



**Berlin Borough School District  
215 South Franklin Ave  
Berlin, NJ 08009**



**Regular Meeting of the Board of Education**

<b>Date</b>	<b>Time</b>	<b>Location</b>
April 28, 2021	6:30 PM	BCS Cafeteria
<b>Board of Education</b>		
Mrs. Jocelyn Lewis, President	Mrs. Jenine Del Palazzo	Mrs. Kristen Simone
Mrs. Rebecca Holland, Vice-President	Mr. Jeffrey Greenberg	Mrs. Brandy Titus
Mrs. Susan Embrey	Mrs. Lisa Kehoe	Mr. Joshua Zagorski
<b>Board Solicitor</b>	<b>Superintendent</b>	<b>Business Administrator</b>
Daniel Long, Esq	Dr. Joseph Campisi	Mr. Robert O'Brien

**Mission Statement**

The mission of the Berlin Community School, in an active partnership between school and community, is to provide effective and comprehensive educational opportunities in a nurturing environment designed to challenge all students to strive for personal excellence and responsible citizenship. This will foster the pursuit of lifelong learnings while achieving proficiency in the New Jersey Student Learning Standards and meet the challenges of an evolving global society.

**REGULAR MEETING AGENDA/MINUTES**

**I. PUBLIC SESSION**

- A. Meeting Called to Order at 6:36 pm**
- B. Statement of Open Meeting Compliance**

The New Jersey Open Public Meetings Act was enacted to ensure the right of the public to have advance notice of and to attend the meeting of the public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act, the Berlin Borough Board of Education has caused notice of this meeting to be published by having the date, time, and place published in the Courier-Post and posted in the Berlin Community School, the Berlin Community School Website, ([www.bcsberlin.org](http://www.bcsberlin.org).) Borough Hall.

- C. Flag Salute**
- D. Roll Call**

<b>Board Member</b>	<b>Present</b>	<b>Absent</b>	<b>If late, time of arrival</b>
Jenine Del Palazzo	<b>X</b>		
Susan Embrey	<b>X</b>		
Jeffrey Greenberg	<b>X</b>		
Lisa Kehoe	<b>X</b>		
Kristen Simone	<b>X</b>		
Brandy Titus	<b>X</b>		
Joshua Zagorski	<b>X</b>		
Rebecca Holland, VP	<b>X</b>		
Jocelyn Lewis, President	<b>X</b>		



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**E. PUBLIC PARTICIPATION (Action Items Only)**

The Sign-In sheet for participation in the public comment portion of the meeting will be collected at this time.

Motion to open Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mrs. Simone	Mrs. Kehoe	9	0	Pass 9-0

This meeting will now be open to the public. If your questions or comments pertain to litigation, students, personnel, or negotiations, we would ask that you establish a time to meet with the Superintendent after the meeting since the board will not discuss these items in public.

Complaints stated or actions requested by the public will be taken under advisement by the Board and referred to the Superintendent for investigation, discussion, action, or disposition at a later date or time. Please keep in mind that the public comment session is an opportunity for you to share your opinions and remarks with the Board, and it is not a question and answer session.

Please be aware that all district employees retain the right of privacy. Please also be reminded that any individuals who may be the subject of public comments, including district employees, shall retain all rights against defamation and slander according to the laws of New Jersey. The Board will not be held liable for comments made by members of the public.

Any person wishing to participate in the public Board meeting must register prior to the conclusion of the presentations section of the meeting and will be recognized by the presiding officer when it is their time to speak. Please state your name and address for the record. Comments will be limited to 3 minutes per person. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. If personal or discourteous statements are made, the presiding officer may require the speaker to stop; the presiding officer reserves the right to request a recess. The total comment period will be 30 minutes unless extended by a vote of the majority of the Board members present at the meeting. All public participation is governed by [District Bylaw 0167](#).

Motion to close Public Participation - <b>There were no public comments to be heard.</b>				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mrs. Kehoe	Mrs. Holland	9	0	Pass 9-0

**F. Presentation**

- 2021-2022 Budget Presentation - Presented by: Dr. Joseph Campisi, Superintendent & Mr. Robert O'Brien, Business Administrator

<b>BUDGET RESOLUTION 4-28-2021-1</b>	
<b>BE IT RESOLVED</b> , that the Berlin Borough Board of Education, in the County of Camden, State of New Jersey, hereby approves the 2021-2022 school district budget for submission to the Camden County Office of Education;	
Fund 10	\$13,424,246
Fund 20	\$587,507



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Fund 40            \$544,500  
Total                \$14,556,253

**BE IT FURTHER RESOLVED** to acknowledge that the 2021-2022 budget, as described above, results in a General Fund tax levy of \$7,793,798 and a Debt Service Fund tax levy of \$544,500.

**BE IT FURTHER RESOLVED** to acknowledge that the 2021-2022 budget, as described above, includes the use of the banked cap in the amount of \$0.

**BE IT FURTHER RESOLVED** to acknowledge that the 2021-2022 budget, as described above, includes the use of the adjustment for health care costs in the amount of \$0 and the enrollment adjustment in the amount of \$0.

**BE IT FURTHER RESOLVED** to acknowledge that the 2021-2022 budget, as described above, includes the transfer of \$52,000 from Maintenance Reserve to the General Fund to support Required Maintenance.

**BE IT FURTHER RESOLVED** to acknowledge that the 2021-2022 budget, as described above, includes the transfer of \$866,000 from Capital Reserve to the General Fund to support Capital Projects (Roof Replacement).

**STATEMENT OF PURPOSE**

**1. Capital Reserve Withdrawals/Deposits for Excess Costs/Other Cap. Projects (Non Referendum)**

• **Capital Reserve Withdrawal - Other Capital Projects**

Included in budget line 610, Withdrawal from Cap Res - Excess Cost & Oth Cap Prj, is **\$866,000** for other capital project cost of **Berlin Community School Roof Replacement**. The total estimated cost for this project is **\$866,000** which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the core curriculum content standards.

**BE IT FURTHER RESOLVED**, the Board of Education had previously established a maximum amount for the pre-budget 2020-2021 as \$20,000 and the Board of Education has expended \$0 of the maximum amount of the pre-budget year to date.

**BE IT FURTHER RESOLVED**, the Board of Education has not elected to exclude travel expenditures supported by federal funds from the maximum travel expenditure amount and the Board of Education has determined the total amount of travel expenditures supported by federal funds is \$20,000 for the pre-budget year to date.

**BE IT FURTHER RESOLVED** that the Berlin Borough Board of Education establish a maximum of \$20,000 in the general fund 2021-2022 budget for travel and travel related expenditures.

**BE IT FURTHER RESOLVED** that maximum dollar amounts for public relations and professional services have been established and are detailed in the appropriations section of the 2021-2022 budget.

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey			X		
Jeffrey Greenberg			X		
Lisa Kehoe	X		X		
Kristen Simone			X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland		X	X		



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Jocelyn Lewis			<b>X</b>		
Result of Motion			Pass 9-0		

**G. STUDENT RECOGNITION**

1 Students of the Month:

5th Grade	6th Grade	7th Grade	8th Grade
Brooke Pettet	Mara Fisher	Blake Balmer	Emma Martin

2 Superintendent's Award: Mia Vest

3 Student Government Report: Jack Bracchi - discussed the March 23rd Student Government meeting and graduation photos.

President	Vice President	Secretary	Treasurer
Tadgh Beale	Jack Bracchi	Ian Norris	Catie Krug

**4. Ian Morris provided an update on the follow student government activities:**

- a. School/Graduation photos**
- b. Possible gift back to the school**
- c. Potential fundraisers**
- d. 8th grade trip**
- e. 8th grade class t-shirts**

**II. PUBLIC PARTICIPATION**

Motion to open Public Participation - 7:06				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mrs. Del Palazzo	Mrs. Kehoe	9	0	Pass 9-0

This meeting will now be open to the public. If your questions or comments pertain to litigation, students, personnel, or negotiations, we would ask that you establish a time to meet with the Superintendent after the meeting since the board will not discuss these items in public.

Complaints stated or actions requested by the public will be taken under advisement by the Board and referred to the Superintendent for investigation, discussion, action, or disposition at a later date or time. Please keep in mind that the public comment session is an opportunity for you to share your opinions and remarks with the Board, and it is not a question and answer session.

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Any person wishing to participate in the public Board meeting must register prior to the conclusion of the presentation section of the meeting and will be recognized by the presiding officer when it is their time to speak. Please state your name and



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address for the record. Comments will be limited to 3 minutes per person. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. If personal or discourteous statements are made, the presiding officer may require the speaker to stop; the presiding officer reserves the right to request a recess. The total comment period will be 30 minutes unless extended by a vote of the majority of the Board members present at the meeting. All public participation is governed by [District Bylaw 0167](#).

Motion to close Public Participation - 7:07 There were no public comments to be heard.				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mrs. Simone	Mrs. Kehoe	9	0	Pass 9-0

**III APPROVAL OF MINUTES**

Motion for the Berlin Borough Board of Education to approve the minutes of the following meeting(s):

#	Meeting Date	Type of Minutes	Attach
1.	March 24, 2021	Public Session	<a href="#">M-1</a>
2.	March 24, 2021	No Executive (Closed) Session	N/A
3.	April 21, 2021	Special Meeting - Public Session - Strategic Planning	<a href="#">M-2</a>
4.	April 21, 2021	No Executive (Closed) Session	N/A

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey			X		
Jeffrey Greenberg			X		
Lisa Kehoe			X		
Kristen Simone	X		X		
Brandy Titus		X	X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Pass 9-0		

**IV. CORRESPONDENCE - None at this time.**

**V. SUPERINTENDENT'S REPORT**

- A.** Superintendent Report: Dr. Joseph Campisi, Superintendent
- The Eastern sending district Superintendents met to discuss where we all are in our status with onsite and remote learning going into the 4th marking period.
  - The updated math curriculum was sent to Eastern for review by their Math/Science department and articulation. The same will be done after adoption of the updated ELA curriculum.
  - Elementary & Middle School pictures were held as well as graduation pictures for our 8th graders.
  - The Administrative Team had 2 meetings with the PEER group from Rowan as we continue with our Equity



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work.

5. The 4th marking period began and we welcomed many remote-learners back to onsite-learners.
6. We did have 3 remote days so over 30 of our teachers could get their second vaccination shot through a program set up by the County Department of Education and the County Department of Health.
7. The 2nd session of our district stakeholder committee for our Strategic Plan was held.
8. I am holding a Java with Joe tomorrow night on our YouTube Channel. A main topic of discussion will be the summer academy and clarifications as to how we will provide instruction for each student. I will also be extending the deadline to sign up for the program.
9. I will be posting the Summer Academy positions tomorrow for our staff. This will provide enough time for the staff members teaching in the summer to get the data for each child they will provide instruction too.
10. Also, the principals' reports are set to be sent out through blackboard around 8:30 tonight.

**B. Motion to approve reports #1-10 upon the recommendation of the Superintendent:**

#	Action Items	Attach
1	Enrollment Report	<a href="#">SR-1</a>
2	Student Attendance Report	<a href="#">SR-2</a>
3	Staff Attendance Report	<a href="#">SR-3</a>
4	Code of Conduct Report	<a href="#">SR-4</a>
5	Accept the monthly HIB Report	<a href="#">SR-5</a>
6	Elementary Principal's Report	<a href="#">SR-6</a>
7	Middle School Principal's Report	<a href="#">SR-7</a>
8	Special Education Report	<a href="#">SR-8</a>
9	PALS/CER Report	<a href="#">SR-9</a>
10	Health Office Report	<a href="#">SR-10</a>

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			<b>X</b>		
Susan Embrey			<b>X</b>		
Jeffrey Greenberg			<b>X</b>		
Lisa Kehoe	<b>X</b>		<b>X</b>		
Kristen Simone			<b>X</b>		
Brandy Titus		<b>X</b>	<b>X</b>		
Joshua Zagorski			<b>X</b>		
Rebecca Holland			<b>X</b>		
Jocelyn Lewis			<b>X</b>		
Result of Motion			Pass 9-0		



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**VI. FACILITIES**

- A. Facilities Report: Ms. Brandy Titus, Chair
- B. Motion to approve Facilities action items #1-5 upon the recommendation of the Superintendent:

Drills						
	Type	Date	Time	Duration	Temp	Police
1.	Fire Drill	4/16/21	12:00 pm	5 mins	n/a	Yes
2.	Lockdown	4/19/21	9:15 am	8 mins	n/a	Yes

Facilities Use		
3.	Berlin Borough School-Berlin Athletic Association Baseball/Softball Fields Agreement	<a href="#">FA-1</a>

State Reports	
4.	Approve Submission of the 2020-2021 Lead Testing Statement of Assurance (SOA)

Facilities Use		
5.	CER Prodigy Program	<a href="#">FA-2</a>

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey	X		X		
Jeffrey Greenberg			X		
Lisa Kehoe		X	X		
Kristen Simone			X		X *Item 3
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		X *Item 3
Result of Motion			Pass 9-0 *Items 1,2,4,5 Pass 7-0 *Item 3		

**VII. FINANCE**

- A. Finance Report: Ms. Lisa Kehoe, Chair
- B. Motion to approve Finance action items #1-17 upon the recommendation of the Superintendent:

#	Action Items	Attach
1.	Business Administrator's Report	<a href="#">FI-1</a>



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2.	Cash Reconciliation Report for March 2021	<a href="#">FI-2</a>
3.	Report of the Board Secretary for March 2021	<a href="#">FI-3</a>
4.	Monthly Certifications of the Board Secretary and Board of Education for March 2021	<a href="#">FI-4</a>
5.	Appropriation Transfers for March 2021	<a href="#">FI-5</a>
6.	Cafeteria Report for March 2021	<a href="#">FI-6</a>
7.	Approval of Bills for March 2021	<a href="#">FI-7</a>
8.	Student Activity Report for March 2021	<a href="#">FI-8</a>
9.	Approve the Organizational Chart for the 2020-2021 school year	<a href="#">FI-9</a>
10.	Approve Agreement for the Provision of Homebound Instruction with the Brookfield Educational Services Program for the 2020-2021 school year in the amount of \$50/hr for approximately 10 hrs/week	
11.	Approve Agreement for Professional Services with Burlington County Special Services for the 2021-2022 school year	
12.	Approve submission of the CRRSA ESSER II Grant Application ESSER II - \$264,251 Learning Acceleration - \$25,000 Mental Health - \$45,000	
13.	Approve 2020-2021 Student Transportation Contract (Addendum) with Hillman Bus Service, Inc. to increase the per diem rate to \$1,968.70. This represents a per diem increase of 5.35%.	
14.	Approve 2020-2021 special education tuition contract agreement with Lindenwold Board of Education for one student sent in the amount of \$14,068 (prorated) for the period 2/29/21 to 6/30/21 (McKinney-Vento)	
15.	Approve 2020-2021 tuition contract with Lindenwold Board of Education for one student sent in the amount of \$12,410 (prorated) for the period 2/29/21 to 6/30/21 (McKinney-Vento)	
16.	Approve 2020-2021 tuition contract with Lindenwold Board of Education for one student sent in the amount of \$12,410 (prorated) for the period 2/29/21 to 6/30/21 (McKinney-Vento)	
17.	Approve 2020-2021 joint transportation agreement with Lindenwold Board of Education for transportation of 3 students sent in the amount of \$2,785 for the period 4/15/21-6/18/21 (McKinney-Vento)	

**Resolution 4-28-2021-2**

**BE IT RESOLVED**, the Berlin Borough Board of Education approves the Resolution for re-committal as a Member Participant with the NJSBA Cooperative Pricing System (E8801-ACESPS) for the provision of electricity and natural gas





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**Resolution 4-28-2021-3**

WHEREAS, the New Jersey Schools Insurance Group (“NJSIG”) is a school board insurance group authorized by N.J.S.A. 18A:18B-1, et seq. To provide insurance coverage and risk management services for its members;

WHEREAS, the Berlin Borough Board of Education, hereinafter referred to as the “Educational Institution,” is a member of NJSIG; and,

WHEREAS, in accordance with NJSIG Policy 3710, the goal of the safety grant program is to provide members the necessary resources to complete risk reduction projects and improve the safety of the population NJSIG members serve.

**NOW THEREFORE, BE IT RESOLVED** that:

- 1) The Educational Institution applies for a safety grant through the NJSIG safety grant program for the 2021 fiscal year in the amount of \$2,000 for the purpose set forth in their safety grant application, which is attached hereto; and,
- 2) The Business Administrator on their designee is hereby authorized to take all action necessary to apply for and receive a safety grant award.

**Roll Call on Items #1-17:**

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey			X		
Jeffrey Greenberg			X		
Lisa Kehoe			X		
Kristen Simone	X		X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland		X	X		
Jocelyn Lewis			X		
Result of Motion			Pass 9-0		

**Roll Call on Res. 4-28-2021-2:**

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey	X		X		
Jeffrey Greenberg			X		
Lisa Kehoe			X		
Kristen Simone			X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland		X	X		
Jocelyn Lewis			X		
Result of Motion			Pass 9-0		



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**Roll Call on Res. 4-28-2021-3:**

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey			X		
Jeffrey Greenberg			X		
Lisa Kehoe		X	X		
Kristen Simone	X		X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Pass 9-0		

**VIII. CURRICULUM**

- A. Curriculum Report: Mr. Joshua Zagorski, Chair  
**Mr. Zagorski provided an update on the NJ Starts Strong Assessment in early fall, summer teaching PD, and Dr. McCarron’s state testing newsletter.**
- B. Motion to approve Curriculum action item #1 upon the recommendation of the Superintendent:

Curriculum & Resources/Materials		
1.	Updated ELA/Literacy Curriculum (K-8)	<a href="#">CI-1</a>

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo	X		X		
Susan Embrey			X		
Jeffrey Greenberg			X		
Lisa Kehoe		X	X		
Kristen Simone			X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Pass 9-0		

**IX. AD HOC COMMITTEE - CULTURAL PROFICIENCY & EQUITY STAKEHOLDER GROUP**

- A. Policy Report: Ms. Kristen Simone, Board of Education Representative

**X. POLICY**

- A. Policy Report: Mr. Jeffrey Greenberg, Chair



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**B.** Motion to approve Policy actions item upon the recommendation of the Superintendent:

**None at this time**

**XI. NON-PUBLIC EXECUTIVE SESSION**

Motion to enter Non-Public Executive Session - 7:21 pm				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mr. Greenberg	Mrs. Holland	9	0	Pass 9-0

In accordance with the NJ Open Public Meetings Act, the Berlin Borough School District desires to discuss certain matters in closed session described in the aforementioned law, pertaining to student matters. The Berlin Borough School District Board of Education will disclose the discussion topic of the closed session at a public meeting as soon as possible. The Berlin Borough School District shall now enter a closed session for approximately 75 minutes.

WHEREAS; Matters pertaining to sensitive personnel issues, negotiations, student discipline issues and litigation are proper topics for closed sessions under the Public Meetings Act, therefore, be it

RESOLVED: to hold a Closed Meeting of the Berlin Borough Board of Education for said purposes pertaining to:

Negotiations	<b>X</b>	Personnel (1)	Legal	Individual Privacy
Security		Student Matters	Litigation	Investment/Property Acquisition

BE IT FURTHER RESOLVED; to make available the results of the Closed Meeting in the minutes of this meeting or in subsequent actions of the Board. No action will be taken following the executive session.

Motion to close Non-Public Executive Session and return to Open Session - 7:53 pm				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mrs. Del Palazzo	Mrs. Holland	9	0	Pass 9-0

**XII. PERSONNEL**

**A.** Personnel Report: Mrs. Jenine Del Palazzo, Chair

**B.** Motion to approve Personnel action items #1-112 and items items # 124-153 upon the recommendation of the Superintendent:

<b>Staff Renewal List</b>							
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#	Job Category	Projected Position	Name	DOH	21-22 Step	FTE	21-22 Salary
1	Elementary	Kdg Teacher	Benchoff, Lori	9/1/2004	BA - Step 14	1.00	\$87,902.00
2	Elementary	Kdg Teacher	Carrara, Eleanor	9/1/2004	BA+15 - Step 14	1.00	\$89,111.00
3	Elementary	Kdg Teacher	Francisco, Sonia	9/1/2014	MA - Step 8	1.00	\$63,301.00
4	Elementary	Kdg Teacher	O'Toole, Kaitlin	9/1/2016	BA - Step 6	1.00	\$57,175.00



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5	Elementary	Kdg Teacher	Snyder, Amber	9/1/2014	BA - Step 8	1.00	\$59,675.00
6	Elementary	1st Gr. Teacher	Domin, Brigid	9/1/2014	MA - Step 8	1.00	\$63,301.00
7	Elementary	1st Gr. Teacher	Durmala, Sara	9/1/2008	BA - Step 12	1.00	\$68,282.00
8	Elementary	1st Gr. Teacher	Schuenemann, Roseanne	9/1/1998	BA+15 - Step 14	1.00	\$89,111.00
9	Elementary	1st Gr. Teacher	Winkelspecht, Christine	9/1/2000	BA - Step 14	1.00	\$87,902.00
10	Elementary	2nd Gr. Teacher	Conca, Julie	9/1/2014	BA - Step 8	1.00	\$59,675.00
11	Elementary	2nd Gr. Teacher	Martino, Carolyn	9/1/2013	BA+15 - Step 9	1.00	\$62,184.00
12	Elementary	2nd Gr. Teacher	Polimeni, Taylor	9/1/2012	BA - Step 10	1.00	\$62,525.00
13	Elementary	2nd Gr. Teacher	Stagliano, Donna	9/1/2002	MA - Step 14	1.00	\$91,528.00
14	Elementary	3rd Gr. Teacher	Davies, Danielle	9/1/2014	MA - Step 8	1.00	\$63,301.00
15	Elementary	3rd Gr. Teacher	Dorris, Lisa	9/1/2004	BA - Step 14	1.00	\$87,902.00
16	Elementary	3rd Gr. Teacher	Vitale, Tracie	9/1/2000	BA - Step 14	1.00	\$87,902.00
17	Elementary	3rd Gr. Teacher	Woods, Erin	9/1/2008	MA - Step 11	1.00	\$69,908.00
18	Elementary	4th Gr. Teacher	Fiorentino, Daria	2/25/2021	BA - Step 1	1.00	\$55,175.00
19	Elementary	4th Gr. Teacher	Majuri, Marie	12/21/2001	BA - Step 14	1.00	\$87,902.00
20	Elementary	4th Gr. Teacher	Scordo, Andrea	9/1/2005	BA - Step 13	1.00	\$74,118.00
21	Elementary	4th Gr. Teacher	Stroemel, Kelly	9/1/2015	MA+15 - Step 7	1.00	\$63,209.00
22	Middle	5th Gr. - ELA	Franchetti, Michelle	9/1/2012	MA - Step 10	1.00	\$66,151.00
23	Middle	5th Gr. - ELA	Kaiser, Allison	9/1/2018	BA - Step 4-5	1.00	\$56,175.00
24	Middle	5th Gr. - Math	Basner, Jennifer	9/1/2006	MA - Step 14	1.00	\$91,528.00
25	Middle	5th Gr. - Science	Kilpatrick, Dali	9/17/1996	MA - Step 14	1.00	\$91,528.00
26	Middle	5th Gr. - SS	Lipnitz, Nicholas	9/1/2018	BA - Step 4-5	1.00	\$56,175.00
27	Middle	6th Gr. - ELA	Russo, Taylor	2/25/2021	BA - Step 1	1.00	\$55,175.00
28	Middle	6th Gr. - Math	Madden, David	9/1/2004	BA+15 - Step 14	1.00	\$89,111.00
29	Middle	6th Gr. - Science	Leidtka, Marilou	9/1/2018	BA+15 - Step 4-5	1.00	\$57,384.00
30	Middle	6th Gr. - SS	Chisholm, Jessica	9/1/2011	BA - Step 11	1.00	\$64,282.00
31	Middle	7th Gr. - ELA	Califano, Emma	1/2/2021	BA - Step 1	1.00	\$55,175.00
32	Middle	7th Gr. - Math	McClain, Stephanie	9/1/2013	BA - Step 9	1.00	\$60,975.00
33	Middle	7th Gr. - Science	Snyder, Beth	9/1/2002	BA+15 - Step 14	1.00	\$89,111.00
34	Middle	7th Gr. - SS	McDevitt, Doreen	9/1/2011	BA+30 - Step 11	1.00	\$66,700.00
35	Middle	8th Gr. - ELA	Amendolia, Peter	3/5/2021	MA - Step 1	1.00	\$58,801.00
36	Middle	8th Gr. - Math	Shannon, Jennifer	9/1/1998	MA - Step 14	1.00	\$91,582.00
37	Middle	8th Gr. - Science	Murphy, Renee	9/1/2018	BA - Step 4-5	1.00	\$56,175.00
38	Middle	8th Gr. - SS	Woods, Brent	9/1/2011	BA - Step 11	1.00	\$64,282.00
39	Special Education	Preschool Disabled	Oltman, Milissa	9/1/2009	BA - Step 11A	1.00	\$66,282.00
40	Special Education	ES ICR	Eckert, Kristen	9/1/2014	BA - Step 6	1.00	\$57,175.00



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41	Special Education	ES ICR	Goodman, Edward	9/1/2013	MA - Step 9	1.00	\$64,601.00
42	Special Education	ES ICR	O'Brien, Kellie	9/1/2015	BA - Step 7	1.00	\$58,375.00
43	Special Education	ES ICR	Todd, Bevin	9/1/2013	BA - Step 9	1.00	\$60,975.00
<b>44</b>	<b>Special Education</b>	<b>ES ICR</b>	<b>Wolf, Lindsay</b>	<b>9/1/2017</b>	<b>BA+15 - Step 4-5</b>	<b>1.00</b>	<b>\$57,384.00</b>
45	Special Education	ES POR	Rodriguez, Erin	9/1/2018	BA - Step 4-5	1.00	\$56,175.00
46	Special Education	ES POR	Ruhf, Susanne	9/1/2006	MA - Step 14	1.00	\$91,528.00
47	Special Education	ES-MD	Way, Stephanie	9/1/2011	BA - Step 11	1.00	\$64,282.00
48	Special Education	MS ICR	Jacobi, Patricia	9/1/2008	BA - Step 11	1.00	\$64,282.00
49	Special Education	MS ICR	Macaluso, Brielle	9/1/2020	MA - Step 2-3	1.00	\$59,301.00
50	Special Education	MS ICR	McMenamin, Christina	9/1/2012	MA - Step 10	1.00	\$66,151.00
51	Special Education	MS ICR	Thomas, Nicole	9/1/2011	BA - Step 11	1.00	\$64,282.00
52	Special Education	MS Math	Meo, John	9/1/2014	BA - Step 8	1.00	\$59,675.00
53	Special Education	MS POR-ELA	Zingaro, Jennifer	1/5/2004	BA+30 - Step 14	1.00	\$90,320.00
54	Special Education	MS POR-Math	Ciala, Debra	2/15/2006	MA+15 - Step 14	1.00	\$92,736.00
55	Special Education	MS-MD	Snyder, Andrew	9/1/2006	BA - Step 14	1.00	\$87,902.00
56	Special Education	MS-MD	Wortelman, Alyssa	9/1/2014	MA - Step 8	1.00	\$63,301.00
57	Special Education	MS-POR	Stiles, Stephanie	9/1/2015	BA - Step 7	1.00	\$58,375.00
58	Basic Skills	ES-BSI	Banister, Leslie	9/1/2002	BA+30 - Step 13	1.00	\$76,536.00
59	Basic Skills	ES-BSI	Francisco, Sonia	9/1/2014	MA - Step 8	1.00	\$63,301.00
60	Basic Skills	ES-BSI/GT	Baldino, Ranell	9/1/2004	BA - Step 14	1.00	\$87,902.00
61	Basic Skills	MS-ELA	Coolick, Rachel	9/1/2009	MA - Step 11A	1.00	\$69,908.00
62	Basic Skills	MS-Math	Behke, Laura	9/1/2007	MA - Step 13	1.00	\$77,744.00
63	Creative Arts	Art	Weichmann, Luke	9/1/2007	BA - Step 13	1.00	\$74,118.00
64	Creative Arts	Computers	Sherry-Nasto, Grace	2/2/1998	MA - Step 14	1.00	\$87,902.00
<b>65</b>	<b>Health / PE</b>	<b>Health / PE</b>	<b>Barry, Lia</b>	<b>9/1/2017</b>	<b>MA - Step 4-5</b>	<b>1.00</b>	<b>\$59,801.00</b>
66	Health / PE	Health / PE	Shelton-Caruso, Barbara	9/1/2007	BA - Step 14	1.00	\$87,902.00
67	Creative Arts	Health / PE	Viereck, Andrew	1/2/2018	BA - Step 4-5	1.00	\$56,175.00
68	Creative Arts	Pre-Engineering	Jaworski, Trey	9/1/2019	BA - Step 2-3	1.00	\$55,675.00
69	Creative Arts	Spanish	Parks, Jennifer	9/1/2019	MA - Step 11A	1.00	\$69,908.00
70	Creative Arts	Spanish	Walker, Amelia	9/1/2013	BA+15 - Step 9	1.00	\$62,184.00
71	Creative Arts	STEAM	Ford, Michael	9/1/2004	MA+15 - Step 14	1.00	\$92,736.00
72	Creative Arts	Vocal / Instr Music	Kessler, Anne	9/1/1998	BA - Step 14	1.00	\$87,902.00
73	Child Study Team	OT	Mulcahy, Kristina	9/1/2016	MA - Step 6	1.00	\$60,801.00
74	Child Study Team	Psychologist	Bolognese, Alexa	1/2/2021	MA+30 - Step 1	1.00	\$61,218.00
75	Child Study Team	Psychologist	Gauntt, Amanda	9/1/2010	MA+30 - Step 9	1.00	\$68,568.00
76	Child Study Team	Social Worker	Cuffari, MaryBeth	9/26/2016	MA - Step 6	1.00	\$60,801.00



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77	Child Study Team	Speech	Becker, Kathryn	9/1/2010	MA - Step 11	1.00	\$67,908.00
78	Child Study Team	Speech	Neptune, Lisa	9/1/2009	MA - Step 11A	1.00	\$69,908.00
79	School Counselor	ES	Furnari, Marissa	9/1/2019	MA - Step 2-3	1.00	\$59,301.00
80	School Counselor	MS	Weiss, Kristina	9/1/2012	MA+30 - Step 10	1.00	\$68,568.00
81	Health Office	School Nurse	Shallow, Monica	9/22/2008	BA +15 - Step 11	1.00	\$65,491.00
<b>82</b>	<b>Health Office</b>	<b>School Nurse</b>	<b>Ladik, Christina</b>	<b>9/1/2017</b>	<b>BA - Step 8</b>	<b>0.71</b>	<b>\$42,371.00</b>
83	Classroom Instructional Aide	Classroom Instructional Aide	Harris, Michelle	1/30/2017	Step 6 - 16.34	0.71	\$16,912.00
84	Classroom Instructional Aide	Classroom Instructional Aide	Hess, Teresa	9/1/2019	Step 3 - 15.08	0.71	\$15,608.00
85	Classroom Instructional Aide	Classroom Instructional Aide	Jurski, Linda	9/1/2005	Step 15 - 20.60	0.71	\$21,321.00
86	Classroom Instructional Aide	Classroom Instructional Aide	Keller, Amy	9/1/2014	Step 8 - 17.16	0.71	\$17,761.00
87	Classroom Instructional Aide	Classroom Instructional Aide	Leps, Zina	3/21/2016	Step 4 - 15.45	0.71	\$15,991.00
88	Classroom Instructional Aide	Classroom Instructional Aide	Mardikian, Janice	1/4/2010	Step 13 - 18.95	0.71	\$19,614.00
89	Classroom Instructional Aide	Classroom Instructional Aide	Martin, Janice	2/5/2018	Step 4 - 15.45	0.71	\$15,991.00
90	Classroom Instructional Aide	Classroom Instructional Aide	McGettigan, Barbara	9/1/2014	Step 8 - 17.16	0.71	\$17,761.00
91	Classroom Instructional Aide	Classroom Instructional Aide	Sama-Miller, Sandra	9/1/2011	Step 11 - 18.39	0.71	\$19,034.00
92	Classroom Instructional Aide	Classroom Instructional Aide	Slater-Dawson, Stephanie	2/24/2016	Step 7 - 16.75	0.71	\$17,337.00
93	Classroom Instructional Aide	Classroom Instructional Aide	Stepler, Joann	9/1/2010	Step 11 - 18.39	0.71	\$19,034.00
94	Classroom Instructional Aide 1-1	Classroom Instructional Aide 1-1	Bain, Deborah	10/26/1999	Step 15 - 20.6	1.00	\$23,175.00
95	Classroom Instructional Aide 1-1	Classroom Instructional Aide 1-1	Kalberer, Therese	9/30/2010	Step 12 - 18.95	0.71	\$19,614.00
96	Classroom Instructional Aide 1-1	Classroom Instructional Aide 1-1	Murphy, Courtney	9/1/2019	Step 3 - 15.08	0.71	\$15,608.00
97	Classroom Instructional Aide 1-1	Classroom Instructional Aide 1-1	Squillace, Gianna	9/1/2019	Step 3 - 15.08	0.71	\$15,608.00
98	Classroom Instructional Aide 1-1	Classroom Instructional Aide 1-1	Sweeney, Anna	3/6/2017	Step 5 - 15.93	0.71	\$16,488.00
99	Classroom Instructional Aide 1-1	Classroom Instructional Aide 1-1	Viereck, Coleen	9/19/2011	Step 11 - 18.39	0.71	\$19,034.00
100	Classroom Instructional Aide 1-1	Classroom Instructional Aide 1-1	Wahl, Kathleen	9/28/2001	Step 15 - 20.6	1.00	\$21,321.00



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101	Secretary	CST Secretary	Behnke, Laura	2/16/1996	27	1.00	\$43,163.00
102	Secretary	ES Secretary	Behnke, Cynthia	9/22/1993	29	1.00	\$41,616.00
103	Secretary	MS Secretary	Weber, Christina	7/1/2019	2	1.00	\$41,616.00
104	Lunchroom Aide	Lunchroom Aide	Fabiano, Carol	9/10/2012	9	0.40	\$13/hour
105	Lunchroom Aide	Lunchroom Aide	Gabriel, Heather	9/1/2018	4	0.40	\$13/hour
106	Lunchroom Aide	Lunchroom Aide	Klienback, Kim	9/1/2013	8	0.40	\$13/hour
107	Lunchroom Aide	Lunchroom Aide	Sauer, Franque	10/9/2017	5	0.40	\$13/hour
108	Lunchroom Aide	Lunchroom Aide	Volpe, Caroline	1/1/2020	3	0.40	\$13/hour
109	Custodian	Custodian	McSorley, Richard	7/5/1994	27	0.40	\$12,582.00
110	Custodian	Custodian	Maloney, Patricia	9/1/2009	12	1.00	\$31,142.00
111	Custodian	Custodian	Melcher, Jason	9/21/2018	4	1.00	\$27,597.00
112	Custodian	Custodian	Potts, Vernon	3/3/2008	15	1.00	\$33,519.00
113	Business Office	Assistant to the BA	Krowicki, Karen	1/14/2019	4	1.00	\$49,877.00
114	Business Office	Payroll/Benefits	Lang, Diane	10/1/2018	4	1.00	\$51,267.00
115	Business Office	Accounts Payable/Receivable	Squillace, Gina	10/1/2008	14	1.00	\$46,920.00
116	Central Office	Superintendent's Secretary	Cunningham, Kimberly	7/1/2019	3	1.00	\$41,616.00
117	Technology	Supervisor of Technology	Hemphill, Joseph	7/1/2003	19	1.00	\$111,779.00
118	Buildings & Grounds	Facilities Manager	Pratt, Thomas	4/26/2002	20	1.00	\$82,640.00
119	Buildings & Grounds	Custodial Supervisor	Duvall, Nicholas	8/26/2020	2	1.00	\$46,350.00
120	Administration	ES Principal	Silva, Jean-Phillipe	7/1/2019	3	1.00	\$103,508.00
121	Administration	MS Principal	Mawson, Kellilyn	7/1/2019	3	1.00	\$98,172.00
122	Administration	Business Administrator	O'Brien, Robert	3/1/2021	2	1.00	\$95,000.00
123	Administration	Superintendent	Campisi, Joseph	7/1/2019	3	1.00	\$130,000.00

**CER Staff List**

#	Job Category	Projected Position	Name	FTE	21-21 Salary
124	CER-PreK	Teacher	McGowan, Jessica	1.00	\$24,762.04
125	CER-PreK	Instructional Assistant	Celkos, Tracey	1.00	15.58/hr
126	CER-PreK	Instructional Assistant	Layer, Kathy	1.00	13.98/hr
127	CER	CER Secretary	Soj dak, Michelle	1.00	\$41,616.00

**New Hire**



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#	Name	Position	Salary	Reason	Effective Date
128	Dung V. Tran	Custodian	\$25,000	Vacancy due to resignation	4/17/2021*

*\*Ratify and affirm*

Resignations/Retirements/Leaves of Absence					
#	Name	Position	Salary	Reason	Effective Date
129	Erin Woods	ES POR Teacher	\$69,908	LOA	4/12/2021-6/21/2021

Home Instruction Teachers			
#	Name	Compensation	Effective Date
130	All District Certificated Staff	\$50/hour*	9/1/2021-6/30/2022

*\*In accordance with the Collective Bargaining Agreement*

Extended School Year (ESY)						
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#	Name	Grades/Level	Hours per Day	Days per Week	Pay Rate	Effective Date
130	Liedtka, Marilou	MD-5-8	3	4	\$50/hour	7/5/2020 - 8/5/2020
131	Meo, Jon	6-8	3	4	\$50/hour	7/5/2020 - 8/5/2020
132	Oltman, Milissa	PsD	3	4	\$50/hour	7/5/2020 - 8/5/2020
133	Schuenemann, Roseanne	K-2	3	4	\$50/hour	7/5/2020 - 8/5/2020
134	Snyder, Andrew	MD-6-8	3	4	\$50/hour	7/5/2020 - 8/5/2020
135	Wolf, Lindsay	3-5	3	4	\$50/hour	7/5/2020 - 8/5/2020

ESY Classroom Instructional Aides						
#	Name	Grades/Level	Hours per Day	Days per Week	Pay Rate	Effective Date
136	Dawson, Stephanie	3-5	3	4	16.75	7/6/2020 - 8/6/2020
137	Hess, Teresa	PsD	3	4	15.08	7/6/2020 - 8/6/2020
138	Jurski, Linda	K-2	3	4	20.60	7/6/2020 - 8/6/2020





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139	Leps, Zina	MD-5-8	3	4	15.45	7/6/2020 - 8/6/2020
140	Miller, Sandra	K-2 (1:1)	3	4	18.39	7/6/2020 - 8/6/2020
141	Stepler, Joann	6-8	3	4	18.39	7/6/2020 - 8/6/2020
142	Woods, Brent	MD-6-8	3	4	14.32	7/6/2020 - 8/6/2020
143	Yoder, Amber	K-2 (1:1)	3	4	14.32	7/6/2020 - 8/6/2020

**Child Study Team Summer Evaluations and IEP Meetings**

#	Name	Position	Pay Rate	Reason	Not to Exceed	Effective Date
144	Michelle Sabia	LDT-C	\$399.01/day	Evaluations, IEP Meetings	15 hours/week	7/1/2020 - 8/30/2020
145	Mary Beth Cuffari	Social Worker	\$328.65/day	Evaluations, IEP Meetings	15 hours/week	7/1/2020 - 8/30/2020
146	Alexa Bolognese	School Psychologist	\$330.91/day	Evaluations, IEP Meetings	15 hours/week	7/1/2020 - 8/30/2020
147	Amanda Gauntt	School Psychologist	\$370.64/day	Evaluations, IEP Meetings	15 hours/week	7/1/2020 - 8/30/2020
148	Lisa Neptune	Speech-Language Therapist	\$53.98/hour	Evaluations, IEP Meetings	15 hours/week	7/1/2020 - 8/30/2020
149	Kristina Mulcahy	Occupational Therapist	\$328.65/day	Evaluations, IEP Meetings	15 hours/week	7/1/2020 - 8/30/2020
150	Virtua	Physical Therapist	\$82/hour	Evaluations, IEP Meetings	3 hours/week	7/1/2020 - 8/30/2020

**Professional Development**

#	Program	Location	Date(s)	Attendee	Cost (Not to Exceed)
151	NJ Computer Science Summit	Virtual	5/14/2021	Grace Nasto	\$0

**New Position**

#	Type	Reason	Effective Date
152	Middle School Mathematics Teacher	Student Needs	9/1/2021

**Substitute Services Report**



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#	Service	Time Frame	Fill Rate	Attach
153	Kelly Educational Staffing	3/1/2021-3/31/2021	78.33%	<a href="#">PR-1</a>

**Resolution 4-28-2021-4**

**BE IT RESOLVED**, the Berlin Borough Board of Education abolishes the position of Copy Clerk effective 7/1/2021.

**Roll Call on Items #1-112:**

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo	X		X		
Susan Embrey			X		
Jeffrey Greenberg		X	X		
Lisa Kehoe			X		
Kristen Simone			X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Pass 9-0		

**C. Motion to table Personnel action items #113-123:**

**Roll Call to table items #113-123:**

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo	X		X		
Susan Embrey			X		
Jeffrey Greenberg		X	X		
Lisa Kehoe			X		
Kristen Simone			X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Pass 9-0		

**Roll Call on Items #124-153:**

Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo	X		X		
Susan Embrey		X	X		
Jeffrey Greenberg			X		



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Lisa Kehoe			X		
Kristen Simone			X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		X *Item #150
Result of Motion			Pass 9-0 *Items #124-149, 151-153 Pass 8-0 *Item #150		

**Roll Call on Res. 4-28-2021-4**

<b>Board Member</b>	<b>Motion</b>	<b>Second</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>
Jenine Del Palazzo			X		
Susan Embrey			X		
Jeffrey Greenberg	X		X		
Lisa Kehoe			X		
Kristen Simone			X		
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland		X	X		
Jocelyn Lewis			X		
Result of Motion			Pass 9-0		

**XIII. NEW BUSINESS** - Board will be completing a self evaluation between now and the next board meeting.

**XIV. OLD BUSINESS** - None at this time.

**XV. MEETING ADJOURNED**

Motion to adjourn at 7:58 pm				
<b>Motion</b>	<b>Second</b>	<b>All in Favor</b>	<b>All Opposed</b>	<b>Result of Motion</b>
Mrs. Titus	Mrs. Holland	9	0	Pass 9-0

BERLIN BOROUGH BOARD OF EDUCATION

*Robert O'Brien*

Robert O'Brien, Board Secretary