

**DISTRICT OF ROXBURY TOWNSHIP
MINUTES OF SPECIAL MEETING OF THE BOARD OF EDUCATION
SEPTEMBER 5, 2023**

**BOARD SPECIAL MEETING AGENDA
LINCOLN ROOSEVELT SCHOOL
34 North Hillside Avenue, Succasunna, NJ 07876**

CALL TO ORDER 7:00 PM

PUBLIC SESSION: 7:00 PM

I. MEETING CALLED TO ORDER

The meeting was called to order at 7:00 p.m. in the Auditorium at Lincoln Roosevelt School. Board President, Mr. Leo Coakley, presiding.

Mr. Mondanaro announced that this Special Board Meeting – of the Roxbury Township Board of Education is being held for discussion of personnel matters and to ratify the contract between the Roxbury Township Board of Education and the Roxbury Education Association, Inc. The New Jersey Open Public Meetings Law was enacted to ensure the right of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act, the Roxbury Township Board of Education has caused written notice of tonight's meeting and copies of the agenda for tonight's meeting to be transmitted to:

Roxbury Register – Newspaper
Municipal Clerk
Daily Record – Newspaper
Roxbury Public Library
Roxbury Website – <http://www.roxbury.org/domain/43>

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

II. ROLL CALL

The roll was taken and a quorum deemed present.

MEMBERS PRESENT: Mr. Joseph Bocchino, Mr. Edwin Botero, Mrs. Heather Champagne (arrived at 7:07 p.m.), Mr. Leo Coakley, Mrs. Anne Colucci, Mrs. Sharon MacGregor-Nazzaro, Mr. Christopher Milde, Mrs. Kathy Purcell, Mr. Brian Staples

MEMBERS ABSENT: Ms. Carol Scheneck

ADMINISTRATION PRESENT: Dr. Frank Santora, Mrs. Lisa Ferrare, Mr. Joseph Mondanaro

OTHERS PRESENT:

III. PLEDGE OF ALLEGIANCE

Mr. Coakley asked to please remain standing in memory of **Mr. Charles Alpaugh**, who recently passed. Charlie was and still is a legend in Roxbury. The sign at the FireHouse on Main St. shows

1958-2023. That's not his years of life, – that's his years of service to the volunteer fire department. He was a seventh-generation Alpaugh resident of Roxbury. He attended school in this building and was a 1954 graduate of Roxbury High School, which at the time was in the Roosevelt school building. Charlie is a military veteran, having served in the US Army from 1960-1962 and an additional 4 years in the reserves. Following retirement from his professional career, he served as a Roxbury school bus driver from 1992-2015; that's 23 years! He was President and Treasurer of the Roxbury Alumni Association and ensured that a scholarship was granted to two RHS seniors each year. He was an active participant in other community organizations and Roxbury definitely owes Charlie a debt of gratitude for his service and his excellent example of being an active member of the community. The Board of Education extends its deepest sympathies to the Alpaugh family.

Members of the Board, the Administration, and the Public participated in the salute to the flag and the moment of silence.

IV. BOARD PRESIDENT'S COMMENT

Mr. Coakley congratulated the Roxbury Gaels Football team on a 2-0 season start! They never gave up and won in the last minute of each game.

V. SUPERINTENDENT'S COMMENT

Dr. Santora Congratulated the Roxbury Gaels Football Team. Welcomed back students and staff members.

VI. BOARD MEMBER COMMENTS

Mrs. Colucci thanked Ms. Simon, Mr. Coakley, and the administration along with the REA.

Mr. Staples asked a question regarding the salary guide.
Mr. Coakley responded.

Mr. Bocchino recused himself as a member of the NJEA.

Mr. Coakley thanked the REA's leadership for their professionalism.

VII. PUBLIC COMMENTS – (There is a three minute time limit, per Board Policy)

None

VIII. ACTION ITEMS

A. Negotiations (Resolution 1)

Mrs. Kathy Purcell motioned and Mrs. Anne Colucci seconded the motion that The Negotiations Resolution 1 to be accepted as presented.

The motion was approved by roll call vote.

Mr. Bocchino: Recuse; Mr. Botero: Yes; Mrs. Champagne: Yes; Mrs. Colucci: Yes; Mrs. MacGregor-Nazzaro: Yes; Mr. Milde: Yes; Mrs. Purcell: Yes; Mr. Staples: Yes; Mr. Coakley: Yes.

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.

IX. **B. Personnel (Resolutions 1-5)**

Mrs. Kathy Purcell motioned and Mr. Brian Staples seconded the motion that The Personnel Resolutions 1 through 5 to be accepted as presented.

Mr. Staples had a question regarding a tenure track position.

Mrs. Ferrare responded.

The motion was approved by roll call vote.

Mr. Bocchino: Yes; Mr. Botero: Yes; Mrs. Champagne: Yes; Mrs. Colucci: Yes; Mrs. MacGregor-Nazzaro: Yes; Mr. Milde: Yes; Mrs. Purcell: Yes; Mr. Staples: Yes; Mr. Coakley: Yes.

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:

| | <i>Name</i> | <i>Loc of Prog/Class</i> | <i>Program/Class</i> | <i>Extra Blocks assigned:</i> | <i>Effective</i> | <i>Salary Guide / Step</i> | <i>Add. Salary not to exceed</i> | <i>Discussion</i> |
|---|---------------------|--------------------------|----------------------|--|-------------------|----------------------------|----------------------------------|-------------------|
| 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:

| | <i>Name</i> | <i>Loc</i> | <i>Position</i> | <i>Salary Guide / Step</i> | <i>Salary</i> | <i>Start Date</i> | <i>End Date</i> | <i>Discussion</i> |
|---|-----------------|------------|-----------------|----------------------------|---------------|-------------------|-----------------|---|
| 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:

| | <i>Name</i> | <i>Loc.</i> | <i>Position</i> | <i>Salary</i> | <i>Start Date</i> | <i>End Date</i> | <i>Discussion</i> |
|---|-----------------|-------------|---|-------------------|-------------------|-----------------|---|
| 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 |

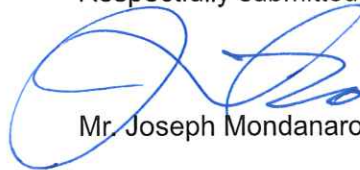
^ Appointment is pending completion of documentation in accordance with the law or district policy.

September 5, 2023

X. ADJOURNMENT

Mr. Edwin Botero motioned and Mrs. Heather Champagne seconded the motion to adjourn the meeting at this time 7:11 p.m. The motion was approved by unanimous agreement.

Respectfully submitted,



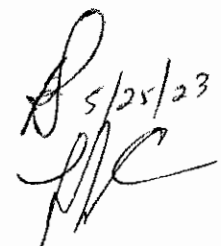
Mr. Joseph Mondanaro

Business Administrator/Board Secretary

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.



Handwritten signature and date: 5/15/23

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:

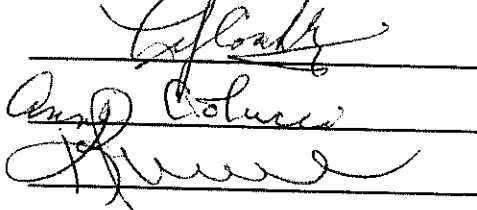
B. Effective July 1, 2023 employees will receive the following longevity amounts based upon completed years of service in the Roxbury School District. These shall be paid in equal installments with the regular paychecks.

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

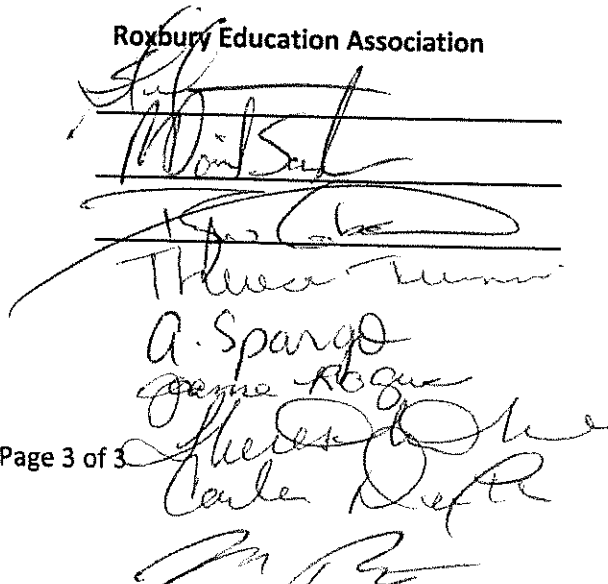
13. The parties agree to recommend ratification of this memorandum of agreement to their respective membership.

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

* 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

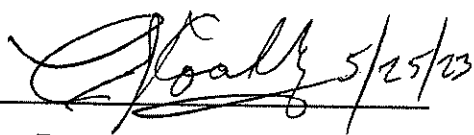
Date: 3/27/23

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

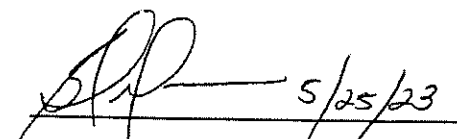
**ARTICLE XLVII
VACATIONS**

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 |

~~DATA ON NEXT PAGE~~

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

Roxbury Township Schools

Scattergrams Summary

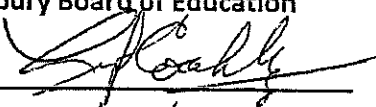

Base Year 2022-2023

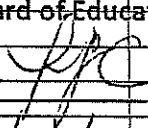
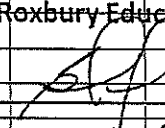
As of October 15, 2022

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> |
|--|---|

| 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

[Signature]

1/31/23

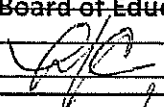
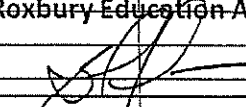
Date:

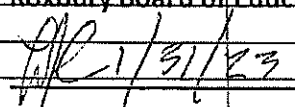
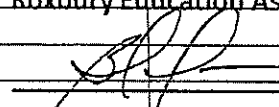
Roxbury Board of Education

[Signature]

1/31/23

Date:

| 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 |

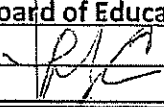
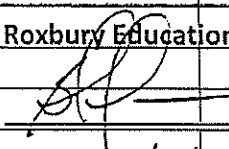
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| | | | | |
|-----|--------------------|-----------------|--------|----------|
| RHS | Baseball | Head Coach | Spring | \$7,985 |
| RHS | Baseball | Assistant Coach | Spring | \$5,573 |
| RHS | Baseball | Assistant Coach | Spring | \$5,573 |
| RHS | 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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1/31/23

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1/31/23

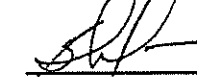
| | | | |
|-----------------------------|-------------------|------------------|-----|
| Concert Band | Advisor | \$5,175 | RHS |
| Jazz Band | Advisor | \$3,455 | RHS |
| Jazz Band | Advisor | \$3,455 | RHS |
| Vocal Jazz | Advisor | \$3,460 | RHS |
| Vocal Jazz | Advisor | \$3,460 | RHS |
| Vocal Music | 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.

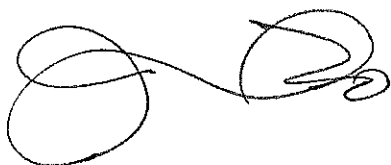
BY  _____

BY  _____

Dated: 8/2/23

Dated: 8/2/23

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

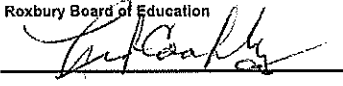


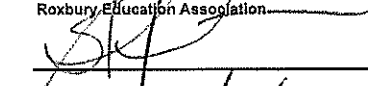
**APPENDIX A
TEACHER SALARY GUIDES**

| 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 | |

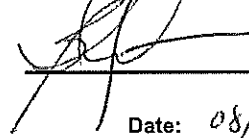
| 2025-2026 | | Secretary Salary Guide | | | |
|-----------|--------|------------------------|--------|--------|--|
| Step | II | III | IV | V | |
| 1 | 53,005 | 54,430 | 55,855 | 58,705 | |
| 2 | 54,505 | 55,930 | 57,355 | 60,205 | |
| 3 | 56,005 | 57,430 | 58,855 | 61,705 | |
| 4 | 57,505 | 58,930 | 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

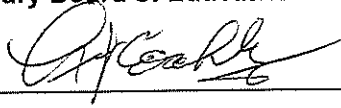


Date: 08/23/23

Appendix C
Paraprofessional Hourly Rate

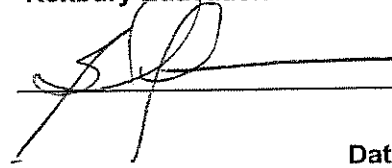
| STEP | 2023-24 | 2024-25 | 2025-26 |
|-------------|----------------|----------------|----------------|
| A | 19.00 | 19.50 | 20.00 |
| B | 19.50 | 20.00 | 20.50 |
| C | 20.25 | 20.75 | 21.25 |
| D | 21.00 | 21.25 | 21.75 |
| E | 21.75 | 22.00 | 22.50 |
| F | 22.50 | 23.00 | 23.50 |
| G | 23.25 | 23.75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

Roxbury Board of Education



Date: 22 Aug 2023

Roxbury Education Association



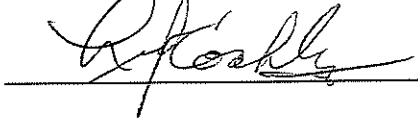
Date: 08/23/23

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 |

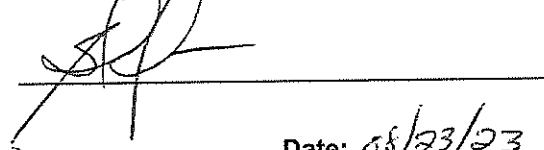
based on date of hire

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

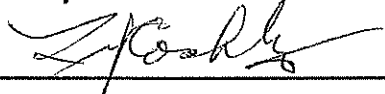
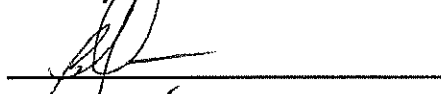
| Base Year 2020-23 | | | | | | |
|--|--------------|------|---------|---------|---------|---------|
| All Are Individual Salaries - No Salary Guides | | | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
| | | FTE | | | | |
| BANES | CHRISTOPHER | 1.00 | 62,829 | 64,902 | 67,109 | 69,391 |
| DALY | JOSHUA | | 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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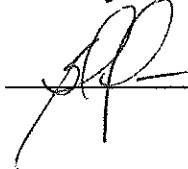
| | | | | | |
|--------------------------|-------------------|---------|---------|---------|-----|
| DECA | Advisor | \$2,450 | \$2,487 | \$2,524 | RHS |
| Environmental Club | Advisor | \$2,385 | \$2,421 | \$2,457 | RHS |
| Equal Rights Advocacy C | Advisor | \$2,350 | \$2,385 | \$2,421 | RHS |
| FBLA | 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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|-------------------|-----------|-----------|-----------|-----------|-----|
| 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

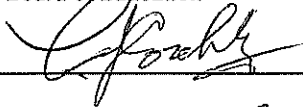



Date: 22. AUG 2023

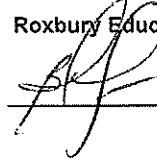
Date: 08/23/23

| 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 |

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|-----|-----------|--------|-----------------|------------------|------------------|------------------|
| 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 |

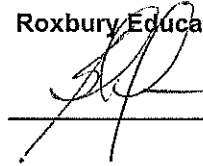
| | | | |
|--------------|------------------|------------------|------------------|
| Total | \$612,334 | \$621,519 | \$630,843 |
|--------------|------------------|------------------|------------------|

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 | |
| * 9 | 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 |
| * 11 | 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.

| | 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 | |

| | 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 | |

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

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 | |