda

Action (Consent): A. Human Resources Report

Approval of the Human Resources Report - Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Abstentions: Ralph Addonizio abstained on Item 16. A. VII. 17., and James Maliff abstained on Item 16. A. VII. 24.

Action (Consent): B. Harassment, Intimidation & Bullying – HIB Report

Approval of the decision(s) that was/were rendered in the following HIB case(s):

There are no HIB cases to report.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): C. General Education Tuition-In Students

Approval of General Education Tuition-In Student(s) for the 2023-2024 School Year

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): D. Approval of Job Description(s)

Approval of the Attached Job Description(s)

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): E. Wall Township Public Schools Organizational Chart

Approval of the Wall Township Public Schools Organizational Chart.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): F. Approval of Booster Organizations

Approval of the 2023-2024 Parent Organizations

- Wall High School: Wall High School Band Boosters
- Wall High School: Wall High School Boys Soccer Club
- Wall High School: Wall High School Girls Soccer Club
- Wall High School: Wall High School Field Hockey Corner Club

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): G. 2023-2024 Week of Respect in Wall Township Public Schools

Approval for October 2nd through October 6th, 2023 as the designated Week of Respect in Wall Township Public Schools.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): H. 2023-2024 School Violence Awareness Week in Wall Township Public Schools
Approval for October 16th through October 20th, 2023 as the designated School Violence Awareness Week in Wall Township Public Schools.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): I. Tail-Waggin Tutor Therapy Dog Program at Allenwood Elementary School and West Belmar Elementary School
Approval of the Tail-Waggin Tutor Therapy Dog Program at Allenwood Elementary School and West Belmar Elementary School, at no cost to the District.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): J. Grow Healthy Program at West Belmar Elementary School
Approval of the Grow Healthy Program at West Belmar Elementary School, at no cost to the District.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): K. Wall High School Overnight Field Trip to Walt Disney World, Orlando, FL
Approval of the Wall High School Overnight Field Trip to Walt Disney World, Orlando, FL. Departure and return March 2024.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): L. Interscholastic and Extra-Curricular Activities, as eligible, for Varsity Letters
Approval of the Interscholastic and Extra-Curricular Activities, as eligible, for Varsity Letters per the Recommendation from the Superintendent.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): M. Graduation Data for Students with IEPs
Approval of the 2023 Graduation Data for Students with IEPs.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): N. Special Education Tuition-In Students
Approve the acceptance of Special Education Tuition-In Students- Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): O. Special Education Out-of-District Students
Approval of Out-of-District Students - Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): P. Travel and Professional Development Expenses for the 2023/2024 School Year
Approval of Travel and Professional Development Expenses for the 2023/2024 School Year

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

17. Business Office - Consent Agenda

Action (Consent): A. Transfer of Funds
Approval of Current Year Budget Transfers in accordance with Policy 6422 Budget Transfers- Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): B. Board Secretary's Certification July 2023
Approval and acceptance of the certification that pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, the School Business Administrator/Board Secretary certifies that as of July 31, 2023 no line item has been over expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steltz, Kenneth Wondrack

Action (Consent): C. Treasurer & Board Secretary Report July 2023
Approval of the Resolution accepting the Treasurer's Report and Board Secretary's Report as of July 31, 2023 - Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): D. Payroll for August 2023
Approval of Payroll for August 2023.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): E. Bills and Claims Operating Account
Approval of Bills and Claims Operating Account for September 2023 - Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): F. Bills and Claims Food Service Enterprise Account
Approval of Bills and Claims Food Service Enterprise Account for September 2023 - Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): G. Bills and Claims Before and After School Program
Approval of Bills and Claims Before and After School Program Account for September 2023 - Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): H. Bills and Claims Referendum 2022
Approval of Bills and Claims - Referendum 2022 for September 2023 - Attachment

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): I. Four Winds Tour & Travel Agreement
Approval of Four Winds Tours & Travel Agreement for the Wall High School 2024 Senior Trip to Disney World and Universal, Orlando, Florida.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): J. Use of School Facilities 2023/2024 School Year
Approval of Applications for Use of School Facilities for the 2023/2024 School Year, in accordance with District Policy and Regulation 7510 - Use of School Facilities.

Before and After Care	Wrap-Around Program	Allenwood Elementary School Central Elementary School Old mill elementary School West Belmar Elementary School	Cafeteria, Gym and Media Center
Girl Scout Meetings	Girls Scouts of the Jersey Shore -Troop 75	Central Elementary School	Art Room
Daisy Meetings	Girls Scouts of the Jersey Shore - Daisy Troop 356	Allenwood Elementary School	Classroom 25
Basketball Tryouts and Practice	Wall Travel Basketball	Intermediate School	Main Gym
Meetings	Allenwood PTG	Allenwood Elementary School	Cafeteria
Executive and General Membership Meetings	CAPE	Central Elementary School	Cafeteria or Library
Model Rocketry	CENJARS	18th Ave Athletic Complex	18th Ave Athletic Complex

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): K. Transportation Jointure with Region II Pascack Valley School District

Approval to enter into a Jointure with Region II, Pascack Valley School District to transport one Wall Township student at an estimated cost of \$64,170.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): L. CDW Government, Inc. - Classroom Technology

Approval to purchase classroom technology through CDW Government, Inc. in accordance with their July 3, 2023 Quote #NLKG185, and in accordance with Co-op Technology Supplies and Services #ESCNI/AEPA-22G, (18/19-03).

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): M. Resolution accepting Non-Public Initiative Allocations for Nursing for the 2023-2024 School Year.

Approval of the Resolution accepting Non-Public Initiative Allocations for Nursing for the 2023-2024 School Year.

RESOLUTION
ACCEPTANCE OF NON-PUBLIC NURSING SERVICE AID
INITIATIVE ALLOCATION

Move to approve that the Wall Township Board of Education accepts the 2023-2024, New Jersey Nonpublic Nursing Service Aid allocation in the District total amount of \$34,080, and each nonpublic school allocation as follows:

Ambassador Christian Academy	\$25,560
Atlantis Preparatory School	\$1,200
Brookside School	\$6,840
Tiny Treasures Nursery School	\$480
District Total	\$34,080

WHEREAS, the Wall Township School District has consulted with the administrator of each of the participating nonpublic schools located within the Public School District; and

WHEREAS, the Wall Township School District has advised the nonpublic schools regarding the limit of funds available for the provision of nursing services for the pupils enrolled in the nonpublic schools; and

WHEREAS, the Wall Township School District is in agreement with the nursing service(s) to be provided to the nonpublic schools within the limit of the funds that are available; and

WHEREAS, the nonpublic schools are not to exceed their allocation of funds, as stated above; and

NOW, THEREFORE, BE IT RESOLVED that the Wall Township Board of Education approves the New Jersey Non-Public School Nursing Service Aid requests from the above nonpublic schools; and

BE IT FURTHER RESOLVED that the Wall Township Board of Education approves the New Jersey Non-Public School Nursing Service Aid Agreement and will forward Certified Minutes of this Resolution with the Nursing Service Aid Agreement to the Monmouth County Interim Superintendent of Schools within the timelines set by the State DOE.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): N. Resolution accepting Non-Public Initiative Allocations for Security for the 2023-2024 School Year

Approval of the Resolution accepting Non-Public Initiative Allocations for Security for the 2023-2024 School Year.

RESOLUTION
ACCEPTANCE OF NON-PUBLIC SECURITY AID
INITIATIVE ALLOCATION

Move to approve that the Wall Township Board of Education accepts the 2023-2024, New Jersey Nonpublic Security Aid allocation in the District total amount of \$58,220 and each nonpublic school allocation as follows:

Ambassador Christian Academy	\$43,665
Atlantis Preparatory School	\$2,050
Brookside School	\$11,685
Tiny Treasures Nursery School	\$820
District Total	\$58,220

WHEREAS, the Wall Township School District has consulted with the administrator of each of the participating nonpublic schools located within the Public School District; and

WHEREAS, the Wall Township School District has advised the nonpublic schools regarding the limit of funds available for the provision of security for the pupils enrolled in the nonpublic schools; and

WHEREAS, the Wall Township School District is in agreement with the security to be provided to the nonpublic schools within the limit of the funds that are available; and

WHEREAS, the nonpublic schools are not to exceed their allocation of funds, as stated above; and
NOW, THEREFORE, BE IT RESOLVED that the Wall Township Board of Education approves the New Jersey Non-Public School Security Aid requests from the above nonpublic schools; and

BE IT FURTHER RESOLVED that the Wall Township Board of Education approves the New Jersey Non-Public School Security Aid Agreement and will forward Certified Minutes of this Resolution with the Security Aid Agreement to the Monmouth County Interim Superintendent of Schools within the timelines set by the State DOE.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): O. Resolution accepting Non-Public Initiative Allocations for Technology for the 2023-2024 School Year

Approval of the Resolution accepting Non-Public Initiative Allocations for Technology for the 2023-2024 School Year.

RESOLUTION
ACCEPTANCE OF NON-PUBLIC TECHNOLOGY AID
INITIATIVE ALLOCATION

Move to approve that the Wall Township Board of Education accepts the 2023-2024, New Jersey Nonpublic Technology Aid allocation in the District total amount of \$13,916, and each nonpublic school allocation as follows:

Ambassador Christian Academy	\$10,437
Atlantis Preparatory School	\$490
Brookside School	\$2,793
Tiny Treasures Nursery School	\$196
District Total	\$13,916

WHEREAS, the Wall Township School District has consulted with the administrator of each of the participating nonpublic schools located within the Public School District; and

WHEREAS, the Wall Township School District has advised the nonpublic schools regarding the limit of funds available for the provision of technology for the pupils enrolled in the nonpublic schools; and

WHEREAS, the Wall Township School District is in agreement with the technology to be provided to the nonpublic schools within the limit of the funds that are available; and

WHEREAS, the nonpublic schools are not to exceed their allocation of funds, as stated above; and
NOW, THEREFORE, BE IT RESOLVED that the Wall Township Board of Education approves the New Jersey Non-Public School Technology Aid requests from the above nonpublic schools; and

BE IT FURTHER RESOLVED that the Wall Township Board of Education approves the New Jersey Non-Public School Technology Agreement and will forward Certified Minutes of this Resolution with the Technology Aid Agreement to the Monmouth County Interim Superintendent of Schools within the timelines set by the State DOE.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be it Further Resolved, that the Board of Education authorize the administration to

execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

Action (Consent): P. Resolution accepting Non-Public Initiative Allocations for Textbooks for the 2023-2024 School Year
Approval of Resolution accepting Non-Public Initiative Allocations for Textbooks for the 2023-2024 School Year.

RESOLUTION
ACCEPTANCE OF NON-PUBLIC TEXTBOOK AID
INITIATIVE ALLOCATION

Move to approve that the Wall Township Board of Education accepts the 2023-2024, New Jersey Nonpublic Textbook Aid allocation in the District total amount of \$16,418, and each nonpublic school allocation as follows:

Ambassador Christian Academy -	\$12,314
Atlantis Preparatory School	\$578
Brookside School	\$3,295
Tiny Treasures Nursery School	\$231
District Total	\$16,418

WHEREAS, the Wall Township School District has consulted with the administrator of each of the participating nonpublic schools located within the Public School District; and

WHEREAS, the Wall Township School District has advised the nonpublic schools regarding the limit of funds available for the provision of textbooks for the pupils enrolled in the nonpublic schools; and

WHEREAS, the Wall Township School District is in agreement with the textbook(s) to be provided to the nonpublic schools within the limit of the funds that are available; and

WHEREAS, the nonpublic schools are not to exceed their allocation of funds, as stated above; and

NOW, THEREFORE, BE IT RESOLVED that the Wall Township Board of Education approves the New Jersey Non-Public School Textbook Aid requests from the above nonpublic schools; and

BE IT FURTHER RESOLVED that the Wall Township Board of Education approves the New Jersey Non-Public School Textbook Aid Agreement and will forward Certified Minutes of this Resolution with the Textbook Aid Agreement to the Monmouth County Interim Superintendent of Schools within the timelines set by the State DOE.

Resolved, upon the recommendation of the Superintendent, the Board of Education approves all Consent Agenda with Item Type - "Action (Consent)" as noted in all Sections of this Agenda as appropriate, and Be It Further Resolved, that the Board of Education authorize the administration to execute all necessary documents.

Motion by Kristen Hodnett, second by Kathleen DiGiovanni.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

18. Miscellaneous

Information: A. End of Month Reports for August 2023

19. Contact information

Information: A. Board of Education: boardmembers@wallpublicschools.org

Information: B. Dr. Tracy Handerhan, Superintendent: officeofsuperintendent@wallpublicschools.org

Information: C. Jennifer McCann, Assistant Superintendent of Curriculum & Instruction: jmccann@wallpublicschools.org

Information: D. Brian Smyth, Business Administrator/Board Secretary: bsmyth@wallpublicschools.org

20. Adjournment

Action: A. Adjourn

Mrs. Steitz requested a motion to adjourn.

Motion to adjourn.

Motion by Ralph Addonizio, second by Christopher San Filippo.

Final Resolution: Motion Carried

Yes: Ralph Addonizio, Thomas Buffa, Kathleen DiGiovanni, Kristen Hodnett, James Maliff, Adam Nasr, Christopher San Filippo, Christine Steitz, Kenneth Wondrack

The meeting adjourned at 9:20 p.m.

EXHIBIT D

**WALL TOWNSHIP PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Tuesday, April 26, 2022
Human Resources Report**

1) To approve, with appreciation, retirements, as listed:

No.	Name	Position	Effective
1	Bosak, Daniel	Operations Custodian	07/01/2022
2	Bradley, Barl	CS School Nurse	07/01/2022
3	Clayton, Kevin	Operations Custodial Supervisor	07/01/2022
4	Meszaros, Laura	WHS Spanish (.50)	07/01/2022
5	Murphy, Heather	CS Kindergarten Teacher	07/01/2022
6	Rose, Teresa	WHS Social Studies	10/01/2022
7	Saini, Stacey	WIS Social Studies	07/01/2022

2) To approve resignations for the 21-22 SY, as listed:

No.	Name	Position	Effective
1	Cranston, Sean	Central Office Director of HR	06/01/2022
2	Echols, Gerald	Operations Custodian	04/27/2022
3	Gerards, Anita	WIS Spanish Teacher	07/01/2022
4	Watson, Shanna	WHS Instructional Paraprofessional (Job Coach)	04/29/2022

3) To approve employment of certified staff for the 21-22 SY, as listed:

No.	Name	New/ Replaces	Location/ Position	Account #	Step/ Rate	Effective
1	McCann, Jennifer	Vacancy	Central Office Assistant Superintendent of Curriculum & Instruction	11-000-221-102-001	\$175,000	07/01/2022

4) To approve substitutes for the 21-22 SY, as listed:

No.	Name	New/ Replaces	Location/ Position	Period of Time	Step/ Rate
1	McClean, Joanne	C. Beirne	AWS Grade 1	04-27-22 to 06-17-22	\$100 per day for 19 days then A5 \$56,550
2	Zakerowski, Amanda	F. Longo	WPS School Psychologist	Extension 03-28-22 to 06-17-22	G5 \$60,750
3	Skillman, Linda	_____	WHS HPE Teacher	Extension 04-27-22 to 05-17-22	A5 \$56,550
4	DeCapua, Gavin	_____	WHS Business	Extension 04-27-22 to 05-17-22	A14 \$64,700
5	Schott, Tess	K. LaFerlita	CS Elementary Teacher	05-31-22 to 06-17-22	A5 \$56,550
6	Harris, Caroline	Daily Sub			

5) To approve substitutes for the 22-23 SY, pending negotiations, as listed:

No.	Name	New/ Replaces	Location/ Position	Period of Time	Step/ Rate
1	Carpino, Kelsey ^	L. Azambuja	WIS Spanish	09-01-22 to 06-30-23	A5 \$56,550

^ Pending completion of necessary paperwork and fingerprint clearance

6) To approve leaves of absence for the 21-22 SY, as listed:

No.	Name	Position	Effective	Pay/Benefits
1	Curry, Rose	WBS Teacher	LOA 05-17-22 to 05-24-22	w/o pay, w/benefits
2	Longo, Felicia	WPS Speech Therapist	Extension LOA 05-02-22 to 06-17-22	w/o pay, w/o benefits
3	Saini, Stacey	WIS Social Studies Teacher	05-04-22 to 05-06-22	w/o pay, w/benefits

7) To ratify leaves of absence for the 21-22 SY, as listed:

No.	Name	Position	Effective	Pay/Benefits
1	Baety, James	Operations Maintenance	FMLA 03-23-22 to 06-24-22	w/o pay, no benefits
2	Bertolami, Denise	WIS Paraprofessional	LOA 03-22-22 to 05-17-22	w/o pay, w/o benefits
3	Harvey, Ewelina	Food Services FS Worker	LOA 04-01-22 to 05-16-22	w/o pay, no benefits
4	Kuenzel, Jennifer	CS Kindergarten	LOA 03-28-22 to 04-01-22	w/o pay, w/benefits
5	Reany, Tiffany	AWS Lunch Para	LOA 03-23-22 to 04-14-22	w/o pay, no benefits

8) To ratify changes in leaves of absence for the 21-22 SY, as listed:

No.	Name	Position	From	To
1	Echols, Gerald	WIS Custodian	FMLA 02-22-22 to 04-11-22 w/o pay w/benefits	FMLA 02-22-22 to 04-26-22 w/o pay w/benefits
2	Miller, Rachel	WHS English Teacher	FMLA 05-02-22 to 05-13-22	FMLA 04-11-22 to 05-13-22

			Intermittent FMLA/NJFLA 05-16-22 to 06-10-22 RTW 06-13-22 w/o pay, w/ benefits	FMLA/NJFLA 05-16-22 to 06-10-22 w/o pay, w/benefits
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9) To approve leaves of absence for the 22-23 SY, as listed:

No.	Name	Position	Effective	Pay/Benefits
1	Azambuja, Lara	WIS Spanish Teacher	Extension LOA 09-01-22 to 06-30-23	w/o pay, w/o benefits
2	Betlesky, Kerry	WPS Paraprofessional	LOA 04-27-22 to 04-29-22	w/o pay, no benefits
3	Blasi, Kathryn	District BCBA	FMLA/NJFLA 10-10-22 to 01-06-23	w/o pay, w/benefits
4	Kerns, Catherine	WIS Special Education Teacher	Extension LOA 09-01-22 to 06-30-23	w/o pay, w/o benefits
5	LaFerlita, Kyra	CS Elementary Teacher	FMLA/NJFLA 09-01-22 to 11-25-22	w/o pay, no benefits
6	Lardaro, Kristen	CS Elementary Teacher	FMLA/NJFLA 09-01-22 to 11-25-22	w/o pay, no benefits
7	Longo, Felicia	WPS Speech Therapist	Extension LOA 09-01-22 to 09-30-22	w/o pay, w/o benefits
8	Maloney, Kerry	AWS Special Education Teacher	Extension LOA 09-01-22 to 06-30-23	w/o pay, w/o benefits
9	Miller, Rachel	WHS English Teacher	FMLA/NJFLA 09-01-22 to 09-29-22	w/o pay, w/benefits
10	Schoch, Katelyn	CS Special Education Teacher	FMLA/NJFLA 09-01-22 to 11-25-22	w/o pay, w/benefits

11	Weg, Christina	WIS Math Teacher	FMLA/NJFLA 09-01-22 to 11-25-22	w/o pay, w/benefits
			LOA 11-28-22 to 12-31-22	w/o pay, w/o benefits
12	Wisher, Colleen	WHS Social Studies Teacher	FMLA/NJFLA 09-02-22 to 11-25-22	w/o pay, w/ benefits

10) To approve additional class compensation for the 21-22 SY, as listed:

No.	Name	Position	# of Extra Periods	Time Period	Total Amount
1	Fierro, Joanna	WHS HPE Teacher	1	04/27/22 - 05/13/22 (13 days)	\$741.49
2	Fucetola, Megan	WHS HPE Teacher	1	04/27/22 - 05/13/22 (13 days)	\$741.49
3	Musolf, Jared	WHS HPE Teacher	1	04/27/22 - 05/13/22 (13 days)	\$920.36
4	Puorro, Michael	WHS HPE Teacher	1	04/27/22 - 05/13/22 (13 days)	\$893.67
5	Rivera, Victor	WHS HPE Teacher	1	04/27/22 - 05/13/22 (13 days)	\$735.14
6	Magliaro, Anthony	WIS Study Skills	1	12/13/21 - 06/17/22 (119 days)	\$6,973.66
7	Graybush, Suzanne	WIS Social Studies Current Events	1	~~02/14/22 - 03/25/22~~ ~~(27 days)~~	~~\$2,095.77~~
				2/14/22 - 06/17/22 (80 days)	\$6,209.68
8	Pierce, Jeffrey	WHS Social Studies	2	05/13/22 - 06/10/22 (20 days)	\$2,859.24
9	Martin, Joseph	WHS Social Studies	1	05/13/22 - 06/10/22 (20 days)	\$1,786.90
10	Manning, Timothy	WHS Social Studies	1	05/13/22 - 06/10/22 (20 days)	\$1,733.14

- 11) To approve student teachers, practicums, internships, and externships for the 2022-2023 SY, as listed:**

No.	Name	Location/ Position	College/University	Time Period	School/Subject/ Teacher
1	Lyons, Devyn	AWS Teacher	FDU	Fall 2022 (20 Days) Spring 2023 Full time	AWS Grade 1 S. Dowd S. Kowsaluk
2	Sambade, Karlie	WHS	TCNJ	Fall 2022 Observation	WHS Art J. Alexander

- 12) To ratify a correction in salary for Kathleen Guzman, WHS School Counselor, from E15 \$69,775 to F15 \$70,475, effective 04/25/22.**

- 13) To rescind the approval of Joseph Urso, WBS Custodian.**

- 14) To rescind the approval of Jeffrey Papcum as WHS Football Asst. Coach for the 22-23 SY.**

- 15) To ratify the approval of administrative leaves as listed:
Updated 04-26-22**

No.	Employee #	Effective
1	9827	03-28-22
2	10328	04-11-22
3	9931	04-11-22
4	10914	04-11-22
5	10993	04-11-22
6	7343	04-12-22
7	7106	04-13-22

- 16) To ratify the approval of Kevin Davis as WHS Acting Principal, effective 04/12/22.**

- 17) To ratify the approval of Tiffany Steiner as WIS Acting Principal, effective 04/13/22.**

18) To approve the termination of employee #9827 effective 05/15/2022.

19) To approve a correction in Spring Sports stipend for 22-23 SY, as listed:

2022 SPRING COACHES - INTERMEDIATE SCHOOL						
WIS	11-402-100-100-005					
Coach	Sport	Step	Stipend	Season	Longevity	Total
Joseph Nardino	Head Girls Track & Field		\$4,893.00	4		\$4,893.00
Joseph Nardino	Head Girls Track & Field		\$4,893.00	14	\$200.00	\$5,093.00

20) To ratify the approval of David Zoni, volunteer coach WHS Boys Lacrosse, effective 04/11/22.

21) To approve WRAP staff for the 21-22 SY, as listed:

Name	Position	# Hours Days/Weeks	Hourly	Total
Tara DiStefano	Substitute Group Leader	1 hrs/5 days	\$15.00	Not to exceed 25 hrs weekly
Caroline Harris	Substitute Group Leader	2 hrs/5days	\$15.00	Not to exceed 25 Hrs weekly

22) To approve Extra Compensation for the 21-22 SY:

a) Before School Supervision
Account #11-120-100-101-020

No.	Name	Location	Rate
1	Turner, Tracie	CS	\$47/hr
2	Oppegaard, Christine	CS	\$47/hr
3	Riccelli, Janine	CS	\$47/hr
4	Rubin, Kelly	CS	\$47/hr
5	Serge, Christopher	CS	\$47/hr
6	Piermattei, Christine	AWS	\$47/hr

7	Griffin, Nancy	AWS	\$47/hr
8	Blasi, Kathryn	AWS	\$47/hr

b) WHS Guidance 8th Grade Scheduling Hours
Account # 11-000-218-104-040

No	Name	School	Position	Hours	Hourly Rate	Total Not to Exceed
1	Christopher Barnes	WHS	School Counselor	24	\$64.00	\$1536.00
2	Danielle Farrell	WHS	School Counselor	24	\$64.00	\$1536.00
3	Dana Griggs	WHS	School Counselor	24	\$64.00	\$1536.00
4	Judith Gilberti	WHS	School Counselor	36	\$64.00	\$2304.00
5	Frank Janks	WHS	School Counselor	36	\$64.00	\$2304.00

c) Supplemental Instruction at Central School
Account # 11-120-100-101-020
Correction : Previously approved 10/26/21

No	Name	School	Position	Hours	Hourly Rate	Total Not to Exceed
1	Panuska, Kerry	CS	Supplemental Instruction	~~40 min a week~~ ~~28 hours total~~ Two 40 min sessions per week 28 hours total	~~\$55~~ \$65	~~\$1,540~~ \$1,820
2	McIntyre, Julia	CS	Supplemental Instruction	~~40 min a week~~ ~~28 hours total~~ Two 40 min sessions per week 28 hours total	~~\$55~~ \$65	~~\$1,540~~ \$1,820

**d) Special Education Elementary Tutoring Program
Account #20-223-100-100-022**

No.	Name	School	Position	Hours	Hourly Rate	Total Not to Exceed
1	Gayle McGuire	WB	Teacher	20 30	\$65	\$1,300 \$1,950
2	Kerry Panuska	CS	Teacher	10	\$65	\$650
3	Maria Miceli	CS	Teacher	20 10	\$65	\$1,300 \$650
4	Deanna Gerrity	OMS	Teacher	7	\$65	\$455
5	Noelle Renner	OMS	Speech Therapist	7	\$65	\$455

**e) Before/After School Tutoring for Students with Disabilities
Account # 20-223-100-100-022**

No.	Name	School	Position	Hours	Hourly Rate	Total Not to Exceed
1	Robert Leach	WHS	SE teacher	24	\$65	\$1,560

23) To approve Extra Compensation for the 22-23 SY, pending negotiations:

- a) **Removed 04-26-22**
- b) **Removed 04-26-22**
- c) **Removed 04-26-22**

- d) **WHS Summer Knight Academy or Credit Recovery (Pending Enrollment)**
Account # 20-477-100-100-022 (Funded through grants)
Account # 20-483-100-100-022 (Funded through grants)
Updated 04-26-22

No	Name	Position	Hours	Hourly Rate	Total Not to Exceed
1	Dallas, Shannon	Math	70	\$55	\$3,850
2	DeLutio, Eugene	Math	35	\$55	\$1,925
3	Dyba, Robyn	ELA	70	\$55	\$3,850

4	Erbe, Jessica	Math	35	\$55	\$1,925
5	Gelay, Lindsay	ELA	70	\$55	\$3,850
6	Kniffin, Kara	ELA	70	\$55	\$3,850
7	Lensen, Amanda	Math	70	\$55	\$3,850
8	Piccurrio, Shalon	ELA	70	\$55	\$3,850
9	Smit, Nicole	ELA	70	\$55	\$3,850

e) WHS Summer Credit Recovery Teachers (Pending enrollment)
Account # 20-477-100-100-022 (Funded through grants)
Account # 20-483-100-100-022 (Funded through grants)
Updated 04-26-22

No	Name	Position	Hours	Hourly Rate	Total Not to Exceed
1	Duffy, Kerry	Social Studies	70	\$55	\$3,850
2	Musolf, Jared	PE/Health	70	\$55	\$3,850

f) Elementary Summer Knights Program OMS
Account #20-483-200-500-022 (Funded through Grants)

No	Name	Position	Hours	Hourly Rate	Total Not to Exceed
1	Cassidy, Patricia	Nurse	Not to exceed 20	\$55	\$1,100
2	Guinee, Kristen	Nurse	Not to exceed 20	\$55	\$1,100
3	Marschalk, Amanda	Nurse	Not to exceed 20	\$55	\$1,100
4	Niskoch, Jessica	Nurse	Not to exceed 20	\$55	\$1,100
5	Pettit, Carrie	Nurse	Not to exceed 20	\$55	\$1,100

g) ESY Program - Teachers
Account #11-000-217-100-040

No.	Staff member	Location	Assignment	Hours	Hourly Rate	Total
1	Boland, Kathy	Primary	Teacher	69.5	\$55.00	\$ 3,822.50
2	McDonald, Kimberley	Primary	Teacher	69.5	\$55.00	\$ 3,822.50
3	Bruna, Alexis	Allenwood	Teacher	69.5	\$55.00	\$ 3,822.50
4	Gerrity, Deanna	Allenwood	Teacher	69.5	\$55.00	\$ 3,822.50
5	Hebeler, Dawn	Allenwood	Teacher	69.5	\$55.00	\$ 3,822.50
6	Lett-Brown, Kim	Allenwood	Teacher	105.5	\$55.00	\$ 5,802.50
7	Morgan, Christine	Allenwood	Teacher	105.5	\$55.00	\$ 5,802.50
8	Preston, Diane	Allenwood	Teacher	69.5	\$55.00	\$ 3,822.50
9	Seber, Erin	Allenwood	Teacher	105.5	\$55.00	\$ 5,802.50
10	Shroyer, Amanda	Allenwood	Teacher	69.5	\$55.00	\$ 3,822.50
11	Plaskon, Kelsey	Allenwood	Teacher	69.5	\$55.00	\$ 3,822.50
12	Wakula, Skye	Allenwood	Teacher	69.5	\$55.00	\$ 3,822.50
13	Watson, Jennifer	Allenwood	Teacher in Charge	128.5	\$55.00	\$ 7,067.50
14	Bourlorkas, Bette	WIS	Teacher	105.5	\$55.00	\$ 5,802.50
15	Gingrich, Evan	WIS	Teacher	69.5	\$55.00	\$ 3,822.50
16	Magliaro, Anthony	WIS	Teacher	105.5	\$55.00	\$ 5,802.50
17	Morin, Nicole	WIS	Teacher	105.5	\$55.00	\$ 5,802.50
18	Page, Katie	WIS	Teacher	69.5	\$55.00	\$ 3,822.50
19	Baffige, Heather	WHS	Teacher	105.5	\$55.00	\$ 5,802.50
20	Hodnett, Shamus	WHS	Teacher	105.5	\$55.00	\$ 5,802.50
21	Kalinowski, RYanne	WHS	Teacher	69.5	\$55.00	\$ 3,822.50
22	Morin, Susan	WHS	Teacher in Charge	118	\$55.00	\$ 6,490.00
23	Santiago, Justin	WHS	Teacher	113.5	\$55.00	\$ 6,242.50
24	Sullivan, Tracy	WHS	Teacher	15	\$55.00	\$ 825.00
25	Vaughan, Kimberley	Allenwood	Teacher of Visually Impaired	40	\$55.00	\$ 2,200.00
26	Bird, Cindy	WIS	Wilson teacher	60	\$55.00	\$ 3,300.00

27	Ferris, Kristin	Elem/WIS	Wilson teacher	60	\$55.00	\$ 3,300.00
28	Trentacoste, Catherine	Allenwood	Nurse	92	\$55.00	\$ 5,060.00
29	Lussier, Jaclyn	WHS	Nurse	92	\$55.00	\$ 5,060.00
30	Penn, Carrie	WIS	Nurse	92	\$55.00	\$ 5,060.00

h) ESY Program - Paraprofessionals
Account #11-000-217-100-040

No.	Staff member	Location	Assignment	Hours	Hourly Rate	Total
1	Michel, Yvonne	Allenwood	Paraprofessional	60	\$19.82	\$1,189.20
2	Baldasare, Jessica	Allenwood	Paraprofessional	92	\$14.29	\$1,314.68
3	Branco, Caitlin	Allenwood	Paraprofessional	92	\$14.64	\$1,346.88
4	Brice-Erm, Lisa	Allenwood	Paraprofessional	60	\$14.29	\$857.40
5	Duggan, Jody	Allenwood	Paraprofessional	60	\$15.93	\$955.80
6	Farley, Evelyn	Allenwood	Paraprofessional	60	\$19.82	\$1,189.20
7	Fren, Julianna	Allenwood	Paraprofessional	92	\$14.64	\$1,346.88
8	Galvin, Anne	Allenwood	Paraprofessional	60	\$19.82	\$1,189.20
9	Gammer, Marissa	Allenwood	Paraprofessional	92	\$15.04	\$1,383.68
10	Goss, Susan	Allenwood	Paraprofessional	92	\$19.82	\$1,823.44
11	Knudson, Erica	Allenwood	Paraprofessional	60	\$16.44	\$986.40
12	Locorriere, Cathie	Allenwood	Paraprofessional	92	\$17.47	\$1,607.24
13	Pflaum, Diane	Allenwood	Paraprofessional	92	\$14.29	\$1,314.68
14	Ochs, Robert	Allenwood	Paraprofessional	92	\$14.29	\$1,314.68
15	O'Brien Sobol, Catherine	Allenwood	Paraprofessional	92	\$14.29	\$1,314.68
16	Sganga, Charles	Allenwood	Paraprofessional	92	\$15.44	\$1,420.48
17	Taute, Elizabeth	Allenwood	Paraprofessional	92	\$15.44	\$1,420.48
18	Trail, Jenna	Allenwood	Paraprofessional	92	\$15.04	\$1,383.68
19	Tronolone, Lisa	Allenwood	Paraprofessional	60	\$19.82	\$1,189.20
20	Sikora, Phyllis	WIS	Paraprofessional	92	\$16.44	\$1,512.48
21	Star-Zupano, Maria	WIS	Paraprofessional	92	\$19.82	\$1,823.44

22	Brooks, Joyce Ann	WHS	Job Coach	60	\$19.82	\$1,189.20
23	Johnson, Stanley	WHS	Paraprofessional	92	\$17.47	\$1,607.24
24	McGorry-Marshall, Maria	WHS	Paraprofessional	92	\$15.93	\$1,465.56
25	Wilkowski, Lisa	WHS	Paraprofessional	92	\$19.82	\$1,823.44
26	Bradley, Ryan	WHS	Transition Coordinator	96	\$55.00	\$5,280.00
27	Krueger, Robyn	WHS	Paraprofessional	92	\$19.82	\$1,823.44

i) ESY Program - CST
Account #11-000-219-104-040

No.	Staff member	Location	Assignment	Hours	Hourly Rate	Total
1	Blasi, Kate	Elementary	BCBA	92	\$55.00	\$ 5,060.00
2	Slattery, Felicia	WIS/WHS	BCBA	92	\$55.00	\$ 5,060.00

j) ESY Program - Security
Account #11-000-266-100-040

No.	Staff member	Location	Assignment	Hours	Hourly Rate	Total
1	Cassidy, Michael	WIS	Security Officer	115	\$29.74	\$ 3,420.10
2	Eckel, Steven	WHS	Security Officer	60	\$26.86	\$ 1,611.60
3	Murphy, Glenn	Allenwood	Security Officer	115	\$29.74	\$ 3,420.10
4	Wolter, Steven	WHS	Security Officer	60	\$29.74	\$ 1,784.40

k) ESY Program - Speech/OT
Account #11-000-216-100-040

No.	Staff member	Location	Assignment	Hours	Hourly Rate	Total
1	Foltzer, Ashley	Primary, WIS/WHS	Speech	92	\$55.00	\$ 5,060.00
2	Leary, Tara	Elem	Speech	92	\$55.00	\$ 5,060.00
3	Renner, Noelle	Elem	Speech	92	\$55.00	\$ 5,060.00
4	Zakerowski, Amanda	Primary	Speech	32	\$55.00	\$ 1,760.00
5	Koplin, Laurie	WIS	Speech/Teacher in Charge	115	\$55.00	\$ 6,325.00
6	Smith, Laurice	District	OT	92	\$55.00	\$ 5,060.00

l) ESY Program - Substitutes
Account # 11-000-217-100-040

No.	Staff member	Location	Assignment	Hours
1	Babos, Janice	District	Sub teacher	As needed
2	Benyola, Allison	District	Sub teacher	As needed
3	Clarke McDonald, Susan	District	Sub teacher	As needed
4	Hyland, Lisa	District	Sub teacher	As needed
5	Leming, Christina	District	Sub teacher	As needed
6	Wade, Nadine	District	Sub Teacher in Charge	As needed
7	Blewitt, Elena	District	Sub Nurse	As needed
8	Cassidy, Patricia	District	Sub Nurse	As needed
9	Guinee, Kristen	District	Sub Nurse	As needed
10	Marschalk, Amanda	District	Sub Nurse	As needed
11	Niskoch, Jessica	District	Sub Nurse	As needed
12	Pettit, Carrie	District	Sub Nurse	As needed
13	Vanderpyl, Kristen	District	Sub Nurse	As needed
14	Clarke McDonald, Susan	District	Sub para	As needed
15	Colasurdo, Rhonda	District	Sub para	As needed

16	Crimmins, Maryann	District	Sub para	As needed
17	Landfield, Annabelle	District	Sub para	As needed
18	Nolan, Gabrielle	Elementary	Sub para	As needed
19	Sabo, Delphine	District	Sub para	As needed
20	Griggs, Michael	District sub	Sub Security	As needed
21	Textor, Michael	District sub	Sub Security	As needed
22	Ronald Goodspeed	District sub	Sub Security	As needed



WALL TOWNSHIP PUBLIC SCHOOLS

Office of the Superintendent of Schools

P.O. Box 1199 • 18th Avenue

Wall, NJ 07719

Dr. Tracy Handerhan
Superintendent of Schools

TEL: 732-556-2006
FAX: 732-556-2101

May 24, 2022

Ms. Rosaleen Sirchio
2075 Overbrook Drive
Wall, NJ 07719

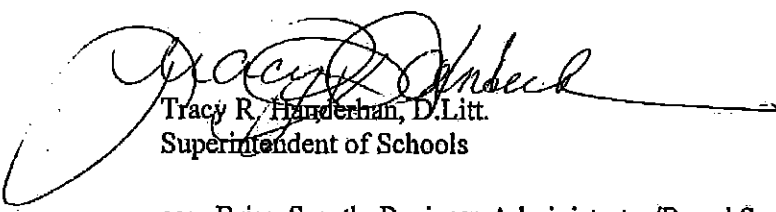
**RE: WALL TOWNSHIP BOARD OF EDUCATION
Administrative Leave**

Dear Ms. Sirchio:

Please be advised at the April 26, 2022 Board meeting, you were formally placed on administrative leave from your position with the Wall Township Board of Education. This is a paid leave with health benefits. [REDACTED]

[REDACTED] However, this does not preclude you from communicating with the WTASC president or his designee.

Sincerely,


Tracy R. Handerhan, D.Litt.
Superintendent of Schools

cc: Brian Smyth, Business Administrator/Board Secretary
Athina Cornell, Board Attorney
Personnel File