



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



To ensure that the public retains the ability to attend this meeting and provide comments, the remote meeting will be streamed in realtime on Facebook Live. The purpose of utilizing this method of meeting is to ensure the continuity of school district operations while maintaining the necessary social distance to avoid the spread of COVID-19. Anyone who wishes to comment during the public portion of the meeting should email the Superintendent, Dr. Joseph Campisi, via campisij@bcsberlin.org. Responses will be provided as soon as possible.

Public Budget Hearing

Date	Time	Location
April 29, 2020	6:30 PM	Virtual/Remote
Board of Education		
Mrs. Jocelyn Lewis, President	Mrs. Jenine Del Palazzo	Mrs. Kristen Simone
Mrs. Rebecca Holland, Vice-President	Mr. Jeffrey Greenberg	Mrs. Brandy Titus
Mrs. Lisa Asare	Mrs. Lisa Kehoe	Mrs. Francine Viscome
Board Solicitor	Superintendent	Acting Business Administrator
Daniel Long, Esq	Dr. Joseph Campisi	Mrs. Carol Mascioli
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 learning while achieving proficiency in the New Jersey Student Learning Standards and meet the challenges of an evolving global society.

PUBLIC BUDGET HEARING AGENDA

I. PUBLIC SESSION

- A. Meeting Called to Order**
- B. Flag Salute**
- C. 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), Borough Hall.

D. Roll Call

Board Member	Present	Absent
Lisa Asare	x	
Jenine Del Palazzo	x	
Jeffrey Greenberg	x	
Lisa Kehoe	x	
Kristen Simone	x	
Brandy Titus	x	
Francine Viscome	x	
Rebecca Holland	x	
Jocelyn Lewis	x	

Also present: Mrs. Carol Mascioli, Interim Assistant Business Administrator/Acting Business Administrator.



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E. PUBLIC PARTICIPATION (Action Items Only)

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.

No public questions or comments were submitted prior to this meeting or up to this point in the meeting.

Motion to open Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion

Motion to close Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion

F. Presentation(s)

[2020-2021 Public Budget Hearing](#): Dr. Joseph Campisi, Superintendent



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Resolution 1-4-29-20

BE IT RESOLVED, the Berlin Borough Board of Education approves the 2020-2021 district budget based on a 2.00% tax levy increase of \$149,823.

BE IT RESOLVED, the Berlin Borough School District Board of Education does hereby approve the 202-20210 district budget with a grand total amount of 13,192,285 which includes:

General Fund Total	\$12,116,097
Special Revenue Total	\$517,438
Debt Service Total	\$558,750

and also includes:

General Fund Local Tax Levy	\$7,640,978
Debt Service Local Tax Levy	\$558,750

BE IT FURTHER RESOLVED to acknowledge that the 2020-2021 budget, as described above, includes the use of the banked cap in the amount of \$0.

BE IT FURTHER RESOLVED to acknowledge that the 2020-2021 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 2020-2021 budget, as described above, includes the transfer of \$35,000 from Maintenance Reserve to the General Fund to support Required Maintenance.

BE IT FURTHER RESOLVED, the Board of Education had previously established a maximum amount for the pre-budget 2019-2020 as \$20,000 and the Board of Education has expended \$100 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, the Board of Education has determined that the total amount of travel expenditures supported by federal funds for the school year 2020-2021 is \$20,000.

BE IT FURTHER RESOLVED, the Berlin Borough Board of Education hereby establishes the maximum travel expenditure amount for the 2020-2021 school year as \$20,000.

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 2020-2021 budget.

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		



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H. PUBLIC BUDGET HEARING ADJOURNMENT

Motion to adjourn the Public Budget Hearing and begin the Regular Board of Education Meeting.				
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Motion	Second	All-in-Favor	All-Opposed	Result of Motion

As per the solicitor, the Board moved directly into the Regular Meeting.



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REGULAR MEETING AGENDA

I. PUBLIC SESSION

A. Roll Call

Board Member	Present	Absent
Lisa Asare		
Jenine Del Palazzo		
Jeffrey Greenberg		
Lisa Kehoe		
Kristen Simone		
Brandy Titus		
Francine Viscome		
Rebecca Holland		
Jocelyn Lewis		

B. PUBLIC PARTICIPATION (Action Items Only)

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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Berlin, NJ 08009



No public questions or comments were up to this point in the meeting.

Motion to open Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion

Motion to close Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion

C. 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 18, 2020	Public	M-1
2.	March 18, 2020	Executive Session (closed session)	
3.	March 27, 2020	Public (special meeting held remotely)	M-2

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	1 & 3		2
Brandy Titus			x		
Francine Viscome			3		1 & 2
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion #1			Passed 8-0-1		
Result of Motion #2			Passed 7-0-2		
Result of Motion #3			Passed 9-0		

D. CORRESPONDENCE

- None at this time.



III. SUPERINTENDENT’S REPORT

- A. [Superintendent goals update](#)
- B. Motion to approve reports #1-10 upon the recommendation of the Superintendent:

#	Report	Attach
1	Enrollment Report	SR-1
2	Student Attendance Report	SR-2
3	Staff Attendance Report	SR-3
4	Code of Conduct Report	SR-4
5	Accept the monthly HIB Report	SR-5
6	Elementary Principal’s Report	SR-6
7	Middle School Principal’s Report	SR-7
8	Special Education Report	SR-8
9	PALS/CER Report	SR-9
10	Health Office Report	SR-10

Dr. Campisi gave an overview/update regarding his 2019-2020 Superintendent Goals.

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		



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IV. FACILITIES

- A. No action items at this time.

#	Action Items	Attach
1.	n/a	

Mr. Titus gave an update from the Facilities Committee Meeting speaking about the mulch delivery for the playground, the on-going roof project, as well as costs involved with any mandated cleaning when school reopens.

It was also stated by Dr. Campisi that he would send out an alert reiterating that all school grounds are closed.

V. FINANCE

- A. Motion to approve Finance action items #1-8 upon the recommendation of the Superintendent:

	Action Items	Attach
1.	Business Administrator's Report	FI-1
2.	Reconciliation Report	FI-2
3.	Report of the Board Secretary	FI-3
4.	Monthly Budgetary Certifications	
	a. Certification of Board Secretary	FI-4(a)
	b. Certification of Board of Education	FI-4(b)
	c. Certified of Anticipated Revenue	FI-4(c)
5.	Transfers <i>(to be approved in May)</i>	FI-5
6.	Cafeteria Report <i>(to be approved in May)</i>	FI-6
7.	Approval of Bills	FI-7
8.	Student Activity Report	FI-8



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Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		

No discussion.

<u>Resolution 2-4-29-20</u>
<p>WHEREAS, the , (“Educational Facility”) has resolved to join the School Alliance Insurance Fund ("SAIF") following a detailed analysis; and</p> <p>WHEREAS, the Bylaws of SAIF require that each entity designate a Risk Management Consultant to perform various professional services as detailed in the Bylaws and Risk Management Plan; and</p> <p>WHEREAS, the Bylaws indicate that SAIF shall pay each Risk Management Consultant a fee to be established annually by the Executive Committee;</p> <p>NOW THEREFORE, BE IT RESOLVED that the does hereby appoint as its Risk Management Consultant in accordance with the Fund's Bylaws.</p>

No discussion.

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		

No discussion.



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Resolution 3-4-29-20

**School Alliance Insurance Fund
Resolution for Renewal of Membership**

WHEREAS, the Berlin Borough Board of Education, hereafter referred to as "Educational Facility" is a member of the School Alliance Insurance Fund, hereinafter referred to as "Fund"; and

WHEREAS, said renewal membership terminates as of July 1, 2020 at 12:01 a.m. standard time, unless earlier renewed by agreement between the Educational Facility and the Fund; and

WHEREAS, the Educational Facility is afforded the following types of coverages:

- Workers' Compensation
- Supplemental Indemnity - Workers' Compensation
- Package - Property, Boiler & Machinery, General and Auto Liability,
- Environmental Impairment Liability
- Excess Liability (AL/GL)
- School Leaders Professional Liability
- Excess Liability (SLPL)
- Foreign Travel Liability
- Student Accident

WHEREAS, the Educational Facility desires to renew said membership;

NOW THEREFORE, BE IT RESOLVED as follows:

1. The Educational Facility agrees to renew its membership in the Fund for a period of three years beginning July 1, 2020, and ending July 1, 2023 at 12:01 a.m. eastern standard time, and to be subject to the coverages, operating procedures, bylaws, and other organizational and operational documents of the Fund presently existing or as from time to time amended by the Fund and/or the Department of Banking and Insurance.

2. The Educational Facility's Business Official, is hereby appointed as the Educational Facility's Fund Commissioner and is authorized to execute the renewal Indemnity and Trust Agreement thereby evidencing annexed hereto and made a part hereof and to deliver same to the Fund the Educational Facility's renewal of its membership.

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		

No discussion.



Resolution 4-4-29-20

School Alliance Insurance Fund Indemnity and Trust Renewal Agreement

THIS AGREEMENT, made this 29th day of April, 2020, in the County of Camden, State of New Jersey, by and between the School Alliance Insurance Fund, hereinafter referred to as "Fund", and the Governing Body of the Berlin Borough Board of Education, hereinafter referred to as "Educational Facility";

WHEREAS, the Fund seeks to provide its members with insurance coverage;

WHEREAS, two or more educational facilities have collectively formed a joint insurance fund as is authorized and described in N.J.S.A. 18A:18B-1 et. seq. and the regulations promulgated pursuant thereto; and

WHEREAS, the Educational Facility is currently a member of said Fund; and

WHEREAS, the Educational Facility has resolved to renew said membership;

NOW, THEREFORE, it is agreed as follows:

1. The Educational Facility hereby renews its membership in the Fund for a three (3) year period, beginning July 1, 2020, and ending July 1, 2023 at 12:01 a.m. eastern standard time.
2. The Educational Facility agrees to participate in the Fund with respect to the types of insurance stated in the Renewal of Membership Resolution.
3. The Educational Facility hereby ratifies and reaffirms the bylaws and other organizational and operational documents of the Fund and as from time to time amended by the Fund and/or Department of Banking and Insurance in accordance with the applicable statutes and regulations as if each and every one of said documents were re-executed contemporaneously herewith.
4. The Educational Facility agrees to be a participating member of the Fund for the period herein provided for and to comply with all of the rules and regulations and obligations associated with said membership.
5. In consideration of renewal of membership in the Fund, the Educational Facility agrees that for those types of insurance in which it participates, the Educational Facility shall jointly and severally assume and discharge the liability of each and every member of the Fund all of whom, as a condition of membership in the Fund, shall execute a verbatim counterpart to this Agreement. By execution hereof the full faith and credit of the Educational Facility is pledged to the punctual payment of any sums which shall become due to the Fund in accordance with the bylaws thereof, this Agreement or any applicable statute or regulation.
6. If the Fund, in the enforcement of any part of this Agreement, shall incur necessary expense or become obligated to pay attorney's fees and/or court costs, the Educational Facility agrees to reimburse the Fund for all such reasonable expenses, fees and costs on demand.
7. The Educational Facility and the Fund agree that the Fund shall hold all monies paid by the Educational Facility to the Fund as fiduciaries for the benefit of Fund claimants all in accordance with applicable statutes and/or regulations.
8. The Fund shall establish and maintain Trust Accounts in accordance with N.J.S.A. 18A:18B-1 et. seq. and such other statutes and regulations as may be applicable.



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215 South Franklin Ave
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9. The Business Official designated in the Resolution to Renew Membership is hereby authorized to execute the Agreement to renew membership.

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		

No discussion.

VI. CURRICULUM

A. No action items at this time.

#	Action Items	Attach
1.	n/a	

Mrs. Asare reported curriculum items related to remote learning.

Mrs. Lewis spoke about planning for when on-site instruction resumes.

VII. POLICY

A. Motion to approve Policy action items #1-10 upon the recommendation of the Superintendent:

[Policies & Regulations](#)

#	No.	Title	Pol	Reg	1st	2nd	Rev	Ab
1.	1581	Domestic Violence	x				x	
2.	1581	Domestic Violence		x	x			
3.	2422	Health and Physical Education	x				x	
4.	5330	Administration of Medication	x				x	
5.	5330	Administration of Medication		x				
6.	7243	Supervision of Construction	x				x	



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7.	8210	School Year	x				x	
8.	8220	School Day	x				x	
9.	8220	School Closings		x			x	
10.	8462	Reporting Potentially Missing or Abused Children	x				x	

**2nd reading is the official adoption of the policy/regulation*

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		

Mr. Greenberg gave an update regarding the policies for Board action. He noted that most were language changes/adjustments.

VIII. PERSONNEL

A. Motion to approve Personnel action items #1-4 upon the recommendation of the Superintendent:

1.	Staff Renewal List						
	Administration						
	FTE	Position	Last Name	First Name	DOH	Step/Year	20-21 Salary
1	1.0	Superintendent	Campisi	Joseph	07/01/19	2	130,000.00
2	1.0	Business Administrator	Palmieri	Patricia	10/15/19	2	97,920.00
3	1.0	Middle School Principal	Mawson	Kellilyn	07/01/19	2	95,036.00
4	1.0	Elementary School Principal	Silva	Phil	07/01/19	2	100,201.00

	Central Office Staff						
	FTE	Position	Last Name	First Name	DOH	Step/Year	20-21 Salary
5	1.0	Assist to the Superintendent	Cunningham	Kim	07/01/19	2	40,800.00
6	1.0	Payroll & Benefits Coord	Lang	Diane	10/01/18	3	49,772.94



Berlin Borough School District
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7	1.0	Assist to the BA	Krowicki	Karen	01/14/19	3	48,898.80
8	1.0	Accounts Payable/Receivable	Squillace	Gina	10/01/08	13	46,000.00

School Office Staff							
	FTE	Position	Last Name	First Name	DOH	Step/Year	20-21 Salary
9	1.0	Elementary School Secretary	Behnke	Cindy	09/22/93	28	40,800.00
10	1.0	Middle School Secretary	Snuffin	Elizabeth	01/08/18	4	40,800.00
11	1.0	Child Study Team Secretary	Behnke	Laura	02/16/96	26	42,315.72

Technology & Facilities							
	FTE	Position	Last Name	First Name	DOH	Step/Year	20-21 Salary
12	1.0	Technology Supervisor	Hemphill	Joseph	07/01/03	18	108,207.72
13	1.0	Facilities Supervisor	Pratt	Thomas	04/26/02	19	80,000.00
14	1.0	Maintenance	Pape	William	07/13/15	4	48,690.72

CER/PALS							
	FTE	Position	Last Name	First Name	DOH	Step/Year	20-21 Salary
15	1.0	PALS/CER Manager	Weber	Christina	07/01/19	2	36,720.00
16	1.0	CER/PALS Secretary	Sojdak	Michelle	08/01/16	5	40,800.00

Lunch Recess Aides							
	FTE	Position	Last Name	First Name	DOH	Step/Year	2021 Hourly Rate
17	0.25	Lunch/Recess Aide	Fabiano	Carol	09/10/12	8	11.81
18	0.25	Lunch/Recess Aide	Gabriel	Heather	09/01/18	3	11.00
19	0.25	Lunch/Recess Aide	Kleinback	Kimberly	09/01/13	7	11.59
20	0.25	Lunch/Recess Aide	Porcellini	Donna	09/01/16	3	11.10
21	0.25	Lunch/Recess Aide	Sauer	Franque	10/09/17	4	11.00
22	0.25	Lunch/Recess Aide	Volpe	Caroline	01/01/20	2	11.00



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



Certificated Tenured Staff								
	FTE	Position	Last Name	First Name	DOH	20-21 Column	20-21 Step/Year	20-21 Wages
23	1.0	Teacher - Middle School	Anderson-Harris	Frankie	09/01/96	MA +30	14	93,095.00
24	1.0	Teacher G/T	Baldino	Ranell	09/01/04	BA	14	87,052.00
25	1.0	Teacher Basic Skills	Banister	Leslie	09/01/02	BA +30	12	70,700.00
26	1.0	Teacher - Elementary School	Barry/Domin	Brigid	09/01/14	MA	7	62,001.00
27	1.0	Teacher - Middle School	Basner	Jennifer	09/01/06	MA	13A	83,698.00
28	1.0	Speech Language Therapist	Becker	Kathryn	09/01/10	MA	10	66,151.00
29	1.0	Teacher - Middle School	Behnke	Laura	09/01/07	MA	12	71,908.00
30	1.0	Teacher - Elementary School	Benchoff	Lori	09/01/04	BA	13A	80,072.00
31	1.0	Teacher - Elementary School	Carrara	Eleanore	09/01/04	BA +15	13A	81,281.00
32	1.0	Teacher - Middle School	Chisholm	Jessica	09/01/11	BA	10	62,525.00
33	1.0	Teacher - Special Education	Ciala	Debra	02/15/06	MA +15	13A	84,906.00
34	1.0	Teacher - Elementary School	Conca	Julie	09/01/14	BA	7	58,375.00
35	1.0	Teacher - Middle School	Coolick	Rachel	09/01/09	MA	11	67,908.00
36	1.0	School Social Worker	Cuffari	MaryBeth	09/26/16	MA	5	59,801.00
37	1.0	Teacher - Elementary School	Davies	Danielle	09/01/14	MA	7	62,001.00
38	1.0	Teacher - Elementary School	Dorris	Lisa	09/01/04	BA	13A	80,072.00
39	1.0	Teacher - Elementary School	Durmala	Sara	09/01/08	BA	11A	66,282.00
40	1.0	Teacher - Special Education	Eckert	Kristen	09/01/14	BA	6	57,175.00



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



41	1.0	School Psychologist	Edmonds	Jill	09/01/15	MA +30	6	63,218.00
42	1.0	Teacher STEAM/Tech	Ford	Michael	09/01/04	MA +15	13A	84,906.00
43	1.0	Teacher - Middle School	Franchetti	Michelle	09/01/12	MA	9	64,601.00
44	1.0	Reading Specialist	Francisco	Sonia	09/01/14	MA	7	62,001.00
45	1.0	School Psychologist	Gauntt	Amanda	09/01/10	MA +30	9	67,018.00
46	1.0	Teacher - Special Education	Goodman	Edward	09/01/13	MA	8	63,301.00
47	1.0	Teacher Special Education	Jacobi	Patricia	09/01/08	BA	11	64,282.00
48	1.0	Teacher Vocal Music	Kessler	Anne	09/01/98	BA	14	87,052.00
49	1.0	Teacher - Middle School	Kilpatrick	Dali	09/17/96	MA	14	90,678.00
50	1.0	Teacher - Middle School	Madden	David	09/01/04	BA +15	13A	81,281.00
51	1.0	Teacher - Elementary School	Majuri	Marie	12/21/01	BA	14	87,052.00
52	1.0	Teacher - Special Education	Marshall	Stephanie	09/01/15	BA	6	57,175.00
53	1.0	Teacher - Elementary School	Martino	Carolyn	09/01/13	BA +15	8	60,884.00
54	1.0	Teacher - Middle School	McClain	Stephanie	09/01/13	BA	8	59,675.00
55	1.0	Teacher - Middle School	McDevitt	Doreen	09/01/11	BA +30	10	64,943.00
56	1.0	Teacher - Elementary School	Miller-McGrail	Jeffrey	09/01/13	BA +15	8	60,884.00
57	1.0	Teacher - Special Education	McMenamin	Christina	09/01/12	MA	9	64,601.00
58	1.0	Teacher - Special Education	Meo	John	09/01/14	BA	7	58,375.00
59	1.0	Occupational Therapist	Mulcahy	Kristina	09/01/16	MA	5	59,801.00
60	1.0	Speech Language Therapist	Neptune	Lisa	09/01/09	MA	11	67,908.00
61	1.0	Teacher - Special Education	O'Brien	Kellie	09/01/15	BA	6	57,175.00



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



62	1.0	Teacher Preschool	Oltman	Milissa	09/01/09	BA	11	64,282.00
63	1.0	Teacher - Elementary School	O'Toole	Kaitlin	09/01/16	BA	5	56,175.00
64	1.0	Teacher - Elementary School	Polimeni	Taylor	09/01/12	BA	9	60,975.00
65	1.0	Teacher - Special Education	Ruhf	Susanne	09/01/06	MA	14	90,678.00
66	1.0	Teacher - Elementary School	Schuenemann	Roseanne	09/01/98	BA +15	14	88,261.00
67	1.0	Teacher - Elementary School	Scordo	Andrea	09/01/05	BA	12	68,282.00
68	1.0	School Nurse	Shallow	Monica	09/22/08	BA +15	10	63,734.00
69	1.0	Teacher - Middle School	Shannon	Jennifer	09/01/98	MA	14	90,678.00
70	1.0	Teacher Health/PE	Shelton-Carusio	Barbara	09/01/07	BA	13A	80,072.00
71	1.0	Teacher Computer	Sherry-Nasto	Grace	02/02/98	MA	14	90,678.00
72	1.0	Teacher - Elementary School	Snyder	Amber	09/01/14	BA	7	58,375.00
73	1.0	Teacher - Special Education	Snyder	Andrew	09/01/06	BA	13A	80,072.00
74	1.0	Teacher - Middle School	Snyder	Beth	09/01/02	BA +15	14	88,261.00
75	1.0	Teacher Music	Spratt	Norman	02/22/95	MA +15	14	91,886.00
76	1.0	Teacher - Elementary School	Stagliano	Donna	09/01/02	MA	14	90,678.00
77	1.0	Teacher - Elementary School	Stroemel	Kelly	09/01/15	MA	6	60,801.00
78	1.0	Teacher - Special Education	Thomas	Nicole	09/01/11	BA	10	62,525.00
79	1.0	Teacher - Special Education	Todd	Bevin	09/01/13	BA	8	59,675.00
80	1.0	Teacher - Elementary School	Vitale	Tracie	09/01/00	BA	14	87,052.00
81	1.0	Teacher Spanish	Walker	Amelia	09/01/13	BA + 15	8	60,884.00



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



82	1.0	Teacher - Special Education	Way	Stephanie	09/01/11	BA	10	62,525.00
83	1.0	Teacher Art	Weichmann	Luke	09/01/07	BA	12	68,282.00
84	1.0	Teacher - Middle School	Weintraut	Denise	09/01/11	BA	10	62,525.00
85	1.0	School Counselor	Weiss	Kristina	09/01/12	MA +30	9	67,018.00
86	1.0	Teacher - Elementary School	Winkelspecht	Christine	09/01/00	BA	14	87,052.00
87	1.0	Teacher - Elementary School	Woods	Erin	09/01/08	MA	11A	69,908.00
88	1.0	Teacher - Middle School	Woods	Brent	09/01/11	BA	10	62,525.00
89	1.0	Teacher Resource Center	Wortelman	Alyssa	09/01/14	MA	7	62,001.00
90	1.0	Teacher Resource Center	Zingaro	Jennifer	01/05/04	BA + 30	14	89,470.00

Non-Tenured Certificated Staff								
	FTE	Position	Last Name	First Name	DOH	20-21 Column	20-21 Step/Year	20-21 Wages
91	1.0	Teacher Health/PE	Barry	Lia	09/01/17	MA	3-4	59,051.00
92	1.0	School Counselor	Funari	Marissa	09/01/19	MA	1-2	58,351.00
93	1.0	Teacher Basic Skills	Gray	Kelly	01/21/20	MA	13A	83,698.00
94	1.0	Teacher Pre Engineering	Jaworski	Trey	09/01/19	BA	1-2	54,725.00
95	1.0	Teacher - Middle School	Kaiser	Allison	09/01/18	BA	3-4	55,425.00
96	1.0	Assistant Nurse	Ladik	Christina	09/01/17	BA	7	41,446.25
97	1.0	Teacher - Special Education	Liedtka	Marilou	09/01/18	BA +15	3-4	56,634.00
98	1.0	Teacher - Middle School	Lipnitz	Nicholas	09/01/18	BA	3-4	55,425.00
99	1.0	Teacher - Middle School	Murphy	Renee	09/01/18	BA	3-4	55,425.00
100	1.0	Teacher Spanish	Parks	Jennifer	09/01/19	MA	11	67,908.00
101	1.0	Teacher - Special Education	Rodriguez	Erin	09/01/18	BA	3-4	55,425.00
102	1.0	Teacher Health/PE	Viereck	Andrew	01/02/18	BA	3-4	55,425.00



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



103	1.0	Teacher - Special Education	Wolf	Lindsay	09/01/17	BA +15	3-4	56,634.00
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Classroom Instructional Aides								
	FTE	Position	Last Name	First Name	DOH	Step/Year	20-21 Hourly	20-21 Wages
104	1.0	Classroom Instructional Aide	Bain	Deborah	10/26/99	22	19.92	22,410.00
105	0.75	Classroom Instructional Aide	Baugh	Samantha	09/01/16	2	14.11	14,603.85
106	0.75	Classroom Instructional Aide	Caruso	Allison	09/01/16	5	15.41	15,949.35
107	0.75	Classroom Instructional Aide	Hess	Teresa	09/01/19	2	14.11	15,949.35
108	0.75	Classroom Instructional Aide	Jurski	Linda	09/01/05	16	19.92	14,603.85
109	0.75	Classroom Instructional Aide	Kalberer	Therese	09/30/10	11	17.79	20,617.20
110	0.75	Classroom Instructional Aide	Keller	Amy	09/01/14	7	16.20	18,412.65
111	0.75	Classroom Instructional Aide	Leps	Zina	03/21/16	3	14.58	16,767.00
112	0.75	Classroom Instructional Aide	Lutz	Peter	09/01/19	2	14.11	15,090.30
113	0.75	Classroom Instructional Aide	Mardikian	Janice	01/04/10	12	18.00	14,603.85
114	0.75	Classroom Instructional Aide	Martin	Janice	02/05/18	3	14.58	18,630.00
115	0.75	Classroom Instructional Aide	McGettigan	Barbara	09/01/14	7	16.20	15,090.30
116	0.75	Classroom Instructional Aide	Murphy	Courtney	09/01/19	2	14.11	16,767.00
117	0.75	Classroom Instructional Aide	Sama-Miller	Sandy	09/01/11	10	17.45	14,603.85



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



118	0.75	Classroom Instructional Aide	Slater-Dawson	Stephanie	02/24/16	6	15.8	18,060.75
119	0.75	Classroom Instructional Aide	Squillace	Gianna	09/01/19	2	14.11	16,353.00
120	0.75	Classroom Instructional Aide	Stepler	JoAnn	9/1/10	10	17.45	14,603.85
121	0.75	Classroom Instructional Aide	Stuart - Mackerchar	Janet	10/17/19	2	14.11	18,060.75
122	0.75	Classroom Instructional Aide	Sweeney	Anna	03/06/17	4	14.94	14,603.85
123	0.75	Classroom Instructional Aide	Viereck	Colleen	09/19/11	10	17.45	15,462.90
124	1.0	Classroom Instructional Aide	Wahl	Kathleen	09/28/01	20	19.92	18,060.75
125	0.75	Classroom Instructional Aide	Wakelee	Benjamin	09/01/19	2	14.11	20,617.20
126	0.75	Classroom Instructional Aide	Harris	Michelle	01/30/17	5	15.41	15,949.35

Clerk(s)								
	FTE	Position	Last Name	First Name	DOH	Step/Year	20-21 Hourly	20-21 Wages
127	0.55	Copy Clerk	Harrison	Lorraine	11/24/97	24	13.04	9,084.20

Custodians								
	FTE	Position	Last Name	First Name	DOH	Step/Year	20-21 Hourly	20-21 Wages
128	1.0	Custodian	Maloney	Patricia	09/01/09	11	15.46	30,147.00
129	0.25	Custodian	McSorley	Richard	07/05/94	26	20.30	12,180.00
130	1.0	Custodian	Melcher	Jason	09/21/18	3	13.70	26,715.00
131	1.0	Custodian	Potts	Vernon	03/03/08	14	16.64	32,448.00



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



Leave of Absence					
#	Name	Position	Salary	Reason	Effective Dates
2	Patricia Jacobi	Special Education Teacher	\$64,282	Maternity	9/22/2020 - 6/30/2021

New Position				
#	Type	Position	Reason	Effective Date
3	Teacher	Special Education	IEP driven/student needs	9/1/2020

Substitute Services Report				
#	Service	Time Frame	Fill Rate	Attach
4	Kelly Educational Staffing	3/1/2020 - 3/31/2020	94.87%	PR-1

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		

Mrs. Viscome gave an update from the Personnel Committee Meeting noting that three staff members would be earning tenure in the upcoming school year.

Mrs. Lewis commented that the Board would be receiving information about a job description that was pulled from the agenda as it related to a salary increase.



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



Resolution 5-4-29-20
BE IT RESOLVED , the Berlin Borough Board of Education approves the settlement agreement in Banks v. Berlin Borough Board of Education.

Board Member	Motion	Second	Yes	No	Abstain
Lisa Asare			x		
Jenine Del Palazzo			x		
Jeffrey Greenberg	x		x		
Lisa Kehoe			x		
Kristen Simone		x	x		
Brandy Titus			x		
Francine Viscome			x		
Rebecca Holland			x		
Jocelyn Lewis			x		
Result of Motion			Passed 9-0		

No discussion.

IX. BBEA-BOE LIAISON

A. Committee Report: Mrs. Brandy Titus

Mr. Titus stated she reached out to the BBEA but their next meeting has not yet been scheduled.

X. PUBLIC PARTICIPATION

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 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 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.



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



No public questions or comments were up to this point in the meeting.

Motion to open Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion

Motion to close Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion

XI. NEW BUSINESS

Mrs. Lewis commented about the process of the CSA & Board Evaluation. She also provided clarification regarding the self-evaluation component of the Board and how the information is compiled by the NJSBA representative.

Mrs. Lewis commented about the email Mrs. Simone sent to Dr. Campisi about the Free Subscription for the entire school staff for the remaining of the school year. Dr. Campisi expressed that teachers should be getting the automated notifications from Teachers Pay Teachers shortly (if they had not already).

Mrs. Lewis asked Dr. Campisi about two different candidates presenting to the Board for possibly consulting in the area of Equity in Education.

Mrs. Simone asked Dr. Campisi about joining the state Equity Group in New Jersey.

Dr. Campisi discussed further equity work including the expanded meal assistance.

Mrs. Lewis asked about returning to school post-COVID-19 and what administrators have been discussing.

Dr. Campisi stated the plans the administrators have been discussing regrading a returning after May 15 and that he would continue to look to the County of Office for continued guidance.

Dr. Campisi stated that Mr. Pratt has the building clean but he has also received bids for any industrial cleaning that may be mandated.

Mrs. Lewis asked for an update on the strobe light project and door numbering.

Dr. Campisi stated the company was coming in that week to install the new strobe lights and the type of situations that should set off the lights. He also discussed the progress on the updated door numbering plans in conjunction with the Chief of Police and Fire Chief.

Mr. Lewis asked about administrators on site when teachers do have to come into the building for materials.

Dr. Campisi stated that Mr. Pratt is the point person for anyone that needs to get into the building but only a bare minimum number of people are allowed in the building at any one time (1 person at a time).

Mrs. Lewis asked if teachers have access to all the administrators.

Dr. Campisi stated that teachers have all administrator contact information.

XII. OLD BUSINESS

Mrs. Lewis asked if Student of the Month could be re-instituted during remote teaching situations.

Dr. Campisi discussed recognizing classes regarding students that are overcoming difficult situations.

The People’s Choice awards were discussed as far as dissemination to the Board and posting.

Mrs. Lewis asked if Mrs. Simone could have her bio posted on the Board of Education page.

Dr. Campisi stated he would have it posted after receiving it.

Dr. Campisi took questions from the public (via comments) regarding National Junior Honor Society, Mr. Silva’s virtual honor roll, looking at the parents’ releases regarding posting the People’s Choice Awards and a compliment by the public to Mr. Pratt.

Dr. Campisi spoke about taking submissions for Character Education acknowledgement.

Dr. Lewis recapped the 3 items Dr. Campisi would be sending the Board as a follow up from the meeting.



XIII. MEETING ADJOURNED

Motion to adjourn				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mr. Greenberg	Mrs. Simone	9	0	Passed

BERLIN BOROUGH BOARD OF EDUCATION

Board Secretary

Next Regular Meeting of the Board of Education

Date	Time	Location
May 20, 2020 (Regular Meeting)	7:00 PM	Remote/Virtual unless district is open