

SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY
Public Meeting, November 21, 2024
Personnel Fiscal Resolutions

FINAL RESOLUTION No. 4682

The Superintendent recommends that the Board of Education approve the following personnel fiscal resolutions.

4682 A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
DeCotiis, Anna	T SPED/INC Gr. 3 SB – 1.0 FTE	1/2/25	5.4
Goglia, Francesca	T Lang. Arts SOM – 1.0 FTE	12/16/24	5.4
Iuliano-Cabrera, Luisa	Assistant Principal CHS – 1.0 FTE	12/31/24	1.5

4682 B. APPOINTMENTS

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY	BACKGROUND
Cuomo, Alicia	T SPED/POR TUS – 1.0 FTE	11/22/24 6/30/25	\$86,385*	Replacing Wajiha Bhatti who resigned
DellaFave, Jaime	T SPED/ERI SB – 1.0 FTE	1/24/25 or sooner 6/30/25	\$92,785*	New Position
Kalafatis, Pothitos-Nikolaos	School Psychologist MONT – 1.0 FTE	12/1/24 6/30/25	\$83,485*	Replacing Margaret Richardson who retired
Moody, Imani	Business Administrator/Board Secretary DIST – 1.0 FTE	TBD 6/30/25	\$178,000	Replacing Eric Burnside
Rimes, Ashanti	T Lang. Arts SOM – 1.0 FTE	1/21/25 or sooner 6/30/25	\$83,885*	Replacing Francesca Goglia who resigned

* Salary based on the SOMEA 2023-24 salary guide

4682 C. LEAVE REPLACEMENT APPOINTMENT

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY	BACKGROUND
Scypinski, Vanessa	School Counselor MM – 1.0 FTE	11/11/24 12/4/24	\$64,985*	Filling in while Kelli Goldstein is on leave

* Salary based on the SOMEA 2023-24 salary guide

4682 D. RESCIND APPOINTMENT

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY	BACKGROUND
Frankel, Erin	T Spanish SOM – 1.0 FTE	TBD 6/30/25	\$76,185*	Replacing Michelle Witrock who resigned

4682 E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
DeCeglie, Mauro	T PreK/INC MONT – 1.0 FTE	TBD	11/1/24
<i>Massey-Rodriguez, Kenya</i>	<i>T Dance MM – 1.0 FTE</i>	<i>11/25/24 or sooner</i>	<i>12/2/24</i>
Neary, Kelsey	LR T 3 SM – 1.0 FTE	TBD	10/21/24
Nicosia, Nicole	School Psychologist CHS – 1.0 FTE	TBD	11/4/24
Schulster, Steven	T Biology CHS – 1.0 FTE	10/28/24 or sooner	10/30/24

4682 F. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Bhatti, Wajiha	T SPED/POR TUS – 1.0 FTE	12/6/24	11/27/24
Neary, Kelsey	LR T 3 SM – 1.0 FTE	1/31/25	3/31/25
<i>Paquette, Destiny</i>	<i>LR T 2 SM – 1.0 FTE</i>	<i>2/7/25</i>	<i>2/14/25</i>

4682 G. ADMINISTRATIVE LEAVE

NAME	EFFECTIVE DATE
Employee # 1456	9/1/24-11/30/24 (w/pay)
Employee # 1265	10/9/24-11/11/24 (w/pay)

4682 H. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Point-du-jour, Kandice	T Dance CHS – 1.0 FTE	T Dance MONT – 1.0 FTE	12/1/24

4682 I. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Ehrlich, Lindsey	T Art SOM 1.0 FTE	10/7/24-12/5/24 (Paid Maternity Leave) 12/6/24-3/11/25 (Unpaid FMLA) 3/12/25-5/31/25 (Unpaid Childcare Leave)
Fortunato, Amy	T 5 SM 1.0 FTE	9/1/24-10/25/24 (Paid Maternity Leave) 10/26/24-11/11/24 (Unpaid Medical Leave) 11/12/24-2/13/25 (Unpaid FMLA) 2/14/25-6/30/25 (Unpaid Childcare Leave)
Goldstein, Kelli	School Counselor MM – 1.0 FTE	11/1/24-12/4/24 (Unpaid Medical Leave)
Silvestri, Colleen	T 4 TUS – 1.0 FTE	9/2/24-11/15/24 (Unpaid NJFLA)
Thomas-Enyeart, Kristie	T SS CHS 1.0 FTE	9/24/24-12/11/24 (Paid Maternity Leave) 12/12/24-3/17/25 (Unpaid FMLA) 3/18/25-5/25/25 (Unpaid Childcare Leave)
Wilson, Veronica	T Business CHS 1.0 FTE	1/2/25-1/7/25 (Unpaid FMLA)
Winkler, Rebecca	T 2 SM 1.0 FTE	9/16/24-11/12/24 (1/2 day) (Paid Maternity Leave) 11/12/24 (1/2 day) -2/14/25 (Unpaid NJ FLA)

4682 J. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Barnhart, Joanna	Student Council SOM - .5 FTE	10/1/24 6/30/25	\$1,417
Haggerty, Sheila	Model UN SOM – 1.0 FTE	11/1/24 6/30/25	\$2,734
Shoats, SantaMaria	Intramural SOM - .5 FTE Student Council SOM - .5 FTE	10/1/24 6/30/25 10/1/24 6/30/25	\$4,665 \$1,380

Noble, Elyssa	Intramural SOM - .5 FTE	10/1/24 6/30/25	\$4,797
Stradford, Lynn	SPED Team Leader: High School CHS – 1.0 FTE	9/1/24 6/30/25	\$5,944
Holloway, Danyelle	Cheerleader Advisor CHS - .5 FTE	12/1/24 2/28/25	\$2,765.50
Lindsey, Aliyaah	Cheerleader Advisor CHS - .5 FTE	12/1/24 2/28/25	\$2,765.50
Whitaker, Thomas	Asst. Coach, Boys Basketball CHS – 1.0 FTE	12/1/24 2/28/25	\$5,614
Sumner, Jacob	Asst. Coach, Girls Basketball CHS – 1.0 FTE	12/1/24 2/28/25	\$5,614
Picillo, Nicholas	Asst. Coach, Wrestling CHS – 1.0 FTE	12/1/24 2/28/25	\$5,614
Guido, Carey	<i>Head Coach, Swimming</i> CHS – 1.0 FTE	12/1/24 2/28/25	\$7,891
Soliman, Monica	<i>Student Council</i> CHS – .5 FTE	9/1/24 6/30/25	\$2,916
	<i>Student Activities</i> CHS - .5 FTE	9/1/24 6/30/25	\$2,483
Brown, Kathleen	<i>Student Council</i> CHS - .5 FTE	9/1/24 6/30/25	\$2,859.50
	<i>Student Activities</i> CHS - .5 FTE	9/1/24 6/30/25	\$2,432.50
Field, Stacey	<i>Bus Duty</i> MONT – 1.0 FTE	11/22/24 6/30/25	\$3,386
Lane-Mega, Lateya	<i>Bus Duty</i> MONT – 1.0 FTE	11/22/24 6/30/25	\$3,386
Barr, Tanya	<i>Bus Duty</i> MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Grosholz, Marci	<i>Bus Duty</i> MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Grutta, Ashley	<i>Bus Duty</i> MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Intile, April	<i>Bus Duty</i> MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Kaplus, Deb	<i>Bus Duty</i> MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Martin, Shira	<i>Bus Duty</i> MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Martinez, Josue	<i>Bus Duty</i> MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Scates, Jennifer	<i>Bus Duty</i> MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75

4682 K. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Hamilton, Erik	T PE/H CHS - .2 FTE	10/1-10/31/24 (21 days)	\$68.43 (per day)	\$1,437.03
Pruden, Christopher	T PE/H CHS - .2 FTE	10/1-10/31/24 (21 days)	\$66.43 (per day)	\$1,395.03
Shannon, Robert	T PE/H CHS - .2 FTE	10/1-10/31/24 (21 days)	\$116.82 (per day)	\$2,453.22
Carter, Leigh	School Social Worker CHS – .2 FTE	10/1-11/1/24 (22 days)	\$90.43 (per day)	\$1,989.46
Cifuentes, Katherine	LDTC CHS – .2 FTE	10/1-11/1/24 (22 days)	\$101.76 (per day)	\$2,238.72
Palmieri, Samantha	LDTC CHS – .2 FTE	10/1-11/1/24 (22 days)	\$87.54 (per day)	\$1,925.88
Speth, Gregory	School Psychologist CHS – .2 FTE	10/1-11/1/24 (22 days)	\$125.37 (per day)	\$2,758.14
Velder, David	School Psychologist CHS – .2 FTE	10/1-11/1/24 (22 days)	\$125.37 (per day)	\$2,758.14
Thomas, Nicole	T Art CHS – 1.2 FTE	9/1/24 6/30/25	+\$16,117	\$96,702
Bachenheimer, Stacey	T SCI/B CHS – 1.04 FTE	9/9/24 6/30/25	+\$4,433	\$115,268
Biasucci, Amy	T SCI/B CHS – 1.08 FTE	9/9/24 6/30/25	+\$8,411	\$113,546
Battle, April	Guidance Counselor MM - .2 FTE	10/1-10/31 (21 days)	\$132.39 (per day)	\$2,780.19
Dominguez, Leana	Guidance Counselor MM - .2 FTE	10/1-10/31/24 (21 days)	\$78.87 (per day)	\$1,656.27
Simmons, Adam	T SPED MM – 1.2 FTE	11/4/24 6/30/25	+\$15,237	\$91,422
Hansen, Meredith	T SPED MM – 1.2 FTE	11/4/24 6/30/25	+\$14,717	\$88,302
Moran, Colleen	T SPED MM – 1.2 FTE	11/4/24 6/30/25	+\$13,597	\$81,582
Santos, Ryan	T SPED MM – 1.04 FTE	11/4/24 6/30/25	+\$13,397	\$80,382
Bethea, Sabrina	Clerical Aide TUS – 1.0 FTE	10/16/24 (6.5 hours)	\$7.81 (per hour)	\$50.77
Williams, Christine	Clerical Aide CLIN – 1.0 FTE	9/30-10/17/24 (19.5 hours)	\$8.49 (per hour)	\$165.56
Horn, Raquel	Principal MAR – 1.0 FTE	4/1-4/30/24 (4)	\$85.00 (per observation)	\$340.00

4682 L. APPROVE JOB DESCRIPTION

Revised: Board Certified Behavior Analyst

SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD

525 Academy Street, Maplewood, NJ 07040

JOB DESCRIPTION

POSITION TITLE

Board Certified Behavior Analyst

MINIMUM QUALIFICATIONS

- NJ Teacher of the Handicapped Certification with 3 years teaching experience; or
- NJ School BCBA Certification with 3 years' experience
- Board Certified Behavior Analyst (BCBA) Certification with experience a plus

REPORTS TO

Assistant Superintendent of Special Services

JOB GOAL(S)

To coordinate behavioral interventions, assist in the development, evaluation and implementation of behavior plans, and familiarize teachers with behavior management techniques.

PRIMARY RESPONSIBILITIES

- 1.** Conduct observations, design data collection instruments, summarize and analyze behavioral data, write functional behavioral assessments (FBA) and develop and maintain behavior intervention plans (BIP).
- 2.** Work to plan activities include social/emotional and behavioral initiatives, classroom, group, and individual interventions, family engagement, psycho-education, and wellness activities.
- 3.** Conference with staff and/or parents and serves as a resource concerning individual children's behavior plans.
- 4.** Facilitates weekly department meetings with counselors and social workers in conjunction with building administrators and leads (where applicable)
- 5.** Provide ongoing training to staff concerning appropriate use of crisis prevention, behavior management and intervention techniques.
- 6.** When necessary, and in concert with the administration and the classroom teacher, conference with parents concerning specific crisis situations involving their child.
- 7.** Collaborate with supervisors, building administrators, and other departments to support the school climate and mental health of students.

Job Description

Title: Board Certified Behavior Analyst

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8. Other assigned tasks as determined by the administration.

TERMS OF EMPLOYMENT: 10 Months
Salary as per SOMEA Agreement

It is not the intent of this description to cover every one of the duties and responsibilities of this position. It lists most of the significant areas and is intended to convey a general understanding of the assignment. However, evaluation of performance will be based on the duties and responsibilities listed in the job description.

Date Developed: May 12, 2006

Initial Approval: May 15, 2006

Revised: November 21, 2024