


DISTRICT OF ROXBURY TOWNSHIP
BOARD OF EDUCATION
SEPTEMBER 5, 2023

BOARD SPECIAL MEETING AGENDA
LINCOLN ROOSEVELT SCHOOL
34 NORTH HILLSIDE AVENUE, SUCCASUNNA, NEW JERSEY 07876

CALL TO ORDER: 7:00 P.M.

PUBLIC SESSION: 7:00 P.M.

<p style="text-align: center;">SPEAKER REQUEST AT BOARD OF EDUCATION MEETINGS</p> <p><i>Anyone wishing to speak about agenda or non-agenda items at a meeting of the Roxbury Township Board of Education must follow these procedures. Located on the front table will be forms entitled, Speaker Request Form. Please fill one out indicating your name and address and the agenda item or topic you wish to discuss. After completing the form, return it to the Assistant Business Administrator. Thank you for your cooperation.</i></p>	<p style="text-align: center;">ACCESS AGENDA & EXHIBITS ONLINE:</p> 
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I. MEETING CALLED TO ORDER

The Roxbury Township Board of Education is meeting in a Special Board Meeting Session for discussion of personnel matters and to ratify the contract agreement between the Roxbury Township Board of Education and Roxbury Education Association, Inc. before the Board tonight. Formal Action will be taken.

The New Jersey Open Public Meetings Law was enacted to ensure the public's right to have advance notice of and to attend meetings of public bodies at which business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act, the Board has caused written notice of this meeting and copies of its agenda to be transmitted to:

- | | |
|---|------------------------|
| Roxbury Register - Newspaper | Municipal Clerk |
| Daily Record - Newspaper | Roxbury Public Library |
| Star-Ledger - Newspaper | |
| Roxbury Website – https://www.roxbury.org/domain/83 | |

The notice of tonight's meeting has been posted in the Board's Business office.

- II. ROLL CALL
- III. PLEDGE OF ALLEGIANCE
- IV. BOARD PRESIDENT'S COMMENTS
- V. PUBLIC COMMENTS – (There is a three-minute time limit, per Board Policy)
- VI. ACTION ITEMS

A. Negotiations (Resolution 1)

APPROVAL OF CONTRACT AGREEMENT BETWEEN THE ROXBURY TOWNSHIP BOARD OF EDUCATION AND THE ROXBURY EDUCATION ASSOCIATION, INC.

- *1. RESOLVED, that the Roxbury Township Board of Education ratifies the Contract Agreement between it and the Roxbury Education Association, Inc. covering the period from July 1, 2023, through June 30, 2026. The Contract Agreement has recently been ratified by the Roxbury Education Association, and

BE IT FURTHER RESOLVED, that the Board President is authorized and directed to execute the final Collective Bargaining Agreement in a form satisfactory to the Board Attorney.

B. Personnel (Resolutions 1-5)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

SALARY ADJUSTMENTS - REA STAFF MEMBERS

1. RESOLVED, that the Roxbury Township Board of Education hereby authorizes and directs the Board President to execute the salaries as presented in the Collective Bargaining Agreement between it and the Roxbury Education Association, Inc. for the 2023/2024 school year as indicated in the attached Exhibits:

	<i>Exhibit Title</i>	<i>Exhibit Number</i>
1	Teachers & Educational Services Personnel	HR 1.1
2	Additional Teaching Assignments	HR 1.2
3	Paraprofessionals (Title I, Special Education)	HR 1.3
4	REA Secretaries	HR 1.4
* 5	REA Maintenance, Grounds, Mechanics	HR 1.5

STIPEND ADJUSTMENTS - EXTRACURRICULAR

2. RESOLVED, that the Roxbury Township Board of Education hereby authorizes and directs the Board President to execute the stipends as presented in the Collective Bargaining Agreement between it and the Roxbury Education Association, Inc. for the 2023/2024 school year as indicated in the attached Exhibits. At this time, employment and payment are contingent upon the status of school closures and the ability to fulfill the responsibilities associated with the position indicated.

	<i>Exhibit Title</i>	<i>Exhibit Number</i>
1	23/24 Summer, Fall, & Year-long Coaches	HR 2.1
2	23/24 Club Advisors	HR 2.2
3	23/24 Fall Drama Advisors	HR 2.3

SALARY ADJUSTMENTS - CERTIFICATED STAFF

3. RESOLVED, that the Roxbury Township Board of Education approve the following teaching assignments for the staff indicated below for the 2023/2024 school year, with the understanding that these assignments are subject to change based on scheduling adjustments:

	Name	Loc of Prog/ Class	Program/ Class	Extra Blocks assigned:	Effective	Salary Guide / Step	Addl. Salary not to exceed	Discussion
1	Del Rosario, Monica	LRS, EMS	ESL	Additional 40 min daily of ELL instruction @ EMS & LRS	8/30/23 - 6/13/24	23/24 BA+15 Step 4-6	\$11,853	Student needs.

APPOINTMENTS

4. RESOLVED, that the Roxbury Township Board of Education approve the following:

	Name	Loc	Position	Salary Guide / Step	Salary	Start Date	End Date	Discussion
1	O'Shea, Nichole	NES	Gr. 4 Teacher	23/24 BA Step 1-2	\$56,425	9/6/23 ^	6/30/24	Tenure-track replacement in position TCH.NIX.GR4.NA.01.

^ Employment start date is pending completion of documentation in accordance with the law or district policy.
 ^^ Employment start date is pending release from current employer.

APPOINTMENTS - TRANSITIONAL SUBSTITUTE STAFF

5. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions for the 2023/2024 school year on an as needed basis:

	Name	Loc.	Position	Salary	Start Date	End Date	Discussion
1	O'Shea, Nichole	NES	Transitional Substitute Teacher (Gr. 4)	\$230.00 per diem	9/6/23	10/4/23	Replacement in position TCH.NIX.GR4.NA.01

^ Appointment is pending completion of documentation in accordance with the law or district policy.

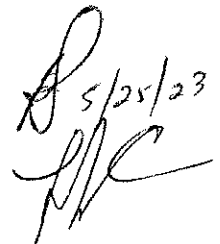
VII. BOARD MEMBER COMMENTS

VIII. ADJOURNMENT

Memorandum of Agreement
between
Roxbury Board of Education
&
Roxbury Education Association

The Roxbury Board of Education and the Roxbury Education Association agree to the following changes to the current collective bargaining agreement, subject to ratification by the parties.

1. 3-year term (July 1, 2023 – June 30, 2026). All dates in the contract shall be adjusted to reflect duration.
2. Increases to All Salary Guides, except Paraprofessionals' guide, (inclusive of increment):
 - a. Year 1: 2023-2024 3.30% of the 2022-2023 base
 - b. Year 2: 2024-2025 3.40% of the 2023-2024 base
 - c. Year 3: 2025-2026 3.40% of the 2024-2025 base
3. Paraprofessionals guide: Guide created and agreed upon by the parties for all three years of the contract, formal documents to be created and signed, and will be considered as part this memorandum of agreement once signed. See attached
 - a. The parties have agreed that nine veteran paraprofessionals will be credited for past years where they were frozen on the guide. Transition chart has been discussed to be formatted and signed, and will be considered as part of this memorandum of agreement once signed.
4. Increases to Appendix E: Extra-Curricular and Athletic Salary Guides:
 - a. Year 1: 2023-2024 1.50% of the 2022-2023 base + \$4,000 for guide improvement
 - b. Year 2: 2024-2025 1.50% of the 2023-2024 base + \$4,000 for guide improvement
 - c. Year 3: 2025-2026 1.50% of the 2024-2025 base + \$4,000 for guide improvement
5. All signed Tentative Agreements previously agreed upon during the course of these negotiations will be part of, and attached to, this memorandum of agreement. These tentative agreements are:
 - Scattergrams signed 1/31/23
 - TA #1 – signed 3/27/23 and updated on 5/25/23 for stipend amounts.
 - Article XLVII Vacations - signed 5/25/23
 - Article XV Proration of Paraprofessional sick leave – signed 5/25/23



Handwritten signature and date: 5/25/23

6. Appendix E Position Migration:

The following positions shall be moved from co-curricular activities to the coaching guide in Appendix E

Add to the RHS HEAD Coaches Table

- Marching Band Director
- Roxbotix Head Advisor

Add to RHS Assistant Coaches table

- Marching Band Assistant Director 1
- Marching Band Assistant Director 2
- Color Guard Advisor
- Marching Band Technician 1
- Marching Band Technician 2
- Marching Band Technician 3
- Percussion Advisor
- Roxbotix -Assistant Advisor

7. Tuition Improvement Policy:


- a. Article XVIII - G- The parties agree to add language to support the mutually agreed upon concept that allows the entire annual pool of tuition reimbursement money to be expended equally, after removing the \$3600 cap to do so, subject to the other terms of the paragraph.
- b. Article XVIII – F: add language”within the same fiscal year (July 1-June 30)

8. Snow Days: Article LIX: Add new language: “K. All employees reporting to work for snow removal work will be paid an additional \$50 stipend to complete snow removal duties, for each day that the schools are closed for school staff and students due to snow.”

9. All terms and conditions shall be retroactive to July 1, 2023.

10. All negotiations proposals not previously agreed to shall be deemed withdrawn by both parties. All other terms of the contract shall remain unchanged.

11. Salary, athletic, and extra-curricular guides to be developed and mutually agreed upon by the parties. Paraprofessional Guide is already created. See attached.



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12. Longevity: Article XXXVI- C

Delete the following language:

~~Any teacher presently employed with eleven (11) or more years of service as of September 1, 1984, shall be eligible for the following additional service increments: \$200 after 15, 20, 25, 30, 35, and 40 years,~~

~~Any teacher presently employed with ten (10) years or less of service as of September 1, 1984, and any teacher newly employed for the 1984/1985 school year and after, shall not be eligible for additional service increments.~~

~~A teacher that does not meet full certification requirements may be salaried \$200 less, or one step lower on the guide.~~

Add New Language:

C. Longevity

Effective July 1, 2023 employees will receive the following longevity amounts based upon completed years of service in the Roxbury School District. These shall be paid in equal installments with the regular paychecks.

	Professional Staff	Secretaries	Paraprofessionals
20-24 years	\$500	\$250	\$200
25+ year	\$750	\$500	\$400

Longevity: Article LIX - B

Delete the following language:

~~B. Longevity increments will be paid according to the following schedule~~

~~\$150.00 increment after the completion of 10 years of service~~

~~\$200.00 increment after the completion of 15 years of service~~

~~\$225.00 increment after the completion of 20+ years of service~~

~~Any employee hired on or after July 1, 1982 shall not be eligible for longevity benefits.~~

Add New Language:

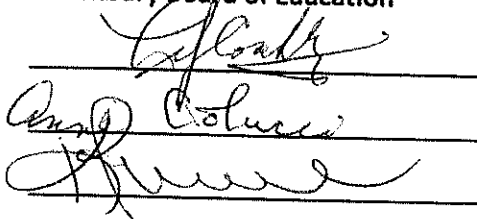
B. Effective July 1, 2023 employees will receive the following longevity amounts based upon completed years of service in the Roxbury School District. These shall be paid in equal installments with the regular paychecks.

20-24 years	\$375
25+ year	\$500

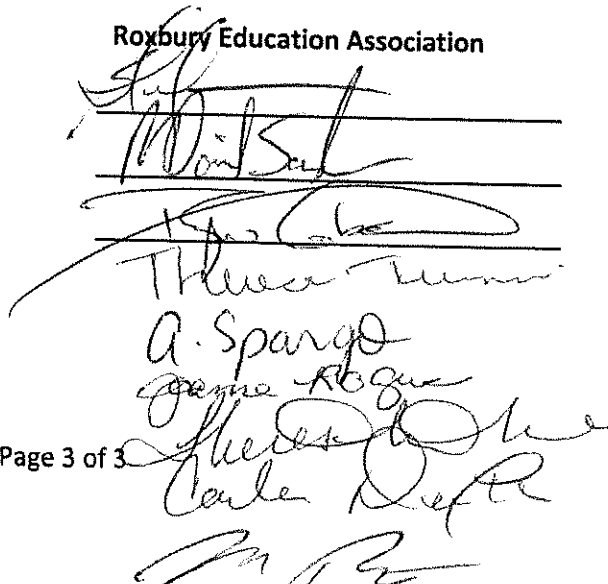
13. The parties agree to recommend ratification of this memorandum of agreement to their respective membership.

May 25, 2023

Roxbury Board of Education



Roxbury Education Association



TENTATIVE MEMORANDUM OF AGREEMENT NO. 1 (TMA #1)
FOR THE SUCCESSOR AGREEMENT TO THE 2020-2023 AGREEMENT
BETWEEN
ROXBURY BOARD OF EDUCATION
AND
ROXBURY EDUCATION ASSOCIATION

This tentative Memorandum of Agreement is made on this _____ day of _____,

2023 by and between the Roxbury Board of Education ("Board") and the Roxbury Education Association ("Association") negotiations committees.

The parties have engaged in negotiations in an effort to arrive at a successor agreement to the current Agreement between these same parties which expires on June 30, 2023. In such effort, the parties wish to reduce to written record the partial progress achieved in reaching tentative agreements on several matters while negotiations continue on other matters.

Now, Therefore, the parties stipulate agreement to the following changes to the current Agreement for incorporation into the successor agreement subject to ratification of all terms and conditions as contained in this and future tentative Memorandum of Agreements.

1. **Article XIII Transfers and Assignments**

A. Teachers

1. Voluntary Transfers and Assignments

b. A list of vacancies within the school system shall be posted ~~in each~~

~~building on the District website and via email to all employees~~ periodically on the basis of resignations or Board approval of hiring additional personnel. Such vacancies shall be posted expeditiously to afford staff a reasonable opportunity to apply for said vacancies. All teachers making application shall have the receipt and perusal of their application acknowledged by a ~~form letter or card from~~ the Superintendent *or his/her designee via email*. When vacancies

occur during the summer the President of the Association (or the President's designee) shall be notified *by email*. Consideration shall be given to qualified employees already employed by the Board.

c. Teachers who desire a change in grade level and/or subject assignment or who desire to transfer to another building may file a written statement *via email or other written communication* of such desire with the superintendent before February 1. Such statement shall include the grade level and/or subject to which the teacher desires to be assigned and the school or schools to which he desires to be transferred in order of preference. All teachers shall be notified in writing *or via email* by the Superintendent *or the Superintendent's designee* of the status of their request for transfer or reassignment prior to May 30th to the extent known.

2. Involuntary Transfers

c. Date of posting — Whenever a vacancy occurs, a notice shall be posted for five (5) *school* days and remain posted ~~in each school~~ *on the District website* until the position is filled. A copy of said notice shall be given to the Association at the time of posting *and sent via email to all employees*. Secretaries or paraprofessionals who desire to apply for such vacancies shall submit their applications in writing *or via email* to the superintendent within the time limit specified in the notice.

2. Article XIV - Promotions

A. Teachers

2. Vacancies in such promotional positions shall be posted ~~in each school building~~ *on the District website and sent via email to all employees* at least ~~ten (10)~~ *five (5)* schools days before the final date when applications must be submitted.

3. Teachers shall submit their application in writing *or via email* to the Superintendent within the time limit specified in the notice, and the Superintendent *or the Superintendent's designee* shall acknowledge ~~in writing~~ the receipt of all such applications *via email*.

Teachers shall submit their application via email or other writing to the Superintendent within the time limit specified in the notice and the Superintendent or the Superintendent's designee shall acknowledge the receipt of all such applications via email.

7. Article XXXVI-Miscellaneous Provisions

E. Nurse Coordinator Salary ~~\$1600~~ *change language to \$3000 as per 6/19/2020 sidebar*

~~H. DELETE: Family Education
\$551 per 5-week session~~

~~I. DELETE: BSI Before and After School Instruction
\$35 per hour + 1 hour prep paid per 3 days taught~~

8. Article XLVI - Holidays

~~DELETE: "3rd Monday in February"~~

9. Article LIX - Special Contracts

A. The Employer agrees to pay ~~\$350.00~~ <sup>~~Appendix X~~
400.00</sup> ~~\$384.38~~ per year to each employee who holds a Black Seal License. The Employer shall also pay for the employee's renewal of the license. ~~Beginning July 1, 2009, this shall increase to \$375.00~~

J. Any current employee holding the following licenses shall be paid the following stipends provided that the Board requires the employee to use the license.

	EFFECT	EFFECTIVE 2015
Commercial Driver's License	\$375	\$384.38
Boiler License	\$375	\$384.38
Electrician*	\$1300	\$1332.50
Journeyman Electrician**	\$800	\$820.00
REF/HVAC**	\$800	\$820.00
Asbestos	\$375	\$384.38
Plumbing*	\$800	\$820.00
Pesticide	\$375	\$384.38

EFFECTIVE
July 1, 2023

\$ 400.00
\$ 400.00

\$ 1400.00

~~\$ 700.00~~

\$ 850.00

\$ 400.00

\$ 1300.00

\$ 400.00

Handwritten signature and date
5/24/23

* Only one individual will be paid the stipend in these categories.

** Only two individuals will be paid the stipend in these categories.

To receive the stipend the individual must maintain current licenses and provide proof annually to the Board.

SPECIAL NOTE: A Second Journeyman Electrician Stipend is currently TBD.

ROXBURY BOARD OF EDUCATION

ROXBURY EDUCATION ASSOCIATION

By: *Leo Coakley*

Brendan Donegan

Print Name: LEO COAKLEY

Print Name: BRENDAN DONEGAN

Date: 3/27/23

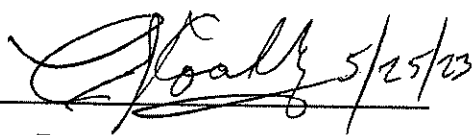
Date: 3/27/23

**Tentative Agreement
between the
Roxbury Board of Education
and the
Roxbury Education Association**

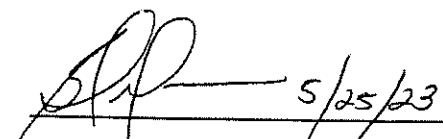
**ARTICLE XLVII
VACATIONS**

A. The Employer agrees to grant to all twelve (12) month employees in the bargaining unit paid vacations in accordance with the following schedule:

1. ~~If employed on or after May 1, no vacation can be earned through the end of the school year. If employed before May 1, one (1) vacation day will be granted for each ten (10) weeks of service during the school year.~~ *If initial employment commences after July 1, during the first school year of employment vacation shall be granted at the rate of .83 vacation days per each full month of service during the school year.* The school year shall be defined as beginning on July 1 and ending on June 30.
2. For the purpose of calculating vacation time, July 1 shall be considered the anniversary date of all employees. The number of years accumulated shall be determined by the employee's date of hire. For example, an employee hired between July 1 and December 31, 1991, shall have a five (5) year anniversary date of July 1, 1996. An employee hired between January 1, 1992 and June 30, 1992, shall have a five (5) year anniversary date of July 1, 1997.
3. Two (2) weeks of vacation up to five (5) years of service within the system, three (3) weeks of vacation after five (5) years of service within the system. Thereafter one (1) additional day of vacation will be added for each additional year of service up to fifteen (15) years of service at which time the employee shall be eligible for five (5) weeks of ~~vacation~~. Effective July 1, 2007, vacation days shall not be rolled over from one year into the ~~next~~. Vacation days which are not utilized will be forfeited.
4. Vacations may not be taken the week before school closes or the two weeks before it opens.



Roxbury Board of Education



Roxbury Education Association

ARTICLE XV
LEAVE POLICY AND LEAVE POLICY BENEFITS

A. Sick Leave

All unit employees employed on a ten (10) month basis shall be entitled to ten (10) days sick leave per year with pay. After fifteen (15) years of service, all employees employed on a ten (10) month basis will receive thirteen (13) sick days per year. Employees employed for more than ten (10) months shall be compensated one (1) day for each additional month. Unused sick leave days shall be accumulated from year to year with no maximum limit.

I. For new Paraprofessionals hired as July 1, 2023, and contracted for less than five (5) work days in the regular five (5) day work week:

- The "(10) days" and "(13) sick days" entitlement on a 10-month basis listed in the above paragraph will be adjusted to the entitlement amount shown in the charts below, and all other provisions of the above paragraph will remain unchanged. A "work day" for the purposes of this adjustment is defined as working any number of hours in a given day.
- Should the employee's contracted schedule be changed during the course of the work year, the schedule that is comprised of the greater amount of work days in the regular five (5) day work week will be utilized to determine the entitlement for the total number of sick days for the entire work year.
- Employment contracts issued to the employees will detail the number of work days per regular five (5) day work week, and will be made available to the Association upon request.

Sick Days 0-15 Years of Service:

Regularly Scheduled Five (5) Day Work Week - 10-Month Basis

5 work days:	no adjustment
4 work days:	9 sick days
3 work days:	7 sick days
2 work days:	5 sick days
1 work day:	3 sick days

Sick Days - After 15 Years of Service:

Regularly Scheduled Five (5) Day Work Week - 10-Month Basis

5 work days:	no adjustment
4 work days:	11 sick days
3 work days:	9 sick days
2 work days:	6 sick days
1 work day:	4 sick days

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ME 5/24/23
AF 5/25/23

Roxbury Township Schools

Scattergrams Summary

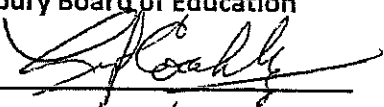
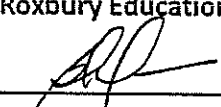
Base Year 2022-2023

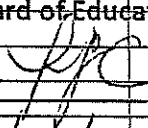
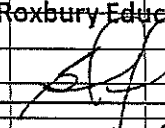
As of October 15, 2022

This summary and attached detailed scattergrams shall serve as the agreed upon base costs, for the categories listed, for collective bargaining between the RTBOE and the REA.

Category	# of Employees	Base Salary	1%
Certificated Staff	379	29,442,266	294,423
Paraprofessionals	93	2,055,533	20,555
Secretaries	27	1,496,163	14,962
Maintenance	8	559,764	5,598
Groundskeeper	4	272,124	2,721
Mechanic	3	194,592	1,946
Totals	514	34,020,442	340,204

Category		Base Salary/Stipends	1%
Athletics		654,967	6,550
Extracurricular		271,210	2,712
Totals		926,177	9,262

Roxbury Board of Education  Date: <u>1/31/23</u>	Roxbury Education Association  Date: <u>1/31/23</u>
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BASE YEAR		2022-2023			Certificated Staff - Scattergram				Roxbury	
Salary Guide										
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD			
1	55,440	58,440	59,940	60,840	62,465	64,190	66,640			
2	55,940	58,940	60,440	61,340	62,965	64,690	67,140			
3-5	56,440	59,440	60,940	61,840	63,465	65,190	67,640			
6-7	57,425	60,425	61,925	62,825	64,450	66,175	68,625			
8	58,725	61,725	63,225	64,125	65,750	67,475	69,925			
9	60,655	63,655	65,155	66,055	67,680	69,405	71,855			
10	62,855	65,962	67,516	68,448	70,155	71,605	74,055			
11-13	65,330	68,566	70,185	71,155	72,630	74,080	76,530			
14-15	68,305	71,684	73,374	74,387	75,739	77,410	79,505			
16-17	71,405	74,941	76,708	77,769	79,183	81,105	82,605			
18	74,630	78,336	79,494	81,301	82,783	84,330	86,494			
19	77,980	81,861	82,739	84,966	86,518	88,380	89,795			
20	81,455	85,516	87,547	88,765	90,390	92,015	94,451			
21	85,055	89,302	92,055	92,805	94,605	96,455	98,660			
22	88,780	93,217	95,780	96,766	98,541	100,316	102,978			
23	91,045	95,482	98,045	99,031	100,806	102,581	105,243			
Staff: FTE										
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD	Total	Percent	
1	6.00	-	-	1.00	-	-	-	7.00	1.84%	
2	6.00	-	-	1.00	1.00	-	-	8.00	2.11%	
3-5	18.00	3.00	-	11.00	-	1.00	-	33.00	8.70%	
6-7	9.70	-	2.00	17.00	1.00	2.00	1.00	32.70	8.62%	
8	2.73	2.00	-	10.00	2.00	2.10	-	18.83	4.96%	
9	5.00	1.00	-	6.00	3.00	6.00	-	21.00	5.53%	
10	3.00	3.00	2.00	2.10	3.00	3.00	1.00	17.10	4.51%	
11-13	7.00	5.00	1.00	14.73	1.00	10.10	1.10	39.93	10.52%	
14-15	7.00	-	6.00	7.73	2.00	1.00	-	23.73	6.25%	
16-17	3.00	2.00	1.00	6.00	4.00	14.10	-	30.10	7.93%	
18	2.00	1.00	1.00	3.00	2.10	7.00	-	16.10	4.24%	
19	4.00	4.00	1.00	4.00	3.00	4.00	1.00	21.00	5.53%	
20	-	1.00	2.00	1.10	3.00	5.00	-	12.10	3.19%	
21	-	1.00	0.73	4.00	2.00	8.00	-	15.73	4.15%	
22	-	1.00	-	-	-	7.00	-	8.00	2.11%	
23	6.00	3.00	8.73	14.10	7.10	33.10	3.10	75.13	19.80%	
Totals	79.43	27.00	25.46	102.76	34.20	103.40	7.20	379.45	100.00%	
Percent	20.93%	7.12%	6.71%	27.08%	9.01%	27.25%	1.90%	→	100.00%	
Roxbury Board of Education				Roxbury Education Association						
										
Date: <u>1/30/23</u>				Date: <u>1/31/23</u>						

Guide Cost		2022-2023			Certificated Staff				
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD	Total	
1	332,640	0	0	60,840	0	0	0	393,480	
2	335,640	0	0	61,340	62,965	0	0	459,945	
3-5	1,015,920	178,320	0	680,240	0	65,190	0	1,939,670	
6-7	557,023	0	123,850	1,068,025	64,450	132,350	68,625	2,014,323	
8	160,319	123,450	0	641,250	131,500	141,698	0	1,198,217	
9	303,275	63,655	0	396,330	203,040	416,430	0	1,382,730	
10	188,565	197,886	135,032	143,741	210,465	214,815	74,055	1,164,559	
11-13	457,310	342,830	70,185	1,048,113	72,630	748,208	84,183	2,823,459	
14-15	478,135	0	440,244	575,012	151,478	77,410	0	1,722,279	
16-17	214,215	149,882	76,708	466,614	316,732	1,143,581	0	2,367,732	
18	149,260	78,336	79,494	243,903	173,844	590,310	0	1,315,147	
19	311,920	327,444	82,739	339,864	259,554	353,520	89,795	1,764,836	
20	0	85,516	175,094	97,642	271,170	460,075	0	1,089,497	
21	0	89,302	67,200	371,220	189,210	771,640	0	1,488,572	
22	0	93,217	0	0	0	702,212	0	795,429	
23	546,270	286,446	855,933	1,396,337	715,723	3,395,431	326,253	7,522,393	
Totals	5,050,492	2,016,284	2,106,479	7,590,470	2,822,761	9,212,869	642,911	29,442,266	
						Total		29,442,266.11	
						1%		294,422.66	
Increment Pattern									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD		
1	500	500	500	500	500	500	500		
2	500	500	500	500	500	500	500		
3-5	985	985	985	985	985	985	985		
6-7	1,300	1,300	1,300	1,300	1,300	1,300	1,300		
8	1,930	1,930	1,930	1,930	1,930	1,930	1,930		
9	2,200	2,307	2,361	2,393	2,475	2,200	2,200		
10	2,475	2,604	2,669	2,707	2,475	2,475	2,475		
11-13	2,975	3,118	3,189	3,232	3,109	3,330	2,975		
14-15	3,100	3,257	3,334	3,382	3,444	3,695	3,100		
16-17	3,225	3,395	2,786	3,532	3,600	3,225	3,889		
18	3,350	3,525	3,245	3,665	3,735	4,050	3,301		
19	3,475	3,655	4,808	3,799	3,872	3,635	4,656		
20	3,600	3,786	4,508	4,040	4,215	4,440	4,209		
21	3,725	3,915	3,725	3,961	3,936	3,861	4,318		
22	2,265	2,265	2,265	2,265	2,265	2,265	2,265		
23	0	0	0	0	0	0	0		
Increment Cost On This Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD		
1	3,000	0	0	500	0	0	0		
2	3,000	0	0	500	500	0	0		
3-5	17,730	2,955	0	10,835	0	985	0		
6-7	12,610	0	2,600	22,100	1,300	2,600	1,300		
8	5,269	3,860	0	19,300	3,860	4,053	0		
9	11,000	2,307	0	14,358	7,425	13,200	0		
10	7,425	7,812	5,338	5,685	7,425	7,425	2,475		
11-13	20,825	15,590	3,189	47,607	3,109	33,633	3,273		
14-15	21,700	0	20,004	26,143	6,888	3,695	0		
16-17	9,675	6,790	2,786	21,192	14,400	45,473	0		
18	6,700	3,525	3,245	10,995	7,844	28,350	0		
19	13,900	14,620	4,808	15,196	11,616	14,540	4,656		
20	0	3,786	9,016	4,444	12,645	22,200	0		
21	0	3,915	2,719	15,844	7,872	30,888	0		
22	0	2,265	0	0	0	15,855	0		

Roxbury Education Association

Education

Date: 1/31/23

1/31/23

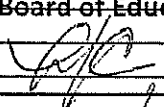
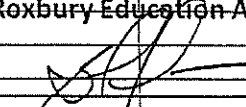
Base Year		Secretarial - Scattergram							
Guide	Roxbury								
Step	II	III	IV	V					
1	48,175	49,600	51,025	53,875					
2	49,175	50,600	52,025	54,875					
3	50,375	51,800	53,225	56,075					
4	52,165	53,590	55,015	57,865					
5	54,140	55,565	56,990	59,840					
6	54,390	55,815	57,240	60,090					
Staff: FTE									
Step	II	III	IV	V	Total	Percent			
1	-	-	-	-	-	0.00%			
2	0.44450	-	-	1.00000	1.44	5.39%			
3	-	1.83330	1.00000	-	2.83	10.58%			
4	0.44450	1.66660	1.00000	-	3.11	11.62%			
5	-	-	-	-	-	0.00%			
6	0.88900	6.49990	10.00000	2.00000	19.39	72.41%			
Totals	1.78	10.00	12.00	3.00	26.78	100.00%			
Guide Cost									
Step	II	III	IV	V					
1	-	-	-	-					
2	21,858.29	-	-	54,875.00					
3	-	94,964.94	53,225.00	-					
4	23,187.34	89,313.09	55,015.00	-					
5	-	-	-	-					
6	48,352.71	362,791.92	572,400.00	120,180.00					
Totals	93,398.34	547,069.95	680,640.00	175,055.00					
			Total	1,496,163.29					
			1%	14,961.63					
Increment Pattern									
Step	II	III	IV	V					
1	1,000	1,000	1,000	1,000					
2	1,200	1,200	1,200	1,200					
3	1,790	1,790	1,790	1,790					
4	1,975	1,975	1,975	1,975					
5	250	250	250	250					
6	0	0	0	0					
Increment Cost on Guide									
Step	II	III	IV	V					
1	0	0	0	0					
2	533	0	0	1,200					
3	0	3,282	1,790	0					
4	878	3,292	1,975	0					
5	0	0	0	0					
6	0	0	0	0					
			Total	12,949.43					
			% of Base	0.87%					

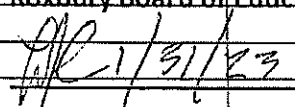
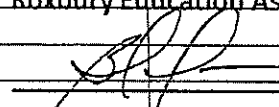
Roxbury Education Association

Date: 1/31/23

Roxbury Board of Education

Date: 1/31/23

Base Year 2022-2023		Paraprofessionals - Scattergram	
	Salary Guide	Roxbury	
Step	Hourly Salary	# of Paras	
0	17.81	0	
1	18.06	0	
2-4	18.31	4	
5-6	18.56	4	
7	19.13	3	
8	19.70	5	
9	20.28	15	
10	20.88	15	
11	21.48	14	
12	22.13	8	
13	22.80	25	
		93	
	Guide Cost		
Step	Avg Hrs Per Day Spread Across 187 Days	Total Days Per Year (184 + 3 Paid Holidays)	Cost
0	0.00	187	0.00
1	0.00	187	0.00
2-4	19.80	187	67,794.61
5-6	23.60	187	81,908.99
7	17.70	187	63,318.39
8	27.30	187	100,570.47
9	85.80	187	325,384.49
10	80.30	187	313,536.17
11	75.05	187	301,457.84
12	44.20	187	182,913.30
13	145.10	187	618,648.36
	518.85	Total	2,055,532.61
		1%	20,555.33
Step	Hourly Increment	Cost of Increment	
0	0.25	-	
1	0.25	-	
2-4	0.25	925.65	
5-6	0.57	2,515.52	
7	0.57	1,886.64	
8	0.58	2,960.96	
9	0.60	9,626.76	
10	0.60	9,009.66	
11	0.65	9,122.33	
12	0.67	5,537.82	
13	0.00	-	
	Total	41,585.34	
	% of Base	2.02%	
Roxbury Board of Education		Roxbury Education Association	
			
Date: <u>1/31/23</u>		Date: <u>1/31/23</u>	

Scattergrams Roxbury					
Groundskeepers					
Base Year 2022-2023					
All Are Individual Salaries - No Salary Guides					
				FTE	
MOSKOWITZ	STEVEN	63,185.00		1.00	
PINTO	JOSEPH	75,257.00		1.00	
PINTO	NICHOLAS	75,257.00		1.00	
RENZETTI	MICHAEL	58,425.00		1.00	
4	Total	\$ 272,124.00			
	1%	\$ 2,721.24			
	Increment	0.00			
Maintenance					
Base Year 2019-2020					
All Are Individual Salaries - No Salary Guides				FTE	
BANES	CHRISTOPHER	62,829.00		1.00	
DALY	JOSHUA	64,799.00			
GOTTSLEBEN	JEFFREY	77,981.00		1.00	
IZZO	STEPHEN	70,357.00		1.00	
POISSEROUX	WILLIAM	84,754.00		1.00	
SMITH	WILLIAM	72,117.00		1.00	
STOIA	JASON	68,502.00		1.00	
WECHT	TYLER	58,425.00		1.00	
8	Total	\$ 559,764.00			
	1%	5,597.64			
	Increment	0.00			
Mechanics					
Base Year 2019-2020					
All Are Individual Salaries - No Salary Guides				FTE	
MOORE	DAVID	59,784.00		1.00	
NIEVES	DANIEL	67,308.00		1.00	
POISSANT	ALAN	67,500.00		1.00	
3	Total	\$ 194,592.00			
	1%	1,945.92			
	Increment	0.00			
Roxbury Board of Education		Roxbury Education Association			
					
Date: _____		Date: <u>1/31/23</u>			

Base Year 2022-2023 Athletics				
Scattergram				
School	Assignment	Position	Season	2022-2023
EMS	All Sports	Athletic Coordinator	Fall, Winter, Spring	\$6,337
RHS	All Sports	Athletic Trainer	Fall	\$7,669
RHS	All Sports	Athletic Trainer	Winter	\$7,669
RHS	All Sports	Athletic Trainer	Spring	\$7,669
RHS	All Sports	Equipment Manager	Fall	\$6,016
RHS	All Sports	Assistant Equipment Ma	Fall	\$4,363
RHS	All Sports	Equipment Manager	Winter	\$6,016
RHS	All Sports	Assistant Equipment Ma	Winter	\$4,363
RHS	All Sports	Equipment Manager	Spring	\$6,016
RHS	All Sports	Assistant Equipment Ma	Spring	\$4,363
RHS	Weight Room	Head Coach	Summer	\$6,016
RHS	Weight Room	Assistant Coach	Summer	\$4,363
RHS	Weight Room	Head Coach	Fall	\$6,016
RHS	Weight Room	Assistant Coach	Fall	\$4,363
RHS	Weight Room	Head Coach	Winter	\$6,016
RHS	Weight Room	Assistant Coach	Winter	\$4,363
RHS	Weight Room	Head Coach	Spring	\$6,016
RHS	Weight Room	Assistant Coach	Spring	\$4,363
RHS & EMS	All Sports	Assistant Athletic Trainer	Winter	\$5,255
RHS & EMS	All Sports	Assistant Athletic Trainer	Spring	\$5,255
EMS	Basketball - Boys	Head Coach	Winter	\$5,503
EMS	Basketball - Boys	Assistant Coach	Winter	\$4,680
EMS	Basketball - Girls	Head Coach	Winter	\$5,503
EMS	Basketball - Girls	Assistant Coach	Winter	\$4,680
EMS	Cheerleading	Head Coach	Fall	\$4,110
EMS	Cheerleading	Head Coach	Spring	\$4,110
EMS	Cross Country - B	Head Coach	Fall	\$5,503
EMS	Cross Country - B	Assistant Coach	Fall	\$4,680
EMS	Cross Country - C	Head Coach	Fall	\$5,503
EMS	Cross Country - C	Assistant Coach	Fall	\$4,680
EMS	Field Hockey	Head Coach	Fall	\$5,503
EMS	Field Hockey	Assistant Coach	Fall	\$4,680
EMS	Outdoor Track - B	Head Coach	Spring	\$5,503
EMS	Outdoor Track - B	Assistant Coach	Spring	\$4,680
EMS	Outdoor Track - C	Head Coach	Spring	\$5,503
EMS	Outdoor Track - C	Assistant Coach	Spring	\$4,680
EMS	Wrestling	Head Coach	Winter	\$5,503
EMS	Wrestling	Assistant Coach	Winter	\$4,680

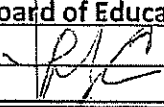
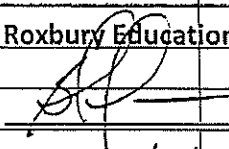
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RHS	Baseball	Head Coach	Spring	\$7,985
RHS	Baseball	Assistant Coach	Spring	\$5,573
RHS	Baseball	Assistant Coach	Spring	\$5,573
RHS	Basketball - Boys	Head Coach	Winter	\$8,961
RHS	Basketball - Boys	Assistant Coach	Winter	\$6,092
RHS	Basketball - Boys	Assistant Coach	Winter	\$6,092
RHS	Basketball - Girls	Head Coach	Winter	\$8,961
RHS	Basketball - Girls	Assistant Coach	Winter	\$6,092
RHS	Basketball - Girls	Assistant Coach	Winter	\$6,092
RHS	Cheerleading	Head Coach	Fall	\$4,756
RHS	Cheerleading	Assistant Coach	Fall	\$4,266
RHS	Cheerleading	Assistant Coach	Fall	\$4,266
RHS	Cheerleading	Head Coach	Winter	\$4,756
RHS	Cheerleading	Assistant Coach	Winter	\$4,266
RHS	Cheerleading	Assistant Coach	Winter	\$4,266
RHS	Cross Country - B	Head Coach	Fall	\$8,939
RHS	Cross Country - B	Assistant Coach	Fall	\$6,501
RHS	Field Hockey	Head Coach	Fall	\$7,985
RHS	Field Hockey	Assistant Coach	Fall	\$5,573
RHS	Field Hockey	Assistant Coach	Fall	\$5,573
RHS	Football	Head Coach	Fall	\$10,429
RHS	Football	Assistant Coach	Fall	\$6,945
RHS	Football	Assistant Coach	Fall	\$6,945
RHS	Football	Assistant Coach	Fall	\$6,945
RHS	Football	Assistant Coach	Fall	\$6,945
RHS	Football	Assistant Coach	Fall	\$6,945
RHS	Football	Assistant Coach	Fall	\$6,945
RHS	Football	Assistant Coach	Fall	\$6,945
RHS	Football	Assistant Coach	Fall	\$6,945
RHS	Golf	Head Coach	Spring	\$7,720
RHS	Golf	Assistant Coach	Spring	\$5,282
RHS	Gymnastics	Head Coach	Fall	\$7,720
RHS	Gymnastics	Assistant Coach	Fall	\$5,282
RHS	Ice Hockey	Head Coach	Winter	\$8,961
RHS	Ice Hockey	Assistant Coach	Winter	\$6,092
RHS	Indoor Track	Head Coach	Winter	\$9,098
RHS	Indoor Track - B	Assistant Coach	Winter	\$5,282
RHS	Indoor Track - G	Assistant Coach	Winter	\$5,282
RHS	Lacrosse - Boys'	Head Coach	Spring	\$7,985
RHS	Lacrosse - Boys'	Assistant Coach	Spring	\$5,573
RHS	Lacrosse - Boys'	Assistant Coach	Spring	\$5,573
RHS	Lacrosse - Girls'	Head Coach	Spring	\$7,985
RHS	Lacrosse - Girls'	Assistant Coach	Spring	\$5,573
RHS	Lacrosse - Girls'	Assistant Coach	Spring	\$5,573

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RHS	Outdoor Track	Head Coach	Spring	\$9,098
RHS	Outdoor Track - E	Assistant Coach	Spring	\$5,282
RHS	Outdoor Track - B	Assistant Coach	Spring	\$5,282
RHS	Outdoor Track - C	Assistant Coach	Spring	\$5,282
RHS	Outdoor Track - D	Assistant Coach	Spring	\$5,282
RHS	Soccer - Boys'	Head Coach	Fall	\$7,985
RHS	Soccer - Boys'	Assistant Coach	Fall	\$5,573
RHS	Soccer - Boys'	Assistant Coach	Fall	\$5,573
RHS	Soccer - Girls'	Head Coach	Fall	\$7,985
RHS	Soccer - Girls'	Assistant Coach	Fall	\$5,573
RHS	Soccer - Girls'	Assistant Coach	Fall	\$5,573
RHS	Softball	Head Coach	Spring	\$7,985
RHS	Softball	Assistant Coach	Spring	\$5,573
RHS	Softball	Assistant Coach	Spring	\$5,573
RHS	Swimming	Head Coach	Winter	\$7,720
RHS	Swimming	Assistant Coach	Winter	\$5,282
RHS	Swimming	Assistant Coach	Winter	\$5,282
RHS	Tennis - Boys'	Head Coach	Spring	\$7,720
RHS	Tennis - Boys'	Assistant Coach	Spring	\$5,282
RHS	Tennis - Girls'	Head Coach	Fall	\$7,720
RHS	Tennis - Girls'	Assistant Coach	Fall	\$5,282
RHS	Volleyball - Girls'	Head Coach	Fall	\$7,985
RHS	Volleyball - Girls'	Assistant Coach	Fall	\$5,573
RHS	Volleyball - Girls'	Assistant Coach	Fall	\$5,573
RHS	Wrestling	Head Coach	Winter	\$8,961
RHS	Wrestling	Assistant Coach	Winter	\$6,092
RHS	Wrestling	Assistant Coach	Winter	\$6,092
				\$654,967
	All Athletics Total			\$654,967.00
			1%	\$6,549.67
Roxbury Board of Education		Roxbury Education Association		
				
Date: <u>1/31/23</u>		Date: <u>1/31/23</u>		

Base Year 2022-2023 ALL SCHOOLS EXTRACURRICULAR

Scattergram			
Club/Activity	Position	Amount	School
Early Act	Advisor	\$800	FES
Early Act	Advisor	\$800	JES
Early Act	Advisor	\$800	KES
Early Act	Co-Advisor	\$625	NES
Rox Buddies	Advisor	\$1,925	NES & RHS
Art	Advisor	\$1,670	LRS
Computers	Advisor	\$1,670	LRS
Forensics	Advisor	\$1,670	LRS
K-Kids	Advisor	\$1,670	LRS
Student Council	Advisor	\$1,670	LRS
Academic Team	Advisor	\$2,260	EMS
Advisory	Advisor	\$2,295	EMS
Art Club	Advisor	\$2,260	EMS
Builder's Club	Advisor	\$2,300	EMS
Chess & Strategic Gaming Club	Advisor	\$2,300	EMS
Intramurals	Advisor	\$3,500	EMS
Math League	Advisor	\$2,260	EMS
News / Literacy Magazine	Advisor	\$2,565	EMS
Robotics & STEAM	Advisor	\$2,900	EMS
Spanish Club	Advisor	\$2,192	EMS
Student Council	Advisor	\$2,275	EMS
Technology Club	Advisor	\$1,889	EMS
Yearbook	Advisor	\$2,475	EMS
Choral (Encores)	Advisor	\$3,500	EMS
Choral (Harmonies)	Advisor	\$3,500	EMS
Honors Band	Advisor	\$2,192	EMS
Jazz Band Ensemble	Advisor	\$3,500	EMS
Choreography	Director	\$2,125	EMS
Costume	Designer	\$1,300	EMS
Drama Club	Advisor	\$3,500	EMS
Painting / Visual	Director	\$1,147	EMS
Set Design	Director	\$1,249	EMS
Tech Crew	Director	\$2,275	EMS
Academic Decathlon	Advisor	\$3,375	RHS
Best Buddies	Advisor	\$1,800	RHS
Class Advisor - Freshman	Advisor	\$1,799	RHS
Class Advisor - Sophomore	Advisor	\$1,899	RHS
Class Advisor - Junior	Advisor	\$2,099	RHS
Class Advisor - Junior	Assistant Advisor	\$1,050	RHS
Class Advisor - Senior	Advisor	\$2,250	RHS

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Class Advisor - Senior	Assistant Advisor	\$1,125	RHS
Debate	Advisor	\$3,000	RHS
DECA	Advisor	\$2,400	RHS
Environmental Club	Advisor	\$2,350	RHS
Equal Rights Advocacy Club	Advisor	\$2,304	RHS
FBLA	Advisor	\$2,350	RHS
Film Club	Advisor	\$1,800	RHS
French Club	Advisor	\$1,800	RHS
Gael Vision	Director	\$4,000	RHS
Gael Vision	Director	\$4,000	RHS
Interact	Advisor	\$3,000	RHS
Junior State of America	Advisor	\$2,100	RHS
Lighthouse Bible Club	Advisor	\$1,930	RHS
Literary Magazine	Advisor	\$2,635	RHS
Math League	Advisor	\$1,999	RHS
National Art Honor Society	Advisor	\$2,699	RHS
National Honor Society	Advisor	\$2,699	RHS
Newspaper	Advisor	\$3,285	RHS
Peer Leadership	Advisor	\$2,200	RHS
Peer Leadership	Advisor	\$2,200	RHS
Peer Leadership	Advisor	\$2,200	RHS
Peer Leadership	Advisor	\$2,200	RHS
PRISM	Advisor	\$1,889	RHS
Roxbotics	Head Advisor	\$7,650	RHS
Roxbotics	Assistant Advisor	\$4,225	RHS
Rox THON	Advisor	\$3,854	RHS
Rox THON	Assistant Advisor	\$2,100	RHS
S.E.A.S.	Advisor	\$1,800	RHS
Science League	Advisor	\$1,999	RHS
Spanish Club	Advisor	\$1,750	RHS
Student Council	Advisor	\$3,870	RHS
Student Council	Assistant Advisor	\$900	RHS
Varsity "R"	Advisor	\$2,000	RHS
Yearbook	Advisor	\$4,540	RHS
Yearbook	Assistant Advisor	\$3,900	RHS
Marching Band	Director	\$7,650	RHS
Band Assistant	Assistant	\$5,475	RHS
Band Assistant	Assistant	\$5,475	RHS
Band Front	Advisor	\$3,975	RHS
Marching Band	Technician No. 1	\$4,225	RHS
Marching Band	Technician No. 2	\$3,175	RHS
Marching Band	Technician No. 3	\$1,999	RHS
Percussion	Advisor	\$3,974	RHS

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Concert Band	Advisor	\$5,175	RHS
Jazz Band	Advisor	\$3,455	RHS
Jazz Band	Advisor	\$3,455	RHS
Vocal Jazz	Advisor	\$3,460	RHS
Vocal Jazz	Advisor	\$3,460	RHS
Vocal Music	Advisor	\$4,875	RHS
Vocal Music	Assistant Advisor	\$2,600	RHS
Vocal Music	Assistant Advisor	\$2,600	RHS
Fall Drama	Advisor	\$4,200	RHS
Fall Drama	Assistant Advisor	\$2,400	RHS
Musical Play	Producer	\$3,525	RHS
Choreography	Director	\$3,000	RHS
Costume	Designer	\$2,275	RHS
Music	Director	\$3,000	RHS
Painting / Visual	Director	\$1,620	RHS
Pit Band	Conductor	\$2,430	RHS
Set Design	Director	\$1,624	RHS
Tech Crew	Director	\$1,824	RHS
Vocal	Director	\$2,200	RHS
All Extracurriculars	Total	\$271,210	
	1%	2,712.10	


Roxbury Board of Education



Date: _____

1/31/23

Roxbury Education Association



Date: _____

1/31/23

ADDENDUM TO MEMORANDUM OF AGREEMENT

Between

ROXBURY BOARD OF EDUCATION

And

ROXBURY EDUCATION ASSOCIATION

This document is an addendum to the Memorandum of Agreement signed by these parties on May 25, 2023. The parties agree to the following changes to the current collective bargaining agreement, subject to ratification by the parties, with no other changes to any prior agreements or terms:

14. Article XV, Paragraph B Temporary Leave of Absence with Pay, subparagraph 2-

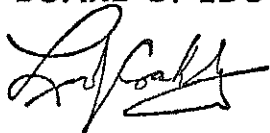
New a. Bereavement leave for a death cannot be used for Estate Administration.

New b. Bereavement leave days for deaths do not have to be taken consecutively, but they must be taken within the same school year of the death.

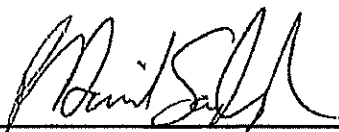
ROXBURY BOARD OF EDUCATION

ROXBURY EDUCATION ASSOC.

BY _____



BY _____



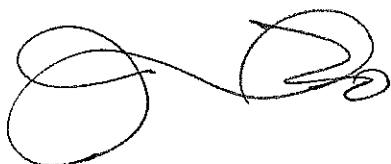
Dated: _____

8/2/23

Dated: _____

8/2/23

ATTESTED BY: JOSEPH MONDANARO 8/2/23
BUSINESS ADMINISTRATOR

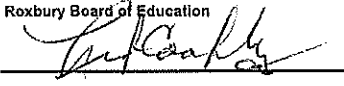


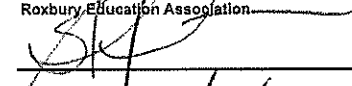
**APPENDIX A
TEACHER SALARY GUIDES**

2023-2024 Teacher Salary Guide							
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PhD
1-2	56,425	59,425	60,925	61,825	63,450	65,175	67,625
3	56,925	59,925	61,425	62,325	63,950	65,675	68,125
4-6	57,910	60,910	62,410	63,310	64,935	66,660	69,110
7-8	59,210	62,210	63,710	64,610	66,235	67,960	70,410
9	61,140	64,140	65,640	66,540	68,165	69,890	72,340
10	63,340	66,447	68,001	68,933	70,640	72,090	74,540
11	65,815	69,051	70,670	71,640	73,115	74,565	77,015
12-14	68,765	72,164	73,854	74,867	76,219	77,890	79,985
15-16	71,865	75,421	77,188	78,249	79,663	81,585	83,085
17-18	75,110	78,816	79,974	81,781	83,263	84,810	86,974
19	78,465	82,346	83,224	85,451	87,003	88,665	90,280
20	81,940	86,001	88,032	89,250	90,875	92,500	94,936
21	85,540	89,787	92,540	93,290	95,090	96,940	99,145
22	89,265	93,702	96,265	97,251	99,026	100,801	103,463
23	91,530	95,967	98,530	99,516	101,291	103,066	105,728

2024-2025 Teacher Salary Guide							
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PhD
1	56,980	59,980	61,480	62,380	64,005	65,730	68,180
2-3	57,480	60,480	61,980	62,880	64,505	66,230	68,680
4	58,465	61,465	62,965	63,865	65,490	67,215	69,665
5-7	59,765	62,765	64,265	65,165	66,790	68,515	70,965
8-9	61,695	64,695	66,195	67,095	68,720	70,445	72,895
10	63,895	67,002	68,556	69,488	71,195	72,645	75,095
11	66,370	69,606	71,225	72,195	73,670	75,120	77,570
12	69,345	72,724	74,414	75,427	76,779	78,450	80,545
13-15	72,445	75,981	77,748	78,809	80,223	82,145	83,645
16-17	75,670	79,376	80,534	82,341	83,823	85,370	87,534
18-19	79,020	82,901	83,779	86,006	87,558	89,420	90,835
20	82,495	86,556	88,587	89,805	91,430	93,055	95,491
21	86,095	90,342	93,095	93,845	95,645	97,495	99,700
22	89,820	94,257	96,820	97,806	99,581	101,356	104,018
23	92,085	96,522	99,085	100,071	101,846	103,621	106,283

2025-2026 Teacher Salary Guide							
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PhD
1-2	58,095	61,095	62,595	63,495	65,120	66,845	69,295
3-4	59,080	62,080	63,580	64,480	66,105	67,830	70,280
5	60,380	63,380	64,880	65,780	67,405	69,130	71,580
6-8	62,310	65,310	66,810	67,710	69,335	71,060	73,510
9-10	64,510	67,617	69,171	70,103	71,810	73,260	75,710
11	66,985	70,221	71,840	72,810	74,285	75,735	78,185
12	69,955	73,334	75,024	76,037	77,389	79,060	81,155
13	73,055	76,591	78,358	79,419	80,833	82,755	84,255
14-16	76,280	79,986	81,144	82,951	84,433	85,980	88,144
17-18	79,635	83,516	84,394	86,621	88,173	90,035	91,450
19-20	83,110	87,171	89,202	90,420	92,045	93,670	96,106
21	86,710	90,957	93,710	94,460	96,260	98,110	100,315
22	90,430	94,667	97,430	98,416	100,191	101,966	104,628
23	92,700	97,137	99,700	100,685	102,461	104,236	106,898

Roxbury Board of Education

 Date: 22 AUG 2023

Roxbury Education Association

 Date: 08/23/23

**APPENDIX B
SECRETARY SALARY GUIDES**

2023-2024		Secretary Salary Guide			
Step	II	III	IV	V	
1	49,545	50,970	52,395	55,245	
2	50,545	51,970	53,395	56,245	
3	51,745	53,170	54,595	57,445	
4	53,525	54,950	56,375	59,225	
5	55,495	56,920	58,345	61,195	
6	55,750	57,175	58,600	61,450	

2024-2025		Secretary Salary Guide			
Step	II	III	IV	V	
1	51,570	52,995	54,420	57,270	
2	52,770	54,195	55,620	58,470	
3	53,970	55,395	56,820	59,670	
4	55,170	56,595	58,020	60,870	
5	57,100	58,525	59,950	62,800	
6	57,380	58,805	60,230	63,080	

2025-2026		Secretary Salary Guide			
Step	II	III	IV	V	
1	53,005	54,430	55,855	58,705	
2	54,505	55,930	57,355	60,205	
3	56,005	57,430	58,855	61,705	
4	57,505	58,930	60,355	63,205	
5	59,005	60,430	61,855	64,705	
6	59,275	60,700	62,125	64,975	

Roxbury Board of Education



Date: 22 Aug 2023

Roxbury Education Association

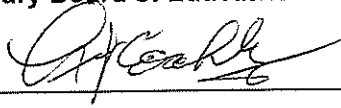


Date: 08/23/23

Appendix C
Paraprofessional Hourly Rate

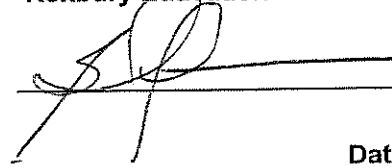
STEP	2023-24	2024-25	2025-26
A	19.00	19.50	20.00
B	19.50	20.00	20.50
C	20.25	20.75	21.25
D	21.00	21.25	21.75
E	21.75	22.00	22.50
F	22.50	23.00	23.50
G	23.25	23.75	24.50

Roxbury Board of Education



Date: 22 Aug 2023

Roxbury Education Association



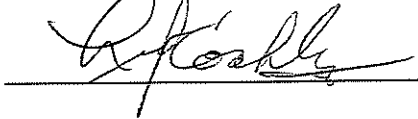
Date: 08/23/23

Veteran Paraprofessional Salary Guide Transition chart 2023-2024

#	Hire Date	Last Name	First Name	Job	Freeze / lost steps	TOP GUIDE 13 (Y/N)	2022/23 Guide Step	Hourly Rate	2023/24 POTENTIAL STEP (22/23 guide) MOVING TO	2023/24 MOA GUIDE PLACEMENT	Hourly rate
1	9/1/12	BALOGH	BETH	PARA	1/1	N	12	22.13	TOP	G	23.25
2	9/1/06	BOTTONA	NANCY	PARA	4/4	N	10	20.88	13/TOP	G	23.25
3	9/1/07	DEXTER	CARLA	PARA	4/4	N	9	20.28	13/TOP	G	23.25
4	9/1/12	KLEIN	DAVID	PARA	1/1	N	11	21.48	13/TOP	G	23.25
5	10/16/12	LOVI	MARJORIE	PARA	1/1	N	11	21.48	13/TOP	G	23.25
6	10/9/07	MATERA	LISA	PARA	4/4	N	9	20.28	13/TOP	G	23.25
7	9/1/12	SPARANO	DEIDRE	PARA	1/1	N	10	20.88	12	G	23.25
8	9/1/12	STONE	MICHELE	PARA	1/1	N	11	21.48	13/TOP	G	23.25
9	10/9/12	TURRISI	PATRICIA	PARA	1/1	N	11	21.48	13/TOP	G	23.25
10	9/13/11	WILLIAMS	MICHAEL	PARA	1/1	N	9	20.28	11	G	23.25

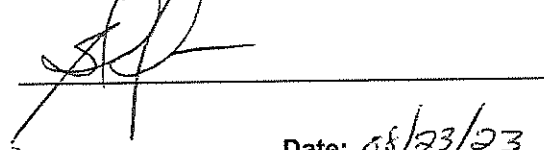
based on date of hire

Roxbury Board of Education



Date: 12 AUG 2023

Roxbury Education Association



Date: 08/23/23

Appendix D (BGMT)

Groundskeepers

Base Year 2022-2023						
All Are Individual Salaries - No Salary Guides			2022/23	2023/24	2024/25	2025/26
		FTE				
MOSKOWITZ	STEVEN	1.00	63,185	65,270	67,489	69,784
PINTO	JOSEPH	1.00	75,257	77,740	80,384	83,117
PINTO	NICHOLAS	1.00	75,257	77,740	80,384	83,117
RENZETTI	MICHAEL	1.00	58,425	60,353	62,405	64,527
4	Total					

Maintenance

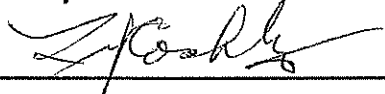
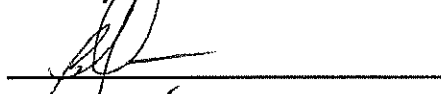
Base Year 2020-23						
All Are Individual Salaries - No Salary Guides			2022/23	2023/24	2024/25	2025/26
		FTE				
BANES	CHRISTOPHER	1.00	62,829	64,902	67,109	69,391
DALY	JOSHUA		64,799	66,937	69,213	71,566
GOTTSLEBEN	JEFFREY	1.00	77,981	80,554	83,293	86,125
IZZO	STEPHEN	1.00	70,357	72,679	75,150	77,705
POISSEROUX	WILLIAM	1.00	84,754	87,551	90,528	93,606
SMITH	WILLIAM	1.00	72,117	74,497	77,030	79,649
STOIA	JASON	1.00	68,502	70,763	73,168	75,656
WECHT	TYLER	1.00	58,425	60,353	62,405	64,527
8	Total					

Mechanics

Base Year 2020-2023						
All Are Individual Salaries - No Salary Guides			2022/23	2023/24	2024/25	2025/26
		FTE				
MOORE	DAVID	1.00	59,784	61,757	63,857	66,028
NIEVES	DANIEL	1.00	67,308	69,529	71,893	74,338
POISSANT	ALAN	1.00	67,500	69,728	72,098	74,550
3	Total					

Roxbury Board of Education

Roxbury Education Association

Date: 27 Aug 2023

Date: 08/23/23

Club/Activity	Position	2023-2024	2024-2025	2025-2026	School
Early Act	Advisor	\$825	\$837	\$850	FES
Early Act	Advisor	\$825	\$837	\$850	JES
Early Act	Advisor	\$825	\$837	\$850	KES
Early Act	Co-Advisor	\$825	\$838	\$850	NES
Rox Buddies	Advisor	\$2,000	\$2,030	\$2,060	NES & RHS
Art	Advisor	\$1,750	\$1,776	\$1,803	LRS
Computers	Advisor	\$1,750	\$1,776	\$1,803	LRS
Forensics	Advisor	\$1,750	\$1,776	\$1,803	LRS
K-Kids	Advisor	\$1,750	\$1,776	\$1,803	LRS
Student Council	Advisor	\$1,750	\$1,776	\$1,803	LRS
Academic Team	Advisor	\$2,375	\$2,411	\$2,447	EMS
Advisory	Advisor	\$2,400	\$2,436	\$2,473	EMS
Art Club	Advisor	\$2,350	\$2,385	\$2,421	EMS
Builder's Club	Advisor	\$2,350	\$2,385	\$2,421	EMS
Chess & Strategic Gaming	Advisor	\$2,350	\$2,385	\$2,421	EMS
Intramurals	Advisor	\$3,575	\$3,628	\$3,683	EMS
Math League	Advisor	\$2,350	\$2,385	\$2,421	EMS
News / Literacy Magazine	Advisor	\$2,625	\$2,665	\$2,705	EMS
Robotics & STEAM	Advisor	\$3,000	\$3,044	\$3,090	EMS
Spanish Club	Advisor	\$2,250	\$2,284	\$2,318	EMS
Student Council	Advisor	\$2,350	\$2,385	\$2,421	EMS
Technology Club	Advisor	\$1,950	\$1,980	\$2,009	EMS
Yearbook	Advisor	\$2,550	\$2,588	\$2,627	EMS
Choral (Encores)	Advisor	\$3,553	\$3,606	\$3,660	EMS
Choral (Harmonies)	Advisor	\$3,553	\$3,606	\$3,660	EMS
Honors Band	Advisor	\$2,225	\$2,258	\$2,292	EMS
Jazz Band Ensemble	Advisor	\$3,553	\$3,606	\$3,660	EMS
Choreography	Director	\$2,350	\$2,635	\$2,925	EMS
Costume	Designer	\$1,500	\$1,697	\$1,897	EMS
Drama Club	Advisor	\$3,750	\$4,106	\$4,567	EMS
Painting / Visual	Director	\$1,350	\$1,620	\$1,895	EMS
Set Design	Director	\$1,500	\$1,697	\$1,898	EMS
Tech Crew	Director	\$2,500	\$2,713	\$2,928	EMS
Academic Decathlon	Advisor	\$3,450	\$3,501	\$3,554	RHS
Best Buddies	Advisor	\$1,850	\$1,878	\$1,906	RHS
Class Advisor - Freshman	Advisor	\$1,875	\$1,903	\$1,932	RHS
Class Advisor - Sophomore	Advisor	\$1,950	\$1,980	\$2,009	RHS
Class Advisor - Junior	Advisor	\$2,175	\$2,208	\$2,241	RHS
Class Advisor - Junior	Assistant Advisor	\$1,200	\$1,218	\$1,236	RHS
Class Advisor - Senior	Advisor	\$2,300	\$2,334	\$2,369	RHS
Class Advisor - Senior	Assistant Advisor	\$1,200	\$1,218	\$1,236	RHS
Debate	Advisor	\$3,045	\$3,091	\$3,137	RHS

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8/22/23

DECA	Advisor	\$2,450	\$2,487	\$2,524	RHS
Environmental Club	Advisor	\$2,385	\$2,421	\$2,457	RHS
Equal Rights Advocacy C	Advisor	\$2,350	\$2,385	\$2,421	RHS
FBLA	Advisor	\$2,385	\$2,421	\$2,457	RHS
Film Club	Advisor	\$1,850	\$1,878	\$1,906	RHS
French Club	Advisor	\$1,850	\$1,878	\$1,906	RHS
Gael Vision	Co-Director	\$4,060	\$4,121	\$4,183	RHS
Gael Vision	Co-Director	\$4,060	\$4,121	\$4,183	RHS
Interact	Advisor	\$3,045	\$3,091	\$3,137	RHS
Junior State of America	Advisor	\$2,150	\$2,182	\$2,214	RHS
Lighthouse Bible Club	Advisor	\$1,975	\$2,005	\$2,035	RHS
Literary Magazine	Advisor	\$2,675	\$2,715	\$2,755	RHS
Math League	Advisor	\$2,030	\$2,060	\$2,091	RHS
National Art Honor Socie	Advisor	\$2,750	\$2,792	\$2,834	RHS
National Honor Society	Advisor	\$2,750	\$2,792	\$2,834	RHS
Newspaper	Advisor	\$3,335	\$3,385	\$3,436	RHS
Peer Leadership	Advisor	\$2,233	\$2,266	\$2,300	RHS
Peer Leadership	Advisor	\$2,233	\$2,266	\$2,300	RHS
Peer Leadership	Advisor	\$2,233	\$2,266	\$2,300	RHS
Peer Leadership	Advisor	\$2,233	\$2,266	\$2,300	RHS
PRISM	Advisor	\$1,925	\$1,954	\$1,984	RHS
Rox THON	Advisor	\$3,912	\$3,970	\$4,030	RHS
Rox THON	Assistant Advisor	\$2,132	\$2,163	\$2,196	RHS
S.E.A.S.	Advisor	\$1,829	\$1,856	\$1,884	RHS
Science League	Advisor	\$2,030	\$2,060	\$2,091	RHS
Spanish Club	Advisor	\$1,776	\$1,803	\$1,830	RHS
Student Council	Advisor	\$3,930	\$3,989	\$4,049	RHS
Student Council	Assistant Advisor	\$925	\$938	\$952	RHS
Varsity "R"	Advisor	\$2,030	\$2,060	\$2,091	RHS
Yearbook	Advisor	\$4,608	\$4,677	\$4,747	RHS
Yearbook	Assistant Advisor	\$3,960	\$4,019	\$4,079	RHS
Concert Band	Advisor	\$5,255	\$5,333	\$5,413	RHS
Jazz Band	Advisor	\$3,507	\$3,559	\$3,613	RHS
Jazz Band	Advisor	\$3,507	\$3,559	\$3,613	RHS
Vocal Jazz	Advisor	\$3,512	\$3,565	\$3,618	RHS
Vocal Jazz	Advisor	\$3,512	\$3,565	\$3,618	RHS
Vocal Music	Advisor	\$4,950	\$5,024	\$5,100	RHS
Vocal Music	Assistant Advisor	\$2,640	\$2,680	\$2,720	RHS
Vocal Music	Assistant Advisor	\$2,639	\$2,679	\$2,719	RHS
Fall Drama	Advisor	\$4,265	\$4,329	\$4,394	RHS
Fall Drama	Assistant Advisor	\$2,436	\$2,473	\$2,510	RHS
Musical Play	Producer	\$3,750	\$4,406	\$4,972	RHS
Choreography	Director	\$3,225	\$3,673	\$4,127	RHS

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03/27/23

Costume	Designer	\$2,475	\$2,812	\$3,154	RHS
Music	Director	\$3,200	\$3,648	\$4,103	RHS
Painting / Visual	Director	\$1,800	\$2,127	\$2,459	RHS
Pit Band	Conductor	\$2,500	\$2,538	\$2,576	RHS
Set Design	Director	\$1,650	\$1,675	\$1,700	RHS
Tech Crew	Director	\$2,025	\$2,356	\$2,695	RHS
Vocal	Director	\$2,400	\$2,811	\$3,228	RHS
		\$230,741	\$238,194	\$245,772	

Roxbury Board of Education

Roxbury Education Association

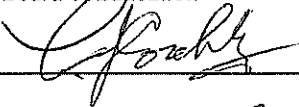



Date: 22. AUG 2023

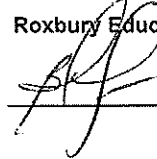
Date: 08/23/23

School	Assignment	Position	Season	2023-2024	2024-2025	2025-2026
EMS	All Sports	Athletic Coordinator	Fall, Winter, Spring	\$ 6,432	\$ 6,528	\$ 6,626
RHS	All Sports	Athletic Trainer	Fall	\$ 7,784	\$ 7,901	\$ 8,019
RHS	All Sports	Athletic Trainer	Winter	\$ 7,784	\$ 7,901	\$ 8,019
RHS	All Sports	Athletic Trainer	Spring	\$ 7,784	\$ 7,901	\$ 8,019
RHS	All Sports	Equipment Manager	Fall	\$ 6,106	\$ 6,198	\$ 6,291
RHS	All Sports	Assistant Equipment Manager	Fall	\$ 4,428	\$ 4,494	\$ 4,562
RHS	All Sports	Equipment Manager	Winter	\$ 6,106	\$ 6,198	\$ 6,291
RHS	All Sports	Assistant Equipment Manager	Winter	\$ 4,428	\$ 4,494	\$ 4,562
RHS	All Sports	Equipment Manager	Spring	\$ 6,106	\$ 6,198	\$ 6,291
RHS	All Sports	Equipment Manager	Summer	\$ 6,106	\$ 6,198	\$ 6,291
RHS	All Sports	Assistant Equipment Manager	Spring	\$ 4,428	\$ 4,494	\$ 4,562
RHS	All Sports	Assistant Equipment Manager	Summer	\$ 4,428	\$ 4,494	\$ 4,562
RHS	Weight Room	Head Coach	Summer	\$ 6,106	\$ 6,198	\$ 6,291
RHS	Weight Room	Assistant Coach	Summer	\$ 4,428	\$ 4,494	\$ 4,562
RHS	Weight Room	Head Coach	Fall	\$ 6,106	\$ 6,198	\$ 6,291
RHS	Weight Room	Assistant Coach	Fall	\$ 4,428	\$ 4,494	\$ 4,562
RHS	Weight Room	Head Coach	Winter	\$ 6,106	\$ 6,198	\$ 6,291
RHS	Weight Room	Assistant Coach	Winter	\$ 4,428	\$ 4,494	\$ 4,562
RHS	Weight Room	Head Coach	Spring	\$ 6,106	\$ 6,198	\$ 6,291
RHS	Weight Room	Assistant Coach	Spring	\$ 4,428	\$ 4,494	\$ 4,562
RHS & EMS	All Sports	Assistant Athletic Trainer	Winter	\$ 5,334	\$ 5,414	\$ 5,495
RHS & EMS	All Sports	Assistant Athletic Trainer	Winter	\$ 5,334	\$ 5,414	\$ 5,495
RHS & EMS	All Sports	Assistant Athletic Trainer	Spring	\$ 5,334	\$ 5,414	\$ 5,495
				\$ 130,058	\$ 132,009	\$ 133,989

Roxbury Board of Education


Date: 2.7 Aug 2023

Roxbury Education Association


Date: 08/03/23

School	Sport	Season	Position	2023-2024	2024-2025	2025-2026
EMS	Basketball - Boys'	Winter	Head Coach	\$5,586	\$5,669	\$5,754
EMS	Basketball - Boys'	Winter	Assistant Coach	\$4,750	\$4,821	\$4,894
EMS	Basketball - Girls'	Winter	Head Coach	\$5,586	\$5,669	\$5,754
EMS	Basketball - Girls'	Winter	Assistant Coach	\$4,750	\$4,821	\$4,894
EMS	Cheerleading	Fall	Head Coach	\$4,172	\$4,234	\$4,298
EMS	Cheerleading	Spring	Head Coach	\$4,172	\$4,234	\$4,298
EMS	Cross Country - Boys'	Fall	Head Coach	\$5,586	\$5,669	\$5,754
EMS	Cross Country - Boys'	Fall	Assistant Coach	\$4,750	\$4,821	\$4,894
EMS	Cross Country - Girls'	Fall	Head Coach	\$5,586	\$5,669	\$5,754
EMS	Cross Country - Girls'	Fall	Assistant Coach	\$4,750	\$4,821	\$4,894
EMS	Field Hockey	Fall	Head Coach	\$5,586	\$5,669	\$5,754
EMS	Field Hockey	Fall	Assistant Coach	\$4,750	\$4,821	\$4,894
EMS	Outdoor Track - Boys'	Spring	Head Coach	\$5,586	\$5,669	\$5,754
EMS	Outdoor Track - Boys'	Spring	Assistant Coach	\$4,750	\$4,821	\$4,894
EMS	Outdoor Track - Girls'	Spring	Head Coach	\$5,586	\$5,669	\$5,754
EMS	Outdoor Track - Girls'	Spring	Assistant Coach	\$4,750	\$4,821	\$4,894
EMS	Wrestling	Winter	Head Coach	\$5,586	\$5,669	\$5,754
EMS	Wrestling	Winter	Assistant Coach	\$4,750	\$4,821	\$4,894
RHS	Baseball	Spring	Head Coach	\$8,105	\$8,226	\$8,350
RHS	Baseball	Spring	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Baseball	Spring	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Basketball - Boys'	Winter	Head Coach	\$9,095	\$9,232	\$9,370
RHS	Basketball - Boys'	Winter	Assistant Coach	\$6,183	\$6,276	\$6,370
RHS	Basketball - Boys'	Winter	Assistant Coach	\$6,183	\$6,276	\$6,370
RHS	Basketball - Girls'	Winter	Head Coach	\$9,095	\$9,232	\$9,370
RHS	Basketball - Girls'	Winter	Assistant Coach	\$6,183	\$6,276	\$6,370
RHS	Basketball - Girls'	Winter	Assistant Coach	\$6,183	\$6,276	\$6,370
RHS	Bowling	Winter	Head Coach	\$7,836	\$7,953	\$8,073
RHS	Bowling	Winter	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Cheerleading	Fall	Head Coach	\$4,827	\$4,900	\$4,973
RHS	Cheerleading	Fall	Assistant Coach	\$4,330	\$4,395	\$4,461
RHS	Cheerleading	Fall	Assistant Coach	\$4,330	\$4,395	\$4,461
RHS	Cheerleading	Winter	Head Coach	\$4,827	\$4,900	\$4,973
RHS	Cheerleading	Winter	Assistant Coach	\$4,330	\$4,395	\$4,461
RHS	Cheerleading	Winter	Assistant Coach	\$4,330	\$4,395	\$4,461
RHS	Cross Country - Boys'/Girls'	Fall	Head Coach	\$9,073	\$9,209	\$9,347
RHS	Cross Country - Boys'/Girls'	Fall	Assistant Coach	\$6,599	\$6,697	\$6,798
RHS	Field Hockey	Fall	Head Coach	\$8,105	\$8,226	\$8,350
RHS	Field Hockey	Fall	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Field Hockey	Fall	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Football	Fall	Head Coach	\$10,585	\$10,744	\$10,905
RHS	Football	Fall	Assistant Coach	\$7,049	\$7,155	\$7,262
RHS	Football	Fall	Assistant Coach	\$7,049	\$7,155	\$7,262
RHS	Football	Fall	Assistant Coach	\$7,049	\$7,155	\$7,262

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RHS	Football	Fall	Assistant Coach	\$7,049	\$7,155	\$7,262
RHS	Football	Fall	Assistant Coach	\$7,049	\$7,155	\$7,262
RHS	Football	Fall	Assistant Coach	\$7,049	\$7,155	\$7,262
RHS	Football	Fall	Assistant Coach	\$7,049	\$7,155	\$7,262
RHS	Golf	Spring	Head Coach	\$7,836	\$7,953	\$8,073
RHS	Golf	Spring	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Gymnastics	Fall	Head Coach	\$7,836	\$7,953	\$8,073
RHS	Gymnastics	Fall	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Ice Hockey	Winter	Head Coach	\$9,095	\$9,232	\$9,370
RHS	Ice Hockey	Winter	Assistant Coach	\$6,183	\$6,276	\$6,370
RHS	Indoor Track	Winter	Head Coach	\$9,234	\$9,373	\$9,514
RHS	Indoor Track - Boys'	Winter	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Indoor Track - Girls'	Winter	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Lacrosse - Boys'	Spring	Head Coach	\$8,105	\$8,226	\$8,350
RHS	Lacrosse - Boys'	Spring	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Lacrosse - Boys'	Spring	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Lacrosse - Girls'	Spring	Head Coach	\$8,105	\$8,226	\$8,350
RHS	Lacrosse - Girls'	Spring	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Lacrosse - Girls'	Spring	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Outdoor Track	Spring	Head Coach	\$9,234	\$9,373	\$9,514
RHS	Outdoor Track - Boys'	Spring	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Outdoor Track - Boys'	Spring	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Outdoor Track - Girls'	Spring	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Outdoor Track - Girls'	Spring	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Soccer - Boys'	Fall	Head Coach	\$8,105	\$8,226	\$8,350
RHS	Soccer - Boys'	Fall	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Soccer - Boys'	Fall	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Soccer - Girls'	Fall	Head Coach	\$8,105	\$8,226	\$8,350
RHS	Soccer - Girls'	Fall	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Soccer - Girls'	Fall	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Softball	Spring	Head Coach	\$8,105	\$8,226	\$8,350
RHS	Softball	Spring	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Softball	Spring	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Swimming	Winter	Head Coach	\$7,836	\$7,953	\$8,073
RHS	Swimming	Winter	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Swimming	Winter	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Tennis - Boys'	Spring	Head Coach	\$7,836	\$7,953	\$8,073
RHS	Tennis - Boys'	Spring	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Tennis - Girls'	Fall	Head Coach	\$7,836	\$7,953	\$8,073
RHS	Tennis - Girls'	Fall	Assistant Coach	\$5,361	\$5,442	\$5,523
RHS	Volleyball - Girls'	Fall	Head Coach	\$8,105	\$8,226	\$8,350
RHS	Volleyball - Girls'	Fall	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Volleyball - Girls'	Fall	Assistant Coach	\$5,657	\$5,741	\$5,828
RHS	Wrestling	Winter	Head Coach	\$9,095	\$9,232	\$9,370
RHS	Wrestling	Winter	Assistant Coach	\$6,183	\$6,276	\$6,370

RHS	Wrestling	Winter	Assistant Coach	\$6,183	\$6,276	\$6,370
				\$563,796	\$572,237	\$580,837

Transferred From Co-Curricular

RHS	Marching Band Director		Head Coach	\$7,765	\$7,881	\$8,000
RHS	Marching Band Asst Dir. 2		Assistant Coach	\$5,557	\$5,640	\$5,725
RHS	Marching Band Asst Dir. 1		Assistant Coach	\$5,557	\$5,640	\$5,725
RHS	Band Front Color Guard advisor		Assistant Coach	\$4,035	\$4,095	\$4,157
RHS	Marching Band Technician 1		Assistant Coach	\$4,288	\$4,353	\$4,418
RHS	Marching Band Technician 2		Assistant Coach	\$3,223	\$3,271	\$3,320
RHS	Marching Band Technician 3		Assistant Coach	\$2,029	\$2,059	\$2,090
RHS	Percussion Advisor		Assistant Coach	\$4,034	\$4,094	\$4,156
				\$36,488	\$37,033	\$37,591

RHS	Roxbotics Head Advisor		Head Coach	\$7,765	\$7,881	\$7,999
RHS	Roxbotics -Assistant Advisor		Assistant Coach	\$4,288	\$4,353	\$4,418
				\$12,053	\$12,234	\$12,417

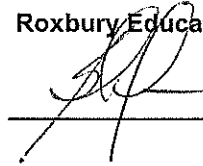
Total	\$612,334	\$621,519	\$630,843
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Roxbury Board of Education



Date: 22 AUG 2023

Roxbury Education Association



Date: 08/23/23

SALARY ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR1.1 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[^] Employment start date is pending completion of documentation in accordance with the law or district policy.

	Last Name	First Name	Loc	Position	Start Date	End Date	23/24 FTE if diff than 1.00	23/24 Step	23/24 Level	23/24 Base Salary	23/24 Longevity Amt	23/24 TOTAL Salary	Discussion	
1	AGRESTA	LAUREN	FES, NES	Teacher	09/01/23 [#]	06/30/24		4-6	MA+15	\$ 64,935	\$ -	\$ 64,935		
2	AGUERO	BRITTANY	NES	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540		
3	ALLEN	ERIN	KES	Teacher	09/01/23 [#]	06/30/24		20	MA	\$ 89,250	\$ -	\$ 89,250		
4	ALLISON	ROBERT	FES	Teacher	09/01/23 [#]	06/30/24		11	BA	\$ 65,815	\$ -	\$ 65,815		
5	ARCIERI	BRIANNA	NES	School Counselor, ABS	10/09/23	06/30/24		1-2	MA	\$ 61,825 [^]	\$ -	\$ 61,825 [^]	[+] Prorated	
6	BABETSKI	DAVID	EMS	Teacher	09/01/23 [#]	06/30/24		9	MA+30	\$ 69,890	\$ -	\$ 69,890		
7	BABUS	JENNIFER	FES, NES	OT	09/01/23 [#]	06/30/24		10	MA	\$ 68,933	\$ -	\$ 68,933		
8	BARBATO	SHELBY	FES, JES	SLS	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540		
*	BARBOLINI	CARISSA	RHS	School Counselor	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867		
10	BARRY	KENNETH	LRS	Teacher	09/01/23 [#]	06/30/24		7-8	BA+15	\$ 62,210	\$ -	\$ 62,210	MOG from BA to BA+15	
*	BASSO	GREGORY	RHS	Teacher	09/01/23 [#]	06/30/24		22	MA+30	\$ 100,801	\$ -	\$ 100,801		
12	BATTAGLIA	KERRY	LRS	Teacher	09/01/23 [#]	06/30/24		20	MA	\$ 89,250	\$ -	\$ 89,250		
*	13	BAXTER	JENNIFER	RHS	School Social Worker	07/01/23	06/30/24	1.10	21	MA	\$ 102,619	\$ 500	\$ 103,119	
*	14	BEDNARCIK	SARAH	EMS, RHS	Teacher	09/01/23 [#]	06/30/24		20	MA	\$ 89,250	\$ -	\$ 89,250	
*	15	BEDOYA	JUDY	RHS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
*	16	BELFIORE	CHRISTINA	RHS	School Counselor	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
*	17	BENBOW	JONATHAN	RHS	Teacher	09/01/23 [#]	06/30/24		21	BA+15	\$ 89,787	\$ 500	\$ 90,287	
18	BETZ	CHELSEA	KES, NES	OT	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610		
*	19	BEWALDER	KEVIN	RHS	Teacher	09/01/23 [#]	06/30/24		22	BA+15	\$ 93,702	\$ 500	\$ 94,202	
20	BIANK	DAVID	LRS	Teacher	09/01/23 [#]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425		
21	BILLECI	JENNIFER	EMS	Teacher	09/01/23 [#]	10/16/23		12-14	MA+30	\$ 77,890 [^]	\$ -	\$ 77,890 [^]	[+] Prorated	
*	22	BISCHOFF	DEREK	RHS	Teacher	09/01/23 [#]	06/30/24		12-14	BA	\$ 68,785	\$ -	\$ 68,785	
23	BLESSING	KELLY	NES	Teacher	09/01/23 [#]	06/30/24		21	MA+30	\$ 96,940	\$ 500	\$ 97,440		
24	BLEWITT	JESSICA	EMS	Teacher	09/01/23 [#]	06/30/24		21	MA+15	\$ 95,090	\$ -	\$ 95,090		
*	25	BLOUGH	CHRISTOPHER	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	
26	BOHLER	ALLISON	JES	SLS	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610		
27	BOLLING	KELSEY	NES	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610		
28	BRENNAN	LAUREN	EMS	Teacher	09/01/23 [#]	06/30/24		10	MA+15	\$ 70,640	\$ -	\$ 70,640		
29	BROOKES	JOYCE	EMS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816		
30	BROWN	KARISA	EMS	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910		
31	BUCHANAN	STACEY	LRS	Teacher	09/01/23 [#]	06/30/24		22	MA+30	\$ 100,801	\$ 500	\$ 101,301		
32	BUCKLER	JENNIFER	KES	School Counselor, ABS	09/01/23 [#]	06/30/24		3	MA	\$ 62,325	\$ -	\$ 62,325		
*	33	BURD	MARY ELLEN	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA	\$ 91,530	\$ -	\$ 91,530	
*	34	BURLEIGH	DEBORAH	RHS	Teacher	09/01/23 [#]	06/30/24		12-14	MA+30	\$ 77,890	\$ -	\$ 77,890	
35	BYRNE	KATHLEEN	KES	Teacher	09/01/23 [#]	06/30/24		23	BA+30	\$ 98,530	\$ 750	\$ 99,280		
*	36	CACCAVALE	FRANK	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	
37	CADENA	MEAGHAN	LRS	Teacher	09/01/23 [#]	06/30/24		12-14	BA	\$ 68,785	\$ -	\$ 68,785		
*	38	CAIVANO	ROXANA	RHS	School Library Media Specialist	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
39	CAMILO	SHAILA	LRS	Teacher	09/01/23 [#]	06/30/24		9	BA	\$ 61,140	\$ -	\$ 61,140		
*	40	CANTWELL	KEVIN	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ 500	\$ 100,016	
41	CAPPELLO	NATALIA	RHS	Teacher	09/01/23 [#]	06/30/24		20	MA+30	\$ 92,500	\$ -	\$ 92,500		
42	CAPRA	ROBERT	EMS	Teacher	09/01/23 [#]	06/30/24		22	MA+30	\$ 100,801	\$ 500	\$ 101,301		
43	CARROLL	STACEY	JES	Teacher	09/01/23 [#]	06/30/24		15-16	BA	\$ 71,885	\$ -	\$ 71,885		
*	44	CHRISTIANSEN	EMILY	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
45	CICCHINO	ASHLEY	JES	School Counselor	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867		
46	CLARK	JENNIFER	NES	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810		
*	47	CONNOLLY	JAMES	RHS	Teacher	09/01/23 [#]	06/30/24		10	MA	\$ 68,933	\$ -	\$ 68,933	
*	48	CONRAD	JEFFREY	EMS, RHS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ -	\$ 99,516	
49	COOPER	CHRISTEN	NES	Teacher	09/01/23 [#]	06/30/24		1-2	MA	\$ 61,825	\$ -	\$ 61,825		
50	CORDEIRO	MARCIA	EMS	Teacher	09/01/23 [#]	06/30/24		23	BA+15	\$ 95,967	\$ 500	\$ 96,467		
51	CORRENTI	ALISON	LRS	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910		
*	52	CRITELLI	PAUL	RHS	Teacher	09/01/23 [#]	06/30/24		22	MA	\$ 97,251	\$ -	\$ 97,251	
53	CULLENY	KAITLYN	LRS	Teacher	09/01/23 [#]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425		
54	CURADO	SANDRA	LRS	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540		
55	CURET	CARLOS	EMS	Teacher	09/01/23 [#]	06/30/24		19	MA+30	\$ 88,865	\$ -	\$ 88,865		
56	CURLEY	KELSEY	EMS	Teacher	09/01/23 [#]	06/30/24		10	MA+30	\$ 72,090	\$ -	\$ 72,090		
57	CURTISS	KAREN	NES	Teacher	09/01/23 [#]	06/30/24		17-18	BA	\$ 75,110	\$ -	\$ 75,110		
58	DALUPANG	SHERLYNE	LRS	School Psychologist	07/01/23	06/30/24	1.10	9	MA+30	\$ 76,879	\$ -	\$ 76,879		
*	59	DAMELIO	KELLIE	RHS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
60	DARLING	SAMANTHA	EMS	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910		
61	DAVENPORT	MELISSA	LRS	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210		
*	62	DE ROSA	MARY	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA	\$ 91,530	\$ -	\$ 91,530	
63	DEANGELIS	JULIANA	NES	Teacher	09/01/23 [#]	06/30/24		1-2	MA	\$ 61,825	\$ -	\$ 61,825		
64	DEEB	LOREY	NES	Teacher	09/01/23 [#]	06/30/24		9	MA+15	\$ 68,165	\$ -	\$ 68,165		
65	DEL ROSARIO	MONICA	LRS, EMS	Teacher	09/01/23 [#]	06/30/24		4-6	BA+15	\$ 60,910	\$ -	\$ 60,910	MOG from BA to BA+15	

SALARY ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR1.1 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[^] Employment start date is pending completion of documentation in accordance with the law or district policy.

	Last Name	First Name	Loc	Position	Start Date	End Date	23/24 FTE if diff than 1.00	23/24 Step	23/24 Level	23/24 Base Salary	23/24 Longevity Amt	23/24 TOTAL Salary	Discussion
66	DEL RUSSO	STEFANIE	LRS	School Counselor	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
67	DEMAIO	BRITTANY	JES	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
68	DEMAREST	KAREN	FES	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ 750	\$ 100,266	
* 69	DEMOVA	BOHDANKA	RHS	Teacher	09/01/23 [#]	06/30/24		22	MA+30	\$ 100,801	\$ 500	\$ 101,301	
70	DERENDAL	LYNDSAY	FES	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
71	DERRICK	BARBARA	JES	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ 750	\$ 100,266	
72	DESIATO	CHRISTINE	KES	Teacher	09/01/23 [#]	06/30/24		12-14	MA+30	\$ 77,890	\$ -	\$ 77,890	
73	DIBIASE	MICHELE	JES	Teacher	09/01/23 [#]	06/30/24		17-18	BA+15	\$ 78,816	\$ -	\$ 78,816	
74	DIORENZO	SARAH	FES	School Library Media Specialist	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
* 75	DIORIO	DANNY	RHS	Teacher	09/01/23 [#]	06/30/24		10	BA	\$ 63,340	\$ -	\$ 63,340	
76	DIPIETRO	SEBASTIAN	EMS	Teacher	09/01/23 [#]	06/30/24		15-16	BA	\$ 71,885	\$ -	\$ 71,885	
* 77	DOLAN	JAMES	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+15	\$ 101,291	\$ 500	\$ 101,791	
* 78	DONEGAN	BRENDAN	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ 750	\$ 100,266	
79	DONEGAN	JENNIFER	LRS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	
* 80	DONNELLY	STEPHEN	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	
* 81	DOUGLAS	DIANE	RHS	Teacher	09/01/23 [#]	06/30/24		22	MA+30	\$ 100,801	\$ 500	\$ 101,301	
* 82	DOYLE	ROBERT	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
83	DRANOFF	JENNIFER	FES	Teacher	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
* 84	DRESSEL	MICHELE	RHS	LDT-C	09/01/23 [#]	06/30/24		19	MA+30	\$ 88,865	\$ -	\$ 88,865	
85	DRURY	SEAN	FES	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
* 86	DUNN	ROBIN	RHS	Teacher	09/01/23 [#]	06/30/24		22	MA+30	\$ 100,801	\$ -	\$ 100,801	
87	ECHAVARRIA	STEPHANIE	NES	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210	
88	EHRICH	TRACY	NES	Teacher	09/01/23 [#]	06/30/24		22	MA	\$ 97,251	\$ 500	\$ 97,751	
89	ENGLE	RICK	EMS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ -	\$ 99,516	
90	ERDREICH	CARA	JES	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	MOG from BA+30 to MA
91	ESPOSITO	ELIZABETH	EMS	Teacher	09/01/23 [#]	06/30/24		19	BA	\$ 78,465	\$ -	\$ 78,465	
92	ESPOSITO	GERI	EMS	SAC, ABS	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ 500	\$ 100,016	
93	ESTES	STACEY	FES, JES	School Social Worker	07/01/23	06/30/24	1.10	11	MA	\$ 78,804	\$ -	\$ 78,804	
94	EVANS	DANIELLE	NES	SLS	09/01/23 [#]	06/30/24		11	MA+30	\$ 74,565	\$ -	\$ 74,565	
* 95	FAGAN	MARGARET	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816	
96	FARINA	KIMBERLY	EMS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+15	\$ 83,263	\$ -	\$ 83,263	
* 97	FEEHAN	MARTHA	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ -	\$ 99,516	
98	FERRENTINO	MARGARET	LRS	Teacher	09/01/23 [#]	06/30/24		21	MA+15	\$ 95,090	\$ 500	\$ 95,590	
* 99	FILORAMO	JOSEPH	RHS	Teacher	09/01/23 [#]	06/30/24		12-14	MA+30	\$ 77,890	\$ -	\$ 77,890	
100	FLAMMER	SUZANNE	JES	Teacher	09/01/23 [#]	06/30/24		15-16	MA+15	\$ 79,663	\$ -	\$ 79,663	
* 101	FLYNN	PETER	RHS	Teacher	09/01/23 [#]	06/30/24		12-14	BA	\$ 68,785	\$ -	\$ 68,785	
102	FOLKERS	CAITLIN	LRS	Teacher	09/01/23 [#]	06/30/24		11	MA+30	\$ 74,565	\$ -	\$ 74,565	
* 103	FORLENZA	COREY	RHS	Teacher	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
* 104	FOSTER	SHANNON	RHS	Teacher	09/01/23 [#]	06/30/24		19	BA+30	\$ 83,224	\$ -	\$ 83,224	
105	FOX	KASEY	JES	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540	
* 106	FRANCO	KEVIN	LRS, EMS, RHS	OT	09/01/23 [#]	06/30/24		20	DR	\$ 94,936	\$ -	\$ 94,936	
107	FREEBORN	REBECCA	NES	Teacher	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
108	FREUND	KELLY	FES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	
109	GALLAGHER	MARIA	FES	Teacher	09/01/23 [#]	06/30/24		20	MA	\$ 89,250	\$ 500	\$ 89,750	
110	GALLO	CHRISTINE	EMS	Teacher	09/01/23 [#]	06/30/24		11	BA	\$ 65,815	\$ -	\$ 65,815	
111	GANGEMI	GIUSEPPE	EMS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
* 112	GANGEMI	KAYLA	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	MA+30	\$ 67,960	\$ -	\$ 67,960	
113	GARDNER	MELISSA	KES	Teacher	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
114	GAUTHIER	NICOLE	LRS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
* 115	GEARY	JASON	RHS	Teacher	09/01/23 [#]	06/30/24		9	BA	\$ 61,140	\$ -	\$ 61,140	
* 116	GERVASIO	THOMAS	RHS	Teacher	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
117	GIBSON	RYAN	EMS	Teacher	09/01/23 [#]	06/30/24		12-14	BA+30	\$ 73,854	\$ -	\$ 73,854	
118	GIORDANO	TESSA	JES	OT	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
* 119	GLUCK	CAITLIN	RHS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
* 120	GOODWIN	JAMES	RHS	Teacher	09/01/23 [#]	06/30/24		19	BA	\$ 78,465	\$ -	\$ 78,465	
121	GOODYEAR	SARAH	KES	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
* 122	GOTTFRIED	MICHAEL	RHS	Teacher	09/01/23 [#]	06/30/24		11	DR	\$ 77,015	\$ -	\$ 77,015	
123	GRABA	KRISTINA	JES	Teacher	09/01/23 [#]	06/30/24		20	MA+15	\$ 90,875	\$ -	\$ 90,875	
124	GRANT	ANDREA	KES	Teacher	09/01/23 [#]	06/30/24		23	MA+15	\$ 101,291	\$ 500	\$ 101,791	
125	GREEN	CHRISTINA	JES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
* 126	HACHEY	PATRICK	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ -	\$ 99,516	
127	HAGEMANN	REGINA	EMS	Teacher	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	MOG from BA+15 to MA
128	HALLET	JENNIFER	LRS	Teacher	09/01/23 [#]	06/30/24		22	MA+30	\$ 100,801	\$ 500	\$ 101,301	
* 129	HAMADE	RABIYE	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
130	HANCOCK	JESSIE	LRS	Teacher	09/01/23 [#]	06/30/24		10	BA	\$ 63,340	\$ -	\$ 63,340	
* 131	HANSEN	JAMES	RHS	Teacher	09/01/23 [#]	06/30/24		3	BA	\$ 56,925	\$ -	\$ 56,925	

SALARY ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR1.1 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[^] Employment start date is pending completion of documentation in accordance with the law or district policy.

	Last Name	First Name	Loc	Position	Start Date	End Date	23/24 FTE if diff than 1.00	23/24 Step	23/24 Level	23/24 Base Salary	23/24 Longevity Amt	23/24 TOTAL Salary	Discussion
* 132	HARDY	BARBRA	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ 500	\$ 100,016	
133	HARRISON CALDERON	JESSICA	EMS	Teacher	09/01/23 [#]	06/30/24		19	MA+30	\$ 88,865	\$ -	\$ 88,865	
* 134	HATCH	BRYANT	EMS, RHS	SLS	09/01/23 [#]	06/30/24		10	MA+30	\$ 72,090	\$ -	\$ 72,090	
* 135	HAYDEN	LEE	RHS	Teacher	09/01/23 [#]	06/30/24		17-18	MA	\$ 81,781	\$ -	\$ 81,781	
* 136	HEDDY	ELIZABETH	RHS	Teacher	09/01/23 [#]	06/30/24		21	MA+30	\$ 96,940	\$ -	\$ 96,940	
137	HEILMAN	KERRI	LRS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
138	HELLYER	ROBIN	FES	Teacher	09/01/23 [#]	06/30/24		21	MA+15	\$ 95,090	\$ -	\$ 95,090	
139	HERNANDEZ	JAIME	LRS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+15	\$ 83,263	\$ -	\$ 83,263	
140	HIGGINS	KATHERINE	JES	Teacher	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
141	HOLLENBECK	HELEN	EMS	Teacher	09/01/23 [#]	06/30/24		12-14	MA+30	\$ 77,890	\$ -	\$ 77,890	
142	HOLLENBERG	AMY	JES	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
143	HOOPES GOMEZ	CASEY	JES	Teacher	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
* 144	HOPPER	JOELLEN	RHS	Teacher	09/01/23 [#]	06/30/24		17-18	MA	\$ 81,781	\$ -	\$ 81,781	
145	HORNUNG	DESIREE	EMS	School Nurse	09/01/23 [#]	06/30/24		19	BA+15	\$ 82,346	\$ -	\$ 82,346	
* 146	HOWEY	MICHAEL	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA	\$ 91,530	\$ 500	\$ 92,030	
* 147	HRYNIO	LINDSAY	RHS	School Nurse	09/01/23 [#]	06/30/24		10	BA+15	\$ 66,447	\$ -	\$ 66,447	
148	HUBBARD	CINDY	EMS	Teacher	09/01/23 [#]	06/30/24		19	MA	\$ 85,451	\$ -	\$ 85,451	
* 149	HUGHES	DANIELLE	RHS	Teacher	09/01/23 [#]	06/30/24		15-16	MA	\$ 78,249	\$ -	\$ 78,249	
* 150	HUGHES	DAVID	RHS	Teacher	09/01/23 [#]	06/30/24		19	MA+30	\$ 88,865	\$ -	\$ 88,865	
151	HUTSEBAUT	REBECCA	NES	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
152	IACOBINO	KRISTIN	EMS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
* 153	ITURRALDE	KAYTEL	RHS	Teacher	09/01/23 [#]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425	
154	IUVONE	ERICA	KES	Teacher	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	MOG from BA+15 to MA
* 155	IZQUIERDO	MARIA ELENA	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	
156	JACOBSEN	LAURA	JES	Teacher	09/01/23 [#]	06/30/24		23	BA+15	\$ 95,967	\$ 500	\$ 96,467	
* 157	JACOBY	ADAM	RHS	Teacher	09/01/23 [#]	06/30/24		3	BA	\$ 56,925	\$ -	\$ 56,925	
* 158	JAEGER	KATHRYN	RHS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
159	JAMIESON	MELISSA	EMS	Teacher	09/01/23 [#]	06/30/24		10	MA+30	\$ 72,090	\$ -	\$ 72,090	
* 160	KAINE	SHARI	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
* 161	KALODNER	ISABEL	RHS	Teacher	09/01/23 [#] [^]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425	
* 162	KANE	JOHN	EMS, RHS	Teacher	09/01/23 [#] [^]	06/30/24		1-2	BA+30	\$ 60,925	\$ -	\$ 60,925	
163	KASLINER	JANET	JES, LRS	SLS	09/01/23 [#]	10/31/23		23	MA+30	\$ 103,066 [+]	\$ 500 [+]	\$ 103,566 [+]	[+] Prorated
* 164	KATINSKY	JACLYN	RHS	School Nurse	09/01/23 [#]	06/30/24		15-16	BA	\$ 71,885	\$ -	\$ 71,885	
165	KATZ	KATE	LRS	Teacher	09/01/23 [#]	06/30/24		12-14	BA+30	\$ 73,854	\$ -	\$ 73,854	
166	KAUFMAN	PAMELA	NES	Teacher	09/01/23 [#]	06/30/24		23	MA+15	\$ 101,291	\$ 500	\$ 101,791	
* 167	KELLY	MEGAN	RHS	Teacher	09/01/23 [#]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425	
* 168	KENNY	JENNIFER	RHS	SAC, ABS	09/01/23 [#]	06/30/24		20	MA+30	\$ 92,500	\$ -	\$ 92,500	
169	KHOMYAK	JENNIFER	LRS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
170	KIM	ERICA	KES	Teacher	09/01/23 [#]	06/30/24		4-6	BA+30	\$ 62,410	\$ -	\$ 62,410	MOG from BA+15 to BA+30
171	KITCHIN	CATIA	JES	Teacher	09/01/23 [#]	06/30/24		15-16	MA	\$ 78,249	\$ -	\$ 78,249	
172	KLEIN	PATRICIA	JES	Teacher	09/01/23 [#]	06/30/24		20	BA	\$ 81,940	\$ -	\$ 81,940	
* 173	KOCH	JOSEPH M.	RHS	School Athletic Trainer	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816	
174	KOCOSKI	SANJA	KES	School Nurse	09/01/23 [#]	06/30/24		10	BA	\$ 63,340	\$ -	\$ 63,340	
* 175	KONG	KRISTINA	RHS	Teacher	09/01/23 [#]	06/30/24		3	MA+15	\$ 63,950	\$ -	\$ 63,950	
176	KOVACH	MICHAEL	EMS	Teacher	09/01/23 [#] [^]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425	
177	KOVACS	RACHELLE	LRS	School Nurse	09/01/23 [#]	06/30/24		12-14	BA+15	\$ 72,164	\$ -	\$ 72,164	
178	KROG	DEBORAH	JES, NES	Teacher	09/01/23 [#]	06/30/24		11	BA+30	\$ 70,670	\$ -	\$ 70,670	
* 179	KROOG	BARBARA	RHS	Teacher	09/01/23 [#]	06/30/24		10	BA+15	\$ 66,447	\$ -	\$ 66,447	
180	KRUMENAKER	TERRY	LRS	Teacher	09/01/23 [#]	06/30/24		23	MA+15	\$ 101,291	\$ 500	\$ 101,791	
* 181	KULICK	JUSTIN	RHS	Teacher	09/01/23 [#]	06/30/24		19	MA+30	\$ 88,865	\$ -	\$ 88,865	
* 182	LACAPRA	GINA	RHS	School Counselor	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
183	LACOSTA	GAIL	FES	School Counselor, ABS	09/01/23 [#]	06/30/24		10	MA+15	\$ 70,640	\$ -	\$ 70,640	
184	LAMONT	KELLY	JES	Teacher	09/01/23 [#]	06/30/24		20	BA+15	\$ 86,001	\$ -	\$ 86,001	
185	LANE	MATTHEW	FES	Teacher	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
* 186	LAPARA	ANGELA	RHS	Teacher	09/01/23 [#]	06/30/24		22	MA	\$ 97,251	\$ -	\$ 97,251	
187	LAPOSTA	CHRISTINE	LRS	Teacher	09/01/23 [#]	06/30/24		23	BA+30	\$ 98,530	\$ 500	\$ 99,030	
188	LAUTZ	LYDIA	NES	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210	
189	LEAVY	JENNIFER	FES	Teacher	09/01/23 [#]	06/30/24	0.73	9	BA	\$ 44,632	\$ -	\$ 44,632	
190	LEISTER	TINA	KES	Teacher	09/01/23 [#]	06/30/24		9	MA+15	\$ 68,165	\$ -	\$ 68,165	
* 191	LENOX	THOMAS	RHS	Teacher	09/01/23 [#]	06/30/24		11	BA+30	\$ 70,670	\$ -	\$ 70,670	
192	LETTIERI	HEATHER	KES	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ 500	\$ 100,016	
* 193	LIMA	MARCIE	RHS	Teacher	09/01/23 [#]	06/30/24		21	BA+30	\$ 92,540	\$ -	\$ 92,540	
* 194	LISA	KERRY	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ 750	\$ 100,266	
195	LOEB	JESSICA	EMS	Teacher	09/01/23 [#]	06/30/24		19	MA+30	\$ 88,865	\$ -	\$ 88,865	
196	LOMBARDO	ANDREA	JES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	

SALARY ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR1.1 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[^] Employment start date is pending completion of documentation in accordance with the law or district policy.

	Last Name	First Name	Loc	Position	Start Date	End Date	23/24 FTE if diff than 1.00	23/24 Step	23/24 Level	23/24 Base Salary	23/24 Longevity Amt	23/24 TOTAL Salary	Discussion
197	LOMUNTAD	CAROLINE	EMS	School Counselor	09/01/23 [#]	06/30/24		15-16	MA	\$ 78,249	\$ -	\$ 78,249	
* 198	MAESO	MICHAEL	RHS	Teacher	09/01/23 [#]	06/30/24		20	BA	\$ 81,940	\$ -	\$ 81,940	
* 199	MAHER	CHELSEA	RHS	School Counselor	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
* 200	MAHMOUD	ADAM	RHS	Teacher	09/01/23 [#]	06/30/24		11	MA+15	\$ 73,115	\$ -	\$ 73,115	
201	MAIELLO	ERIN	EMS	Teacher	09/01/23 [#]	06/30/24		23	MA	\$ 99,516	\$ -	\$ 99,516	
* 202	MAINIERO	MELISSA	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210	
203	MANNEY	LYNN	FES	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540	
204	MAREK	NATALIE	KES	Teacher	09/01/23 [#]	06/30/24		4-6	MA+15	\$ 64,935	\$ -	\$ 64,935	
205	MARTINI	ANN	NES	Teacher	09/01/23 [#]	06/30/24		17-18	MA	\$ 81,781	\$ -	\$ 81,781	
206	MARTINO	TIFFANY	EMS	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
207	MARZOCCA	MICHELE	FES	Teacher	09/01/23 [#]	06/30/24		23	BA+30	\$ 98,530	\$ 500	\$ 99,030	
208	MASON	JULIE	FES	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540	
209	MASON	LAUREN	FES	Teacher	09/01/23 [#]	06/30/24		22	MA	\$ 97,251	\$ 500	\$ 97,751	
210	MATULLO	LAUREN	LRS	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
211	MAURER	JENNIFER	FES	Teacher	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
* 212	MC CRACKEN	JENNIFER	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
213	MCAULIFFE	KATEY	JES	School Library Media Specialist	09/01/23 [#]	06/30/24		23	MA+15	\$ 101,291	\$ -	\$ 101,291	
214	MCDERMOTT	JAMES	LRS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
* 215	MCGINLEY	BIRSEN	RHS	Transition Coordinator	09/01/23 [#]	06/30/24		11	BA+15	\$ 69,051	\$ -	\$ 69,051	
216	MCINNES	CATHY	FES	Teacher	09/01/23 [#]	06/30/24		10	BA	\$ 63,340	\$ -	\$ 63,340	
217	MCMICHAEL	ANTHONY	EMS	Teacher	09/01/23 [#]	06/30/24		12-14	MA+30	\$ 77,890	\$ -	\$ 77,890	
218	MCNEMAR	THERESA	NES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
* 219	MCPHEE	MICHAEL	RHS	Teacher	09/01/23 [#]	06/30/24		15-16	BA+30	\$ 77,188	\$ -	\$ 77,188	
220	MEANEY	COURTNEY	NES	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
* 221	MEEKER	REID	RHS	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540	MOG from BA+15 to MA
* 222	MEETH	JUSTIN	RHS	Teacher	09/01/23 [#]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425	
223	MEISER	KRISTIN	JES	Teacher	09/01/23 [#]	06/30/24		12-14	BA	\$ 68,785	\$ -	\$ 68,785	
224	MEOLA	LOUIS	EMS	Teacher	09/01/23 [#]	06/30/24		20	MA+30	\$ 92,500	\$ -	\$ 92,500	
225	MIDILI	TARA	FES, LRS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+15	\$ 83,263	\$ -	\$ 83,263	
226	MILLER	RYAN	FES	Teacher	09/01/23 [#]	06/30/24		19	MA+30	\$ 88,865	\$ -	\$ 88,865	
227	MILLER	VICTORIA	NES	Teacher	09/01/23 [#]	06/30/24		15-16	MA	\$ 78,249	\$ -	\$ 78,249	
* 228	MISURELLI	FRANK	RHS	Teacher	09/01/23 [#]	06/30/24		20	BA+15	\$ 86,001	\$ -	\$ 86,001	
* 229	MITCHELL	TERI	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA+15	\$ 95,967	\$ -	\$ 95,967	
* 230	MONACO	DAVID	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
* 231	MONAGHAN	MARK	EMS, RHS	Teacher	09/01/23 [#]	06/30/24		3	BA	\$ 56,925	\$ -	\$ 56,925	
232	MONTAN	KRISTEN	EMS	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
233	MONTANO	ASHLEY	NES	Teacher	09/01/23 [#]	06/30/24		4-6	BA+15	\$ 60,910	\$ -	\$ 60,910	
234	MOSHER	KATHERINE	FES, NES	LDT-C	07/01/23	06/30/24	1.10	23	MA	\$ 109,468	\$ -	\$ 109,468	
* 235	MOSHER	MICHAEL	RHS	School Psychologist	07/01/23	06/30/24	1.10	23	DR	\$ 116,301	\$ -	\$ 116,301	
236	MOSKOWITZ	PHILLIP	EMS	Teacher	09/01/23 [#]	06/30/24		10	MA+30	\$ 72,090	\$ -	\$ 72,090	
237	MUELLER	SANDRA	JES	Teacher	09/01/23 [#]	06/30/24		3	BA	\$ 56,925	\$ -	\$ 56,925	
* 238	MULDERRIG	FRANCIS	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	
* 239	MULLEN	MAIREAD	RHS	Teacher	09/01/23 [#]	06/30/24		9	BA	\$ 61,140	\$ -	\$ 61,140	
240	MULLER	AMY	LRS	Teacher	09/01/23 [#]	06/30/24		15-16	BA+30	\$ 77,188	\$ -	\$ 77,188	
241	MURILLO	AMY	LRS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
242	NASSAN	LORRAINE	KES	Teacher	09/01/23 [#]	06/30/24	0.73	12-14	MA	\$ 54,653	\$ -	\$ 54,653	
* 243	NAVARRO	MARIA	RHS	Teacher	09/01/23 [#]	06/30/24		22	MA+15	\$ 99,026	\$ -	\$ 99,026	
244	NEUMANN	ERIN	LRS	Teacher	09/01/23 [#]	06/30/24		7-8	BA+30	\$ 63,710	\$ -	\$ 63,710	
245	NG	ELLEN	LRS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
246	NICKEL	KARA	KES	Teacher	09/01/23 [#]	06/30/24		11	MA+30	\$ 74,565	\$ -	\$ 74,565	
* 247	NORGARD	KAITLYN	RHS	Teacher	09/01/23 [#]	06/30/24		11	MA	\$ 71,640	\$ -	\$ 71,640	
248	NORTH	TIFFANY	LRS	Teacher	09/01/23 [#]	06/30/24		12-14	BA	\$ 68,785	\$ -	\$ 68,785	
249	O'CONNOR	CHRISTINE	NES	Teacher	09/01/23 [#]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425	
250	O'MALLEY	SHANNON	JES	Teacher	09/01/23 [#]	06/30/24		12-14	BA+15	\$ 72,164	\$ -	\$ 72,164	
* 251	OBRAITIS	CASEY	RHS	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
* 252	OBRIEN	WILLIAM	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816	
253	OLCOTT	NICOLE	KES	Teacher	09/01/23 [#]	06/30/24		4-6	BA+30	\$ 62,410	\$ -	\$ 62,410	MOG from BA+15 to BA+30
254	ORT	SARAH	LRS	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
255	OSBUN	JAMIE	LRS	Teacher	09/01/23 [#]	06/30/24		15-16	BA	\$ 71,885	\$ -	\$ 71,885	
* 256	OSTER	KAITLYN	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
257	PALANCHI	KRISTIN	LRS, EMS	School Library Media Specialist	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
258	PALMIERI	KRISTEN	KES	School Social Worker	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
* 259	PEREZ	JENNIFER	JES, NES, EMS, RHS	Behavior Specialist-Analyst	09/01/23 [#]	06/30/24		22	MA+15	\$ 99,026	\$ -	\$ 99,026	
260	PERHACS	JENNIFER	LRS	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210	

SALARY ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR1.1 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[^] Employment start date is pending completion of documentation in accordance with the law or district policy.

	Last Name	First Name	Loc	Position	Start Date	End Date	23/24 FTE if diff than 1.00	23/24 Step	23/24 Level	23/24 Base Salary	23/24 Longevity Amt	23/24 TOTAL Salary	Discussion
261	PILRUN	AMY	EMS	Teacher	09/01/23 [#]	06/30/24		4-6	BA+15	\$ 60,910	\$ -	\$ 60,910	MOG from BA to BA+15
* 262	POGGI	KEVIN	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816	
* 263	POPOWYCZ	BECKY	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
264	RALSTON	SHERI	NES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
265	REDWOOD	SUSAN	LRS	LDT-C	07/01/23	06/30/24	1.10	23	MA+15	\$ 111,420	\$ -	\$ 111,420	
266	REILLY	SEAN	EMS	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540	
* 267	REISER	JEANNETTE	RHS	Teacher	09/01/23 [#]	06/30/24		20	BA+15	\$ 86,001	\$ -	\$ 86,001	
268	RENN	CHRISTI	FES	Teacher	09/01/23 [#]	06/30/24		23	MA+15	\$ 101,291	\$ -	\$ 101,291	
* 269	RENNA	JUSTIN	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
270	REX	JEAN	NES	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
271	RICE	KATHLEEN	JES	Teacher	09/01/23 [#]	06/30/24	0.73	15-16	MA	\$ 57,122	\$ -	\$ 57,122	
272	RICHARDSON	KILEY	EMS	Teacher	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	
273	RICHMAN	MARGERY	EMS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
274	RIGGINS	DAWN	JES	Teacher	09/01/23 [#]	06/30/24		17-18	BA+30	\$ 79,974	\$ -	\$ 79,974	
* 275	RISPOLI	MARIA	RHS	Teacher	09/01/23 [#]	06/30/24		19	MA+30	\$ 88,865	\$ -	\$ 88,865	
276	RODAS	SHANNON	EMS	Teacher	09/01/23 [#]	06/30/24		17-18	MA	\$ 81,781	\$ -	\$ 81,781	
277	RODDY	HEATHER	KES	School Library Media Specialist	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ -	\$ 103,066	
278	RODGERS	SUSANNA	LRS	Teacher	09/01/23 [#]	06/30/24		15-16	MA+30	\$ 81,585	\$ -	\$ 81,585	
279	ROHDE	STEPHANIE	JES	Teacher	09/01/23 [#]	06/30/24		7-8	DR	\$ 70,410	\$ -	\$ 70,410	
* 280	ROMAN	DANIEL	RHS	Teacher	09/01/23 [#]	06/30/24		11	BA	\$ 65,815	\$ -	\$ 65,815	
* 281	ROMAN	MONICA	RHS	Teacher	09/01/23 [#]	06/30/24		20	BA	\$ 81,940	\$ -	\$ 81,940	
282	ROSE	ANDREW	JES	Teacher	09/01/23 [#]	06/30/24		3	BA	\$ 56,925	\$ -	\$ 56,925	
283	ROSE	DENISE	LRS	Teacher	09/01/23 [#]	06/30/24		11	BA+15	\$ 69,051	\$ -	\$ 69,051	MOG from BA to BA+15
284	ROSSI	CHRISTINA	EMS	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540	
* 285	ROUMES	RYAN	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210	
286	ROUSSEAU	BRIANNE	FES	Teacher	09/01/23 [#]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425	
287	ROY	ERIC	LRS	Teacher	09/01/23 [#]	06/30/24		20	MA+30	\$ 92,500	\$ -	\$ 92,500	
288	RUBENSTEIN	JILL	FES	Teacher	09/01/23 [#]	06/30/24		23	BA+30	\$ 98,530	\$ 500	\$ 99,030	
* 289	SAAVEDRA	JULIETH	RHS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
290	SABELLA	KERI	KES	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210	
* 291	SALYERDS	ROBERT	EMS, RHS	Teacher	09/01/23 [#]	06/30/24		17-18	BA	\$ 75,110	\$ -	\$ 75,110	
* 292	SAN EMETERIO	STEFANIE	RHS	School Counselor	09/01/23 [#]	06/30/24		20	MA+15	\$ 90,875	\$ -	\$ 90,875	
293	SANDERS	AMANDA	EMS	Teacher	09/01/23 [#]	06/30/24		12-14	BA	\$ 68,785	\$ -	\$ 68,785	
294	SANTO	DIANA	FES	Teacher	09/01/23 [#]	06/30/24		23	BA+30	\$ 98,530	\$ -	\$ 98,530	
* 295	SANTORO	KIMBERLY	RHS	Teacher	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
* 296	SANTORO	MEGAN	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
297	SAPPIO	ALEXIS	FES	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
298	SARREL	MARLA	FES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816	
299	SAUL	JOANNE	JES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816	
300	SCASSERRA	DOMINICK	JES, KES	School Psychologist	07/01/23	06/30/24	1.10	12-14	MA+30	\$ 85,679	\$ -	\$ 85,679	
* 301	SCHENECK	MATTHEW	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA	\$ 91,530	\$ 500	\$ 92,030	
* 302	SCHILLING	SCOTT	RHS	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210	
* 303	SCHMIDT	LAURA	RHS	Teacher	09/01/23 [#]	06/30/24		15-16	MA+15	\$ 79,663	\$ -	\$ 79,663	
304	SELLARI	KAYLA	LRS	Teacher	09/01/23 [#]	06/30/24		9	BA	\$ 61,140	\$ -	\$ 61,140	
* 305	SHADWELL	CHRISTOPHER	RHS	Teacher	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
* 306	SHAW	JAMES	RHS	Teacher	09/01/23 [#]	06/30/24		15-16	MA	\$ 78,249	\$ -	\$ 78,249	MOG from BA+30 to MA
* 307	SHELDON	CHRISTINE	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
308	SHEPLAK-LEWIS	JACQUELINE	LRS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+15	\$ 83,263	\$ -	\$ 83,263	MOG from MA to MA+15
309	SIEGEL	DAVID	NES	Teacher	09/01/23 [#]	06/30/24		10	MA	\$ 68,933	\$ -	\$ 68,933	
* 310	SLIWINSKI	WOJCIECH	RHS	Teacher	09/01/23 [#]	06/30/24		9	BA+15	\$ 64,140	\$ -	\$ 64,140	
* 311	SMALL	JESSICA	RHS	Teacher	09/01/23 [#]	06/30/24		11	BA+15	\$ 69,051	\$ -	\$ 69,051	
312	SMITH	JENNIFER	LRS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
313	SMITH	SHAWN	EMS	Teacher	09/01/23 [#]	06/30/24		20	MA+30	\$ 92,500	\$ -	\$ 92,500	
314	SOBESTANOVICH	KELSEY	NES	Teacher	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
* 315	SOERGEL	STEVE	RHS	Teacher	09/01/23 [#]	06/30/24		23	DR	\$ 105,728	\$ -	\$ 105,728	
* 316	SOLOTIST	APRIL	RHS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816	
* 317	SOMERS	ALEXIS	FES, KES, LRS, EMS, RHS	Behavior Specialist-Analyst	09/01/23 [#]	06/30/24		15-16	MA	\$ 78,249	\$ -	\$ 78,249	
* 318	SPARGO	BARBRA	RHS	Teacher	09/01/23 [#]	06/30/24		21	BA+30	\$ 92,540	\$ 500	\$ 93,040	
319	SPARGO	JUSTIN	EMS	Teacher	09/01/23 [#]	06/30/24		20	BA+15	\$ 86,001	\$ -	\$ 86,001	
* 320	SPERONZA	JANE-FRANCES	RHS	Teacher	09/01/23 [#]	06/30/24		12-14	MA	\$ 74,867	\$ -	\$ 74,867	
321	START	KURTIS	NES	Teacher	09/01/23 [#]	06/30/24		17-18	MA	\$ 81,781	\$ -	\$ 81,781	
322	STEHLGENS	DANA	FES	Teacher	09/01/23 [#]	06/30/24		15-16	BA+30	\$ 77,188	\$ -	\$ 77,188	
323	STEINMETZ	ALYSSA	FES	Teacher	09/01/23 [#]	06/30/24		10	MA	\$ 68,933	\$ -	\$ 68,933	
* 324	STELLINGWERF	KAITLIN	RHS	Teacher	09/01/23 [#]	06/30/24		4-6	MA	\$ 63,310	\$ -	\$ 63,310	

SALARY ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR1.1 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[^] Employment start date is pending completion of documentation in accordance with the law or district policy.

	Last Name	First Name	Loc	Position	Start Date	End Date	23/24 FTE if diff than 1.00	23/24 Step	23/24 Level	23/24 Base Salary	23/24 Longevity Amt	23/24 TOTAL Salary	Discussion
325	STORM	MEGHAN	KES	Teacher	09/01/23 [#]	06/30/24		15-16	BA	\$ 71,885	\$ -	\$ 71,885	
326	STOYANOV	AUBREY	KES	Teacher	09/01/23 [#]	06/30/24		15-16	BA+30	\$ 77,188	\$ -	\$ 77,188	
327	STRAUSS	JOYCE	NES	Teacher	09/01/23 [#]	06/30/24	0.73	10	BA	\$ 46,238	\$ -	\$ 46,238	
* 328	SUSIN	JESSICA	RHS	School Social Worker	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
329	SWANSON	ERIK	NES	School Counselor, ABS	09/01/23 [#]	10/06/23		7-8	MA+15	\$ 66,235 [+]	\$ -	\$ 66,235 [+]	[+] Prorated
* 330	SWEER	KRISTA	EMS, RHS	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540	
* 331	SWEER	RYAN	EMS, RHS	Teacher	09/01/23 [#]	06/30/24		12-14	MA+15	\$ 76,219	\$ -	\$ 76,219	
332	SZIGETI	ELIZABETH	JES	Teacher	09/01/23 [#]	06/30/24		15-16	MA	\$ 78,249	\$ -	\$ 78,249	
333	TAGGART	DANA	JES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
334	TATARKA	RYAN	EMS	Teacher	09/01/23 [#]	06/30/24		12-14	BA	\$ 68,785	\$ -	\$ 68,785	
335	TATE	JASON	LRS	Teacher	09/01/23 [#]	06/30/24		12-14	MA+30	\$ 77,890	\$ -	\$ 77,890	
336	TAVARES	DIANE	FES, JES, KES, NES	PT	09/01/23 [#]	06/30/24		23	DR	\$ 105,728	\$ -	\$ 105,728	
* 337	TERRANOVA	LAURIE	RHS	Teacher	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
* 338	THEODOROPOULOS	ARISTEA	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA+15	\$ 95,967	\$ -	\$ 95,967	
339	THOMAS	JACLYN	EMS	Teacher	09/01/23 [#]	06/30/24		15-16	BA	\$ 71,885	\$ -	\$ 71,885	
340	THOMPSON	CARIE	EMS	LDT-C	09/01/23 [#]	06/30/24		17-18	MA+30	\$ 84,810	\$ -	\$ 84,810	
341	TIGER	BRITTANY	JES	Teacher	09/01/23 [#]	06/30/24		20	MA+15	\$ 90,875	\$ -	\$ 90,875	
* 342	TIRELLA	MARC	RHS	Teacher	09/01/23 [#]	06/30/24		19	MA	\$ 85,451	\$ -	\$ 85,451	
* 343	TOM	JEAN	RHS	Teacher	09/01/23 [#]	06/30/24		11	MA+30	\$ 74,565	\$ -	\$ 74,565	MOG from MA+15 to MA+30
* 344	TOMASHESKI	PAUL	RHS	Teacher	09/01/23 [#]	06/30/24		10	BA	\$ 63,340	\$ -	\$ 63,340	
345	TORRES-DAVIS	VELYN	EMS	School Counselor	09/01/23 [#]	06/30/24		17-18	MA+15	\$ 83,263	\$ -	\$ 83,263	
* 346	TORSIELLO	CHRISTOPHER	RHS	Teacher	09/01/23 [#]	06/30/24		1-2	BA	\$ 56,425	\$ -	\$ 56,425	
347	TOUPET	JENNIFER	EMS	Teacher	09/01/23 [#]	06/30/24		10	MA+15	\$ 70,640	\$ -	\$ 70,640	
348	TRAUTZ	CARYN	EMS	Teacher	09/01/23 [#]	06/30/24		12-14	MA+30	\$ 77,890	\$ -	\$ 77,890	
349	TRIMMER	THERESA	LRS	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 500	\$ 103,566	
* 350	TROTTER	GREGORY	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA	\$ 91,530	\$ 750	\$ 92,280	
351	TUCKER	ELIZABETH	EMS	Teacher	09/01/23 [#]	06/30/24		19	MA+15	\$ 87,003	\$ -	\$ 87,003	
352	TUNSTEAD RUSBACH	ELENA	LRS	Teacher	09/01/23 [#]	06/30/24		11	MA+30	\$ 74,565	\$ -	\$ 74,565	
353	UCCELLO	VANESSA	KES	Teacher	09/01/23 [#]	06/30/24		7-8	MA+30	\$ 67,960	\$ -	\$ 67,960	
* 354	URBAN	ALEXANDRA	RHS	Teacher	09/01/23 [#]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	
355	URBAN	MARY BETH	FES	Teacher	09/01/23 [#]	06/30/24	0.73	22	BA+30	\$ 70,273	\$ -	\$ 70,273	
356	URBAN	TARA	LRS	School Counselor	09/01/23 [#]	06/30/24		3	MA	\$ 62,325	\$ -	\$ 62,325	Position's existence & continuation are contingent on funding from ARP ESSER.
357	VANDEMERKT	STEPHANIE	KES, NES	SLS	09/01/23 [#]	06/30/24		7-8	MA	\$ 64,610	\$ -	\$ 64,610	
358	VENTRICELLI	KATHRYN	JES, NES	LDT-C	09/01/23 [#]	06/30/24		21	MA+30	\$ 96,940	\$ -	\$ 96,940	
* 359	VERGARA	ALEXIS	RHS	School Psychologist	07/01/23	06/30/24	1.10	17-18	MA+30	\$ 93,291	\$ -	\$ 93,291	
360	VOLK	KAREN	EMS	Teacher	09/01/23 [#]	06/30/24		17-18	BA+15	\$ 78,816	\$ -	\$ 78,816	
361	VOLZ	MICHAEL	EMS	Teacher	09/01/23 [#]	06/30/24		3	BA	\$ 56,925	\$ -	\$ 56,925	
362	WARDEN	MAUREEN	NES	School Nurse	09/01/23 [#]	06/30/24		19	BA+15	\$ 82,346	\$ -	\$ 82,346	
363	WEAVER	DENNIS	LRS	Teacher	09/01/23 [#]	06/30/24		11	BA+30	\$ 70,670	\$ -	\$ 70,670	
* 364	WEBER	KURT	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA+30	\$ 98,530	\$ 500	\$ 99,030	
* 365	WENARSKY	COURTNEY	RHS	Teacher	09/01/23 [#]	06/30/24		10	MA	\$ 68,933	\$ -	\$ 68,933	
366	WETREICH	DEBORAH	NES	School Psychologist	07/01/23	06/30/24	1.10	23	MA+30	\$ 113,373	\$ -	\$ 113,373	
367	WILSON	BRENDA	KES	Teacher	09/01/23 [#]	06/30/24		23	MA+30	\$ 103,066	\$ 750	\$ 103,816	
368	WILSON	COURTNEY	JES	Teacher	09/01/23 [#]	06/30/24		9	MA	\$ 66,540	\$ -	\$ 66,540	
369	WISNER	MEGAN	FES	School Nurse	09/01/23 [#]	06/30/24		19	BA	\$ 78,465	\$ -	\$ 78,465	
* 370	WOOD	PAUL	RHS	Teacher	09/01/23 [#]	06/30/24		23	BA+30	\$ 98,530	\$ -	\$ 98,530	
371	WRIGHT	KEESHANA	EMS	School Social Worker	07/01/23	06/30/24	1.10	19	MA+15	\$ 95,703	\$ -	\$ 95,703	
372	YOUNG	JAIME	KES	Teacher	09/01/23 [#]	06/30/24		7-8	BA	\$ 59,210	\$ -	\$ 59,210	
373	ZAVALA	ERNESTO	EMS	Teacher	09/01/23 [#]	06/30/24		15-16	MA	\$ 78,249	\$ -	\$ 78,249	
374	ZENGEL	RENEE	RHS	Teacher	09/01/23 [#]	06/30/24		20	BA	\$ 81,940	\$ -	\$ 81,940	
375	ZENNA	KATHRYN	JES	School Nurse	09/01/23 [#]	06/30/24		20	BA+30	\$ 88,032	\$ -	\$ 88,032	
* 376	ZERIS	LAUREN	RHS	Teacher	09/01/23 [#] [^]	06/30/24		4-6	BA	\$ 57,910	\$ -	\$ 57,910	

SALARY ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: HR 1.2 :: Additional Teaching Assignments

	Name	Loc of Prog/Class	Program/ Class	Extra Blocks assigned:	Start Date	End Date	Salary Guide / Step	Addl. Salary not to exceed	Discussion	Prior Board aprvl
1	Buchanan, Stacey	LRS	Gr. 6 ELA	1 class daily during Period 6A-7B	8/30/23	6/13/24	23/24 MA+30 Step 22	\$19,615	Student needs.	8/21/23
2	Curado, Sandra	LRS	Gr. 6 Math	1 class daily during Period 9-10	8/30/23	6/13/24	23/24 MA Step 9	\$12,948	Student needs.	8/21/23
3	Engle, Rick	EMS	SUMMIT PE Wellness Unified	1 block daily during Block 2	8/30/23	6/13/24	23/24 MA Step 23	\$19,365	Student needs.	8/21/23
* 4	Gangemi, Kayla	RHS	VISTA VIP	0.5 block during Block 3B on A days w/in A/B day schedule @ RHS	8/30/23	6/13/24	23/24 MA+30 Step 7-8	\$5,086	Student needs.	8/21/23
5	Gibson, Ryan	EMS	ICR Gr. 7 Science	1 block daily during Block 3	8/30/23	6/13/24	23/24 BA+30 Step 12-14	\$14,372	Student needs.	8/21/23
6	Hollenbeck, Helen	EMS	Gr. 7 ISL ELA	1 block during Block 2 on A days w/in A/B day schedule @ EMS	8/30/23	6/13/24	23/24 MA+30 Step 12-14	\$7,578	Student needs.	8/21/23
7	Martino, Tiffany	EMS	VISTA Life Skills	1 block daily during Block 7	8/30/23	6/13/24	23/24 MA Step 7-8	\$12,573	Student needs.	8/21/23
8	Midilli, Tara	FES	Gr. 2- 4 OCR Word Study	1 class daily during Period 9	8/30/23	6/13/24	23/24 MA+15 Step 17-18	\$9,073	Student needs.	8/21/23
9	Montan, Kristen	EMS	Gr. 8 ISL Math	1 block during Block 3 on A days w/in A/B day schedule @ EMS	8/30/23	6/13/24	23/24 BA Step 4-6	\$5,634	Student needs.	8/21/23
10	Toupet, Jennifer	EMS	Gr. 8 ISL ELA	1 block during Block 3 on A days w/in A/B day schedule @ EMS	8/30/23	6/13/24	23/24 MA+15 Step 10	\$6,873	Student needs.	8/21/23
11	Trautz, Caryn	EMS	Gr. 7 ISL Math	1 block during Block 2 on A days w/in A/B day schedule @ EMS	8/30/23	6/13/24	23/24 MA+30 Step 12-14	\$7,578	Student needs.	8/21/23
12	Trimmer, Theresa	LRS	ICR Science/Social Studies	1 class daily during Period 9-10	8/30/23	6/13/24	23/24 MA+30 Step 23	\$20,056	Student needs.	8/21/23
* 13	Wenarsky, Courtney	RHS	SUCCESS	0.5 block during Block 3A on A days w/in A/B day schedule @ RHS	8/30/23	6/13/24	23/24 MA Step 10	\$5,159	Student needs.	8/21/23
* 14	Wood, Paul	RHS	Woodworking	1 block during Block 3AB on A days w/in A/B day schedule @ RHS	8/30/23	6/13/24	23/24 BA+30 Step 23	\$14,749	Student needs.	6/26/23

* A. FULL-TIME SPECIAL EDUCATION PARAPROFESSIONALS
(WORK HOURS SUBJECT TO CHANGE; 30 OR MORE HOURS WEEKLY)

Last Name	First Name	Step	Hourly Rate	Longevity	Start Date	End Date	Discussion
1	BALOGH	BETH	G	\$23.25	\$0.00	9/1/2023	6/30/2024
2	BONNEFOND	KRISTIN	G	\$23.25	\$0.00	9/1/2023	6/30/2024
3	BOTTONA	NANCY	G	\$23.25	\$0.00	9/1/2023	6/30/2024
4	BUSBY	ERIN	G	\$23.25	\$200.00	9/1/2023	6/30/2024
5	COLDITZ	DAWN MARIE	F	\$22.50	\$0.00	9/1/2023	6/30/2024
6	DEXTER	CARLA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
7	FICHTER	HEATHER	G	\$23.25	\$0.00	9/1/2023	6/30/2024
8	GEDE	STEPHANIE	F	\$22.50	\$0.00	9/1/2023	6/30/2024
9	GULLA	CARMEL	G	\$23.25	\$0.00	9/1/2023	6/30/2024
10	HAUCKE	THERESA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
11	HENRICKSEN	LISA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
12	HUSEIN	AMANI	G	\$23.25	\$0.00	9/1/2023	6/30/2024
13	JOHNSTON	MICHELE	F	\$22.50	\$0.00	9/1/2023	6/30/2024
14	KELLEY	RYAN	D	\$21.00	\$0.00	9/1/2023	6/30/2024
15	KLEIN	DAVID	G	\$23.25	\$0.00	9/1/2023	6/30/2024
16	LAVELLE	ERIN	E	\$21.75	\$0.00	9/1/2023	6/30/2024
17	LUPPNOW	ROSEMARY	G	\$23.25	\$0.00	9/1/2023	6/30/2024
18	MATERA	LISA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
19	MURDOCH	JAMES	D	\$21.00	\$0.00	9/1/2023	6/30/2024
20	PEREZ	ROBYN	G	\$23.25	\$0.00	9/1/2023	6/30/2024
21	REINKNECHT	CINDY	G	\$23.25	\$0.00	9/1/2023	6/30/2024
22	RYALL	MARY	G	\$23.25	\$200.00	9/1/2023	6/30/2024
23	SORBILO	JASMINE	F	\$22.50	\$0.00	9/1/2023	6/30/2024
24	SOTELO	VIRGINIA	E	\$21.75	\$0.00	9/1/2023	6/30/2024
25	SPARANO	DEIDRE	G	\$23.25	\$0.00	9/1/2023	6/30/2024
26	STONE	MICHELE	G	\$23.25	\$0.00	9/1/2023	6/30/2024
27	THOMAS	CHERYL	F	\$22.50	\$0.00	9/1/2023	6/30/2024
28	TURRISI	PATRICIA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
29	WEHMEYER	MARY ELLEN	G	\$23.25	\$0.00	9/1/2023	6/30/2024
30	WILLIAMS	MICHAEL	G	\$23.25	\$0.00	9/1/2023	6/30/2024

* B. PART-TIME SPECIAL EDUCATION PARAPROFESSIONALS
(WORKING LESS THAN 5 DAYS/WEEK PAYABLE BY TIMESHEETS; NOT TO EXCEED 29.5 HRS/WK)

Last Name	First Name	Step	Hourly Rate	Longevity	Start Date	End Date	Discussion
1	CLEVENGER	TRACY	F	\$22.50	\$0.00	9/1/2023	6/30/2024
2	DECKER	SONIA	E	\$21.75	\$0.00	9/1/2023	6/30/2024
3	DIAZ	MARTHA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
4	HEINEMANN	EMILY	A	\$19.00	\$0.00	9/1/2023	6/30/2024 New Hire working 3 days/wk
5	MELE	ANNMARIE	E	\$21.75	\$0.00	9/1/2023	6/30/2024
6	OLIVER	SUSAN	C	\$20.25	\$0.00	9/1/2023	6/30/2024
7	PUCO	VALERIE	F	\$22.50	\$0.00	9/1/2023	6/30/2024
8	ROME	ANGEL	E	\$21.75	\$0.00	9/1/2023	6/30/2024
9	STARK	MARNIE	G	\$23.25	\$0.00	9/1/2023	6/30/2024
10	WAKE-ROTOLO	SARA	C	\$20.25	\$0.00	9/1/2023	6/30/2024

* C. PART-TIME SPECIAL EDUCATION PARAPROFESSIONALS
(WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

Last Name	First Name	Step	Hourly Rate	Longevity	Start Date	End Date	Discussion
1	ASK	MELISSA	C	\$20.25	\$0.00	9/1/2023	6/30/2024
2	BEEDE	AGNES	D	\$21.00	\$0.00	9/1/2023	6/30/2024
3	BILOTTA	STACEY	D	\$21.00	\$0.00	9/1/2023	6/30/2024
4	BISCHOFF	TAMMY	G	\$23.25	\$200.00	9/1/2023	6/30/2024
5	BULLOCK	MARIELENA	C	\$20.25	\$0.00	9/1/2023	6/30/2024
6	CARPENTIER	JAMES	E	\$21.75	\$0.00	9/1/2023	6/30/2024
7	CHAPMAN	DAVID	C	\$20.25	\$0.00	9/1/2023	6/30/2024
8	CHURCH	STACEY	G	\$23.25	\$0.00	9/1/2023	6/30/2024
9	COLUCCI	PATRICIA	E	\$21.75	\$0.00	9/1/2023	6/30/2024
10	CUFF	DONNA	G	\$23.25	\$400.00	9/1/2023	6/30/2024
11	DAGOSTINO	GINA	E	\$21.75	\$0.00	9/1/2023	6/30/2024
12	D'AGOSTINC	LAURA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
13	DAWSON	JODI	G	\$23.25	\$0.00	9/1/2023	6/30/2024
14	DELGADO	CRISTIAN	C	\$20.25	\$0.00	9/1/2023	6/30/2024
15	DORAN	ROBERTA	G	\$23.25	\$200.00	9/1/2023	6/30/2024
16	FREUND	BRYNN	B	\$19.50	\$0.00	9/1/2023	6/30/2024
17	FRIEDELLA	TRACY	G	\$23.25	\$0.00	9/1/2023	6/30/2024
18	GAYDOS	JENNIFER	D	\$21.00	\$0.00	9/1/2023	6/30/2024
19	GERN	KIMBERLY	C	\$20.25	\$0.00	9/1/2023	6/30/2024
20	GIBNEY	LISA	G	\$23.25	\$400.00	9/1/2023	6/30/2024
21	GNANASAKT	SELVAMAGA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
22	GONZALEZ	ADALGISA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
23	HAMMAREN	JILL	D	\$21.00	\$0.00	9/1/2023	6/30/2024
24	HAWCO	BARBARA	G	\$23.25	\$200.00	9/1/2023	6/30/2024
25	HEMMER	CYNTHIA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
26	KAUR	JASDEEP	B	\$19.50	\$0.00	9/1/2023	6/30/2024
27	KINNEY	MINSU	D	\$21.00	\$0.00	9/1/2023	6/30/2024
28	KOCH	JOYCE	F	\$22.50	\$0.00	9/1/2023	6/30/2024
29	KOUTOUZAK	ASIMINA	D	\$21.00	\$0.00	9/1/2023	6/30/2024
30	LA MANNA	SUSAN	G	\$23.25	\$200.00	9/1/2023	6/30/2024
31	LORENZO	ADRIANA	B	\$19.50	\$0.00	9/1/2023	6/30/2024
32	LOVI	MARJORIE	G	\$23.25	\$0.00	9/1/2023	6/30/2024
33	NELSON	FATIMAH	A	\$19.00	\$0.00	9/5/2023	6/30/2024
34	PARENTI	RENEE	E	\$21.75	\$0.00	9/1/2023	6/30/2024
35	PRESS	NANCY	C	\$20.25	\$0.00	9/1/2023	6/30/2024
36	RATIGAN	LAURA	D	\$21.00	\$0.00	9/1/2023	6/30/2024
37	SERNA	VIVIANA	C	\$20.25	\$0.00	9/1/2023	6/30/2024
38	SHELTON	ASHLEI	A	\$19.00	\$0.00	9/1/2023	6/30/2024
39	SIMMERANO	SUSANNE	E	\$21.75	\$0.00	9/1/2023	6/30/2024
40	TORRES	VANESSA	B	\$19.50	\$0.00	9/1/2023	6/30/2024
41	VENO	ADAIR	D	\$21.00	\$0.00	9/1/2023	6/30/2024
42	ZELMAN	LAURIE	E	\$21.75	\$0.00	9/1/2023	6/30/2024

D. PART-TIME TITLE 1 PARAPROFESSIONALS (SALARY CONTINGENT UPON TITLE 1 FUNDING)
(WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

Last Name	First Name	Step	Hourly Rate	Longevity	Start Date	End Date	Discussion
1	BATSCH	JENNIFER	D	\$21.00	\$0.00	9/1/2023	6/30/2024
2	HOWARD	VALERIE	G	\$23.25	\$0.00	9/1/2023	6/30/2024
3	KACMARCIK	ASHLEY	E	\$21.75	\$0.00	9/1/2023	6/30/2024
4	TWEED	ELENA	G	\$23.25	\$0.00	9/1/2023	6/30/2024
5	WEST	MARY	E	\$21.75	\$0.00	9/1/2023	6/30/2024

10-month employees shall start working on the first day of the board approved school calendar

SALARY ADJUSTMENTS:
REA SECRETARIES

ROXBURY TWP BOE 9/5/2023

EXHIBIT HR 1.4

Last Name	First Name	Tenured?	Loc	Secretarial Placement	Term	FTE	Grade	Step	Base Salary	Longevity	Total Salary	Start Date	End Date	Discussion
1 ALBANESE	MARIA	Tenured	EMS	Principal		1.0000	IV	6	\$58,600	\$250	\$58,850	7/1/2023	6/30/2024	
* 2 ALECCI	KAREN	Tenured	B&G	Director		1.0000	IV	6	\$58,600		\$58,600	7/1/2023	6/30/2024	
* 3 AMICO	KARIN	Tenured	TECH	Data Processing		1.0000	IV	6	\$58,600		\$58,600	7/1/2023	6/30/2024	
4 BAGONIS	HEIDI	Non-Tenured	KES	10m pt School Office		0.5334	II	1	\$22,023		\$22,023	9/1/2023	6/30/2024	
* 5 BEDOYA	INGRIS	Non-Tenured	RHS	Principal		1.0000	IV	6	\$58,600		\$58,600	7/1/2023	6/30/2024	
6 CAMPBELL	STEFANIE	Tenured	KES	Principal		1.0000	IV	5	\$58,345		\$58,345	7/1/2023	6/30/2024	
7 CASOLA	TERRY	Tenured	NES	Principal		1.0000	IV	6	\$58,600	\$500	\$59,100	7/1/2023	6/30/2024	
8 CUMMING	KRISTEN	Tenured	EMS	10m Guidance		1.0000	III	6	\$47,646		\$47,646	9/1/2023	6/30/2024	
* 9 DREXLER	MICHELLE	Non-Tenured	RHS	10m Asst Principal-Attend		1.0000	III	5	\$47,433		\$47,433	9/1/2023	6/30/2024	
10 FAZIO	NICOLE	Non-Tenured	EMS	Asst Principal		1.0000	III	4	\$54,950		\$54,950	7/1/2023	6/30/2024	
* 11 GIAMMARINO	KARA	Tenured 9/2/2023	SP SERV	CST 10m		1.0000	III	4	\$45,792		\$45,792	9/1/2023	6/30/2024	
* 12 IRELAND	SUSAN	Tenured	RHS	CST		1.0000	III	6	\$57,175		\$57,175	7/1/2023	6/30/2024	
* 13 KARL	STEPHANIE	Non-Tenured	CO	Accts Payable		1.0000	V	3	\$57,445		\$57,445	7/1/2023	6/30/2024	
* 14 LYNCH-SMITH	PATRICIA	Tenured	TECH	Director		1.0000	IV	6	\$58,600		\$58,600	7/1/2023	6/30/2024	
* 15 MERINGOLO	JEANNE	Tenured	SP SERV	CST		1.0000	III	6	\$57,175		\$57,175	7/1/2023	6/30/2024	
* 16 MONACO	ASHLEY	Tenured	RHS	10m Asst Principal		1.0000	III	5	\$47,433		\$47,433	9/1/2023	6/30/2024	
17 MULCH	JEAN	Tenured	FES	pt 10m School Office		0.5334	II	6	\$24,781	\$250	\$25,031	9/1/2023	6/30/2024	
18 MURPHY	REGINA	Non-Tenured	NES	p/t 10m		0.5334	II	3	\$23,001		\$23,001	9/1/2023	6/30/2024	
19 O'BRIEN	HEATHER	Tenured 9/16/2023	JES	Principal		1.0000	IV	4	\$56,375		\$56,375	7/1/2023	6/30/2024	
* 20 OSTERMAN	GEORGIA	Tenured	RHS	10m Guidance		1.0000	III	6	\$47,646		\$47,646	9/1/2023	6/30/2024	
21 PEDERSEN-SCHNABEL	SUSAN	Tenured	LRS	10m Asst Principal		1.0000	III	5	\$47,433		\$47,433	9/1/2023	6/30/2024	
22 PEREZ	CYNTHIA	Tenured	LRS	Principal		1.0000	IV	6	\$58,600		\$58,600	7/1/2023	6/30/2024	
* 23 RANSEGNOLA	DEBRA	Tenured	RHS	Asst Prin-Athletics		1.0000	III	6	\$57,175		\$57,175	7/1/2023	6/30/2024	
* 24 ROGERS	JOANNE	Tenured	CO	Accts Receivable		1.0000	V	6	\$61,450	\$500	\$61,950	7/1/2023	6/30/2024	
* 25 RONCHETTA	ERIN	Tenured	SP SERV	Director		1.0000	IV	5	\$58,345		\$58,345	7/1/2023	6/30/2024	
* 26 SEELINGER	HEATHER	Tenured	RHS	Head Guidance		1.0000	IV	6	\$58,600		\$58,600	7/1/2023	6/30/2024	
27 STANICH	JENIFER	Tenured	JES	pt 10m School Office		0.5334	II	6	\$24,781		\$24,781	9/1/2023	6/30/2024	
28 TREMPER	MAUREEN	Tenured	FES	Principal		1.0000	IV	6	\$58,600		\$58,600	7/1/2023	6/30/2024	
* 29 WEISS	RUTH	Tenured	RHS	Main Office		1.0000	III	6	\$57,175		\$57,175	7/1/2023	6/30/2024	

Term is 12 months unless otherwise indicated. FTE is 1.00 unless otherwise indicated.

SALARY ADJUSTMENTS:
 REA MAINTENANCE, GROUNDS, MECHANICS

ROXBURY TWP BOE 9/5/2023

EXHIBIT HR 1.5

Last Name	First Name	Job Title	Loc	Base Salary	Boiler License	CDL	Plumbing, Refrig,	Electric, Journeyman	Longevity	Total Salary	Start Date	End Date	Discussion	
1	BANES	CHRISTOPHER	Maintenance Worker	B&G	\$64,902	\$400	\$0	\$850 R	\$700 J	\$0	\$66,852	7/1/2023	6/30/2024	
2	DALY	JOSHUA	Maintenance Worker	B&G	\$66,937	\$0	\$0	\$850 R	\$0	\$0	\$67,787	7/1/2023	6/30/2024	
3	GOTTSLEBEN	JEFFREY	Maintenance Worker	B&G	\$80,554	\$400	\$0	\$1,300 P	\$0	\$375	\$82,629	7/1/2023	6/30/2024	
4	IZZO	STEPHEN	Maintenance Worker	B&G	\$72,679	\$0	\$0	\$0	\$700 J	\$0	\$73,379	7/1/2023	6/30/2024	
5	MEIXSELL	THEODORE	Mechanic	TRANSP	\$56,000	\$0	\$400	\$0	\$0	\$0	\$56,400	7/1/2023	6/30/2024	
6	MENDLEN	JAKE	Groundskeeper	B&G	\$56,600	\$0	\$0	\$0	\$0	\$0	\$56,600	7/1/2023	6/30/2024	
7	MOORE	DAVID	Mechanic	TRANSP	\$61,757	\$0	\$400	\$0	\$0	\$0	\$62,157	7/1/2023	6/30/2024	Salary prorated through 7/17/2023 (new assignment)
8	MOORE	DAVID	Head Mechanic	TRANSP	\$67,500	\$0	\$400	\$0	\$0	\$0	\$67,900	7/18/2023	6/30/2024	Salary prorated starting 7/18/2023
9	MOSKOWITZ	STEVEN	Groundskeeper	B&G	\$65,270	\$0	\$0	\$0	\$0	\$0	\$65,270	7/1/2023	6/30/2024	
10	NIEVES	DANIEL	Mechanic	TRANSP	\$69,529	\$0	\$400	\$0	\$0	\$0	\$69,929	7/1/2023	6/30/2024	
11	PINTO	JOSEPH	Groundskeeper	B&G	\$77,740	\$400	\$400	\$0	\$0	\$500	\$79,040	7/1/2023	6/30/2024	
12	PINTO	NICHOLAS	Groundskeeper	B&G	\$77,740	\$0	\$0	\$0	\$0	\$375	\$78,115	7/1/2023	6/30/2024	
13	POISSANT	ALAN	Head Mechanic	TRANSP	\$69,728	\$0	\$400	\$0	\$0	\$0	\$70,128	7/1/2023	6/30/2024	Salary prorated through 7/14/2023 (resignation)
14	POISSEROUX	WILLIAM	Maintenance Worker	B&G	\$87,551	\$400	\$0	\$0	\$1,400 E	\$0	\$89,351	7/1/2023	6/30/2024	
15	SMITH	WILLIAM	Maintenance Worker	B&G	\$74,497	\$0	\$0	\$0	\$0	\$0	\$74,497	7/1/2023	6/30/2024	
16	STOIA	JASON	Maintenance Worker	B&G	\$70,763	\$0	\$0	\$0	\$0	\$0	\$70,763	7/1/2023	6/30/2024	
17	WECHT	TYLER	Maintenance Worker	B&G	\$60,353	\$0	\$0	\$0	\$0	\$0	\$60,353	7/1/2023	6/30/2024	

STIPEND ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR 2.1 :: 23/24 Summer, Fall & Yr-long Coaches

	POSITION LOC	POSITION	ASSIGNMENT	SEASON	23/24 LAST NAME	23/24 FIRST NAME	23/24 Base Stipend	# of Consec Yrs in the same Sport/Season thru 23/24 Season	23/24 Longevity Stipend	23/24 TOTAL Stipend	23/24 Note about Consec Yrs
1	EMS	All Sports	Athletic Coordinator	Fall	Moskowitz	Phillip	\$ 2,144	n/a	n/a	\$ 2,144	
2	EMS	Cross Country - Boys'	Head Coach	Fall	Gangemi	Giuseppe	\$ 5,586	10	\$ 600	\$ 6,186	
3	EMS	Cross Country - Girls'	Head Coach	Fall	Moskowitz	Phillip	\$ 5,586	7	\$ 300	\$ 5,886	
4	EMS	Field Hockey	Head Coach	Fall	Darling	Samantha	\$ 5,586	3	\$ -	\$ 5,586	Fall Co-Head Coach of Field Hockey @ EMS for 21/22 & 22/23. Fall Head Coach of Field Hockey @ EMS as of 23/24.
* 5	RHS	All Sports	Athletic Trainer	Fall	Koch	Joseph	\$ 7,784	n/a	n/a	\$ 7,784	
* 6	RHS	All Sports	Equipment Manager	Fall	Biank	David	\$ 6,106	n/a	n/a	\$ 6,106	
* 7	RHS	Cheerleading	Head Coach	Fall	LaCosta	Gail	\$ 4,827	9	\$ 500	\$ 5,327	
* 8	RHS	Cheerleading	Assistant Coach	Fall	Cacchio	Mary	\$ 4,330	1	\$ -	\$ 4,330	
* 9	RHS	Cheerleading	Assistant Coach	Fall	Cautero	Erin	\$ 4,330	6	\$ 100	\$ 4,430	
* 10	RHS	Cross Country - Boys' & Girls'	Head Coach	Fall	Bischoff	Derek	\$ 9,073	7	\$ 300	\$ 9,373	Fall Head Coach for Boys' Cross Country @ RHS for 17/18 thru 21/22. Fall Head Coach for Boys' & Girls' Cross Country @ RHS as of 22/23.
* 11	RHS	Cross Country - Boys' & Girls'	Assistant Coach	Fall	Gervasio	Thomas	\$ 6,599	2	\$ -	\$ 6,599	
* 12	RHS	Field Hockey	Head Coach	Fall	Norgard	Kaitlyn	\$ 8,105	4	\$ -	\$ 8,105	Fall Asst Coach for Girls' Soccer @ RHS for 20/21. Fall Head Coach for Girls' XC @ RHS for 21/22. Fall Asst Coach for Field Hockey @ RHS for 22/23. Fall Head Coach for Field Hockey @ RHS as of 23/24.
* 13	RHS	Field Hockey	Assistant Coach	Fall	Brown	Karisa	\$ 5,657	3	\$ -	\$ 5,657	Fall Co-Head Coach of Field Hockey @ EMS for 21/22 & 22/23. Fall Asst Coach of Field Hockey @ RHS as of 23/24.
* 14	RHS	Field Hockey	Assistant Coach	Fall	Urban	Alexandra	\$ 5,657	7	\$ 150	\$ 5,807	
* 15	RHS	Football	Head Coach	Fall	Roumes	Ryan	\$ 10,585	7	\$ 150	\$ 10,735	Fall Asst Coach for Football @ RHS 17/18 thru 21/22. Fall Head Coach for Football @ RHS as of 22/23.
* 16	RHS	Football	Assistant Coach	Fall	Alecci	Anthony	\$ 7,049	1	\$ -	\$ 7,049	Employment start date is pending completion of documentation in accordance with the law or district policy.
* 17	RHS	Football	Assistant Coach	Fall	Diorio	Danny	\$ 7,049	3	\$ -	\$ 7,049	
* 18	RHS	Football	Assistant Coach	Fall	Dolan	James	\$ 7,049	22	\$ 900	\$ 7,949	
* 19	RHS	Football	Assistant Coach	Fall	Misurelli	Frank	\$ 7,049	18	\$ 700	\$ 7,749	
* 20	RHS	Football	Assistant Coach	Fall	Poggi	Kevin	\$ 7,049	25	\$ 1,050	\$ 8,099	
* 21	RHS	Football	Assistant Coach	Fall	Trotter	Gregory	\$ 7,049	25	\$ 1,050	\$ 8,099	
* 22	RHS	Football	Assistant Coach	Fall	Volz	Michael	\$ 7,049	2	\$ -	\$ 7,049	
* 23	RHS	Gymnastics	Head Coach	Fall	Gluck	Caitlin	\$ 7,836	3	\$ -	\$ 7,836	
* 24	RHS	Gymnastics	Assistant Coach	Fall	Damelio	Kellie	\$ 5,361	1	\$ -	\$ 5,361	
* 25	RHS	Marching Band	Director	Fall	Sweer	Ryan	\$ 7,765	7	\$ 300	\$ 8,065	
* 26	RHS	Marching Band	Assistant Director No. 1	Fall	Monaghan	Mark	\$ 5,557	2	\$ -	\$ 5,557	
* 27	RHS	Marching Band	Assistant Director No. 2	Fall	Kulick	Justin	\$ 5,557	12	\$ 400	\$ 5,957	MB Percussion Adv 12/13-14/15; Asst Dir 15/16 & 16/17; Percussion Adv 17/18 & 18/19; Asst Dir as of 19/20
* 28	RHS	Marching Band	Band Front Color Guard Advisor	Fall	Herrera	Cindy	\$ 4,035	4	\$ -	\$ 4,035	
* 29	RHS	Marching Band	Percussion Advisor	Fall	Jenkins	Christopher	\$ 4,034	3	\$ -	\$ 4,034	MB Tech (No. 3) 21/22; Percussion Adv as of 22/23
* 30	RHS	Marching Band	Technician No. 1	Fall	Conrad	Jeffrey	\$ 4,288	7	\$ 150	\$ 4,438	
* 31	RHS	Marching Band	Technician No. 2	Fall	Denburg	Andrew	\$ 3,223	5	\$ 50	\$ 3,273	MB Tech (No. 2) 19/20 & 20/21; Asst Dir 21/22; Tech (No. 2) as of 22/23
* 32	RHS	Marching Band	Technician No. 3	Fall	Raquet	Ryan	\$ 2,029	2	\$ -	\$ 2,029	
* 33	RHS	Roxbotics	Head Coach	Year long	Taylor	Mark	\$ 7,765	5	\$ 100	\$ 7,865	
* 34	RHS	Soccer - Boys'	Head Coach	Fall	Franco	Kevin	\$ 8,105	4	\$ -	\$ 8,105	Fall Asst Coach for Boys' Soccer @ RHS for 20/21 & 21/22. Fall Head Coach for Boys' Soccer @ RHS as of 22/23.
* 35	RHS	Soccer - Boys'	Assistant Coach	Fall	Bewalder	Kevin	\$ 5,657	22	\$ 900	\$ 6,557	
* 36	RHS	Soccer - Boys'	Assistant Coach	Fall	Kelley	Ryan	\$ 5,657	5	\$ 50	\$ 5,707	
* 37	RHS	Soccer - Boys'	Assistant Coach	Fall	Zavala	Ernesto	\$ 5,657	1	\$ -	\$ 5,657	
* 38	RHS	Soccer - Girls'	Head Coach	Fall	Renna	Justin	\$ 8,105	24	\$ 2,000	\$ 10,105	
* 39	RHS	Soccer - Girls'	Assistant Coach	Fall	Monaco	David	\$ 5,657	21	\$ 850	\$ 6,507	
* 40	RHS	Soccer - Girls'	Assistant Coach	Fall	Richardson	Kiley	\$ 5,657	3	\$ -	\$ 5,657	

Grouped by POSITION LOC, then organized by POSITION & ASSIGNMENT

	POSITION LOC	POSITION	ASSIGNMENT	SEASON	23/24 LAST NAME	23/24 FIRST NAME	23/24 Base Stipend	# of Consec Yrs in the same Sport/Season thru 23/24 Season	23/24 Longevity Stipend	23/24 TOTAL Stipend	23/24 Note about Consec Yrs
* 41	RHS	Soccer - Girls'	Assistant Coach	Fall	Stellingwerf	Kaitlin	\$ 5,657	4	\$ -	\$ 5,657	
* 42	RHS	Tennis - Girls'	Head Coach	Fall	Doyle	Robert	\$ 7,836	4	\$ -	\$ 7,836	Fall Asst Coach for Girls' Tennis @ RHS for 20/21 & 21/22. Fall Head Coach for Girls' Tennis @ RHS as of 22/23.
* 43	RHS	Tennis - Girls'	Assistant Coach	Fall	Miller	Ryan	\$ 5,361	2	\$ -	\$ 5,361	
* 44	RHS	Volleyball - Girls'	Head Coach	Fall	Correnti	Alison	\$ 8,105	6	\$ 100	\$ 8,205	Fall Asst Coach for Girls' Volleyball @ RHS for 18/19 thru 22/23. Fall Head Coach for Girls' Volleyball @ RHS as of 23/24.
* 45	RHS	Volleyball - Girls'	Assistant Coach	Fall	Geary	Jason	\$ 5,657	2	\$ -	\$ 5,657	
* 46	RHS	Volleyball - Girls'	Assistant Coach	Fall	Small	Jessica	\$ 5,657	8	\$ 200	\$ 5,857	Fall Asst Coach for Girls' Volleyball @ RHS for 15/16 thru 21/22; & as of 22/23
* 47	RHS	Weight Room	Head Coach	Summer	Roumes	Ryan	\$ 6,106	n/a	n/a	\$ 6,106	
* 48	RHS	Weight Room	Head Coach	Fall	Scheneck	Matthew	\$ 6,106	n/a	n/a	\$ 6,106	
* 49	RHS & EMS	All Sports	Assistant Athletic Trainer	Fall	Forlenza	Corey	\$ 5,334	n/a	n/a	\$ 5,334	

STIPEND ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR 2.2 :: 23/24 Club Advisors

	POSITION LOC	POSITION TYPE	POSITION	ASSIGNMENT	23/24 LAST NAME	23/24 FIRST NAME	23/24 TOTAL Stipend	23/24 Note about Assignment	
1	FES	CLUB	Early Act	Co-Advisor	Marzocca	Michelle	\$413		
2	FES	CLUB	Early Act	Co-Advisor	Maurer	Jennifer	\$413		
3	JES	CLUB	Early Act	Co-Advisor	DeMaio	Brittany	\$413		
4	JES	CLUB	Early Act	Co-Advisor	Rose	Andrew	\$413		
5	KES	CLUB	Early Act	Co-Advisor	Byrne	Kathleen	\$413		
6	KES	CLUB	Early Act	Co-Advisor	Goodyear	Sarah	\$413		
7	NES	CLUB	Early Act	Co-Advisor	Freeborn	Rebecca	\$413		
8	NES	CLUB	Early Act	Co-Advisor	Rex	Jean	\$413		
*	9	NES & RHS	CLUB	Rox Buddies	Co-Advisor	Curtiss	Karen	\$1,000	
*	10	NES & RHS	CLUB	Rox Buddies	Co-Advisor	McInnes	Cathy	\$1,000	
11	LRS	CLUB	Art	Advisor	LaPosta	Christine	\$1,750		
12	LRS	CLUB	Computers	Advisor	Rodgers	Susanna	\$1,750		
13	LRS	CLUB	Forensics	Advisor	Muller	Amy	\$1,750		
14	LRS	CLUB	K-Kids	Co-Advisor	Gauthier	Nicole	\$875		
15	LRS	CLUB	K-Kids	Co-Advisor	Sellari	Kayla	\$875		
16	LRS	CLUB	Student Council	Advisor	Tunstead	Elena	\$1,750		
17	EMS	CLUB	Academic Team	Advisor	Iacobino	Kristin	\$2,375		
18	EMS	CLUB	Art Club	Advisor	Hagemann	Regina	\$2,350		
19	EMS	CLUB	Builder's Club	Co-Advisor	Esposito	Elizabeth	\$1,175		
20	EMS	CLUB	Builder's Club	Co-Advisor	Tucker	Elizabeth	\$1,175		
21	EMS	CLUB	Intramurals	Advisor	Babetski	David	\$3,575		
22	EMS	CLUB	Math League	Co-Advisor	Richardson	Kiley	\$1,175		
23	EMS	CLUB	Math League	Co-Advisor	Thomas	Jaclyn	\$1,175		
24	EMS	CLUB	News / Literacy Magazine	Co-Advisor	Brennan	Lauren	\$1,313		
25	EMS	CLUB	News / Literacy Magazine	Co-Advisor	Curley	Kelsey	\$1,313		
26	EMS	CLUB	Robotics & STEAM	Advisor	Moskowitz	Phillip	\$3,000		
27	EMS	CLUB	Spanish Club	Advisor	Cordeiro	Marcia	\$2,250		
28	EMS	CLUB	Student Council	Co-Advisor	Palanchi	Kristen	\$1,175		
29	EMS	CLUB	Student Council	Co-Advisor	Richman	Margery	\$1,175		
30	EMS	CLUB	Technology Club	Co-Advisor	Capra	Robert	\$975		
31	EMS	CLUB	Technology Club	Co-Advisor	Farina	Kimberly	\$975		
32	EMS	CLUB	Yearbook	Advisor	Farina	Kimberly	\$2,550		
33	EMS	CLUB/PA	Choral (Encores)	Advisor	Harrison Calderon	Jessica	\$3,553		
34	EMS	CLUB/PA	Choral (Harmonies)	Advisor	Harrison Calderon	Jessica	\$3,553		
35	EMS	CLUB/PA	Honors Band	Advisor	Monaghan	Mark	\$2,225		
36	EMS	CLUB/PA	Jazz Band Ensemble	Advisor	Monaghan	Mark	\$3,553		
37	EMS & LRS	CLUB	Advisory	Co-Advisor	Blewitt	Jessica	\$800		
38	EMS & LRS	CLUB	Advisory	Co-Advisor	DelRusso	Stefanie	\$800		
39	EMS & LRS	CLUB	Advisory	Co-Advisor	Rodas	Shannon	\$800		
*	40	RHS	CLUB	Academic Decathlon	Advisor	Demova	Bohdanka	\$3,450	
*	41	RHS	CLUB	Best Buddies	Advisor	Hughes	David	\$1,850	
*	42	RHS	CLUB	Class Advisor - Gr. 09	Co-Advisor	McCracken	Jennifer	\$938	
*	43	RHS	CLUB	Class Advisor - Gr. 09	Co-Advisor	OBraitis	Casey	\$938	
*	44	RHS	CLUB	Class Advisor - Gr. 10	Co-Advisor	Gluck	Caitlin	\$975	
*	45	RHS	CLUB	Class Advisor - Gr. 10	Co-Advisor	Mainiero	Melissa	\$975	
*	46	RHS	CLUB	Class Advisor - Gr. 11	Advisor	Christiansen	Emily	\$2,175	
*	47	RHS	CLUB	Class Advisor - Gr. 11	Assistant Advisor	Oster	Kaitlyn	\$1,200	
*	48	RHS	CLUB	Class Advisor - Gr. 12	Advisor	Speronza	Jane-Frances	\$2,300	
*	49	RHS	CLUB	Class Advisor - Gr. 12	Assistant Advisor	Kroog	Barbara	\$1,200	
*	50	RHS	CLUB	Debate	Advisor	Connolly	James	\$3,045	
*	51	RHS	CLUB	DECA	Co-Advisor	Mainiero	Melissa	\$1,225	
*	52	RHS	CLUB	DECA	Co-Advisor	Shadwell	Christopher	\$1,225	
*	53	RHS	CLUB	Environmental Club	Co-Advisor	Dunn	Robin	\$1,193	
*	54	RHS	CLUB	Environmental Club	Co-Advisor	Fagan	Margaret	\$1,193	
*	55	RHS	CLUB	Equal Rights Advocacy Club	Advisor	Christiansen	Emily	\$2,350	
*	56	RHS	CLUB	FBLA	Co-Advisor	Jacoby	Adam	\$1,193	
*	57	RHS	CLUB	FBLA	Co-Advisor	Sliwinski	Wojciech	\$1,193	
*	58	RHS	CLUB	Film Club	Advisor	Hughes	David	\$1,850	
*	59	RHS	CLUB	French Club	Co-Advisor	Santoro	Kimberly	\$925	

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STIPEND ADJUSTMENTS

ROXBURY TWP BOE 9/5/23 :: EXHIBIT HR 2.2 :: 23/24 Club Advisors

	POSITION LOC	POSITION TYPE	POSITION	ASSIGNMENT	23/24 LAST NAME	23/24 FIRST NAME	23/24 TOTAL Stipend	23/24 Note about Assignment
* 60	RHS	CLUB	Gael Vision	Director	Burleigh	Deborah	\$4,060	
* 61	RHS	CLUB	Gael Vision	Director	Caivano	Roxana	\$4,060	
* 62	RHS	CLUB	Interact	Advisor	Oster	Kaitlyn	\$3,045	
* 63	RHS	CLUB	Junior State of America	Advisor	Connolly	James	\$2,150	
* 64	RHS	CLUB	Literary Magazine	Advisor	Stellingwerf	Kaitlin	\$2,675	
* 65	RHS	CLUB	Math League	Advisor	McCracken	Jennifer	\$2,030	
* 66	RHS	CLUB	National Art Honor Society	Advisor	Roman	Monica	\$2,750	
* 67	RHS	CLUB	National Honor Society	Co-Advisor	Lisa	Kerry	\$1,375	
* 68	RHS	CLUB	National Honor Society	Co-Advisor	Tom	Jean	\$1,375	
* 69	RHS	CLUB	Newspaper	Advisor	Santoro	Megan	\$3,335	
* 70	RHS	CLUB	Peer Leadership	Advisor	Bewalder	Kevin	\$2,233	
* 71	RHS	CLUB	Peer Leadership	Advisor	Hardy	Barbra	\$2,233	
* 72	RHS	CLUB	Peer Leadership	Advisor	Kulick	Justin	\$2,233	
* 73	RHS	CLUB	Peer Leadership	Advisor	McCracken	Jennifer	\$2,233	
* 74	RHS	CLUB	PRISM	Advisor	Speronza	Jane-Frances	\$1,925	
* 75	RHS	CLUB	Rox THON	Advisor	Gottfried	Michael	\$3,912	
* 76	RHS	CLUB	Rox THON	Assistant Advisor	Richman	Margery	\$2,132	
* 77	RHS	CLUB	S.E.A.S.	Co-Advisor	Gangemi	Kayla	\$915	
* 78	RHS	CLUB	S.E.A.S.	Co-Advisor	McGinley	Birsen	\$915	
* 79	RHS	CLUB	Science League	Advisor	O'Brien	William	\$2,030	
* 80	RHS	CLUB	Spanish Club	Co-Advisor	Bedoya	Judy	\$888	
* 81	RHS	CLUB	Spanish Club	Co-Advisor	Navarro	Maria	\$888	
* 82	RHS	CLUB	Student Council	Advisor	Hansen	James	\$3,930	
* 83	RHS	CLUB	Varsity "R"	Co-Advisor	Dolan	James	\$1,015	
* 84	RHS	CLUB	Varsity "R"	Co-Advisor	Monaco	David	\$1,015	
* 85	RHS	CLUB	Yearbook	Advisor	Schilling	Scott	\$4,608	
* 86	RHS	CLUB	Yearbook	Assistant Advisor	Zengel	Renee	\$3,960	
* 87	RHS	CLUB/PA	Concert Band	Advisor	Conrad	Jeffrey	\$5,255	
* 88	RHS	CLUB/PA	Jazz Band	Advisor	Conrad	Jeffrey	\$3,507	
* 89	RHS	CLUB/PA	Jazz Band	Advisor	Sweer	Ryan	\$3,507	
* 90	RHS	CLUB/PA	Vocal Jazz	Advisor	Hachey	Patrick	\$3,512	
* 91	RHS	CLUB/PA	Vocal Jazz	Advisor	Sweer	Krista	\$3,512	
* 92	RHS	CLUB/PA	Vocal Music	Advisor	Hachey	Patrick	\$4,950	
* 93	RHS	CLUB/PA	Vocal Music	Assistant Advisor	Salyerds	Robert Daniel	\$2,640	
* 94	RHS	CLUB/PA	Vocal Music	Assistant Advisor	Sweer	Krista	\$2,640	

Grouped by POSITION LOC and POSITION TYPE; then organized by POSITION & ASSIGNMENT

	POSITION LOC	POSITION TYPE	POSITION	ASSIGNMENT	23/24 LAST NAME	23/24 FIRST NAME	23/24 TOTAL Stipend	23/24 Note about Assignment
*	1 RHS	PLAY/FALL	Fall Drama	Advisor	Hachey	Patrick	\$4,265	
*	2 RHS	PLAY/FALL	Fall Drama	Assistant Advisor	Salyerds	Robert Daniel	\$2,436	