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**Date: February 5, 2020**

**From: Shauna C. DeMarco, Superintendent of Tenafly Public Schools**

**Regarding: TENURE TRACK FACULTY/STAFF**

**Requesting: Your Input on Faculty/Staff Performance by Friday, March 6, 2020**

Annually each Spring, recommendations are made to the Board of Education regarding the continued employment of pre-tenured faculty members in the Tenafly Public Schools.

While these recommendations are primarily dependent upon observed performance and administrators' evaluations, parent input is also of value. At this time, we offer parents the opportunity to share with us their feedback on any of these non-tenured faculty members based on their experiences with them as educators of their children.

Currently the Tenafly Public Schools have 77 faculty members who are of non-tenured status. In order to be considered for tenure, all teaching and most administrative faculty must demonstrate successful job performance in a school district for four (4) years. Such performance factors and indicators are based on the related New Jersey State legislation, known as Achieve NJ, which was established in 2013.

When employing educators and later granting tenure to faculty members, we seek the following:

- Demonstration of exceptional teaching and leadership skills
- Displayed commitment to providing safe and caring environments that are rich in appropriate and stimulating educational experiences which foster each student's academic, social and emotional growth
- Constant and consistent pursuit of professional growth made evident through learning, the ongoing establishment of collaborative relationships with colleagues, and the inherent desire to remain productive, innovative, inspiring educators throughout the duration of their service in our schools.

Parents who wish to share any information about the performance of any faculty member(s) listed on the following pages are encouraged to submit their comments to me on or before March 6, 2020. Once again, your input is valued and most welcome to this process.

*Please address your comments to:*

**Or**

*E-mail your comments to:*

Shauna C. DeMarco  
Superintendent of Schools  
Tenafly Public Schools  
500 Tenafly Road  
Tenafly, NJ 07670

Shauna C. DeMarco at [sdemarco@tenafly.k12.nj.us](mailto:sdemarco@tenafly.k12.nj.us)  
**with a copy** to [sstrompf@tenafly.k12.nj.us](mailto:sstrompf@tenafly.k12.nj.us)  
and **please put Tenure Track Faculty/Staff in the subject line**

Very Truly Yours,

Shauna C. DeMarco  
Superintendent of Schools

**TENAFLY PUBLIC SCHOOLS**  
**Non-tenured Faculty/Staff**

SCHOOL/ FACULTY/STAFF MEMBER		YEAR OF TENURE DECISION
<b>MACKAY SCHOOL</b>		
Alyson De Riso		2023
Lynda Lee		2023
Joyce Raymond		2023
Cara Della Monica		2022
Amy Oh		2021
Kathleen Bracero		2021
Courtney Mui		2020
Suzanne Orlando		2020
Leah Sinisi (shared w/ Maugham)		2020
<b>MAUGHAM SCHOOL</b>		
Lauren Barlotta		2023
Jillian Lyons		2023
Kristin Garrett		2023
Melissa Lawson		2023
Anny Tellez		2023
Yun Hee Kim		2022
Danielle Breakfield		2020
Emily Palumbo		2020
Leah Sinisi (shared w/ Mackay)		2020
<b>SMITH SCHOOL</b>		
Cristina Pallone		2023
Melissa Ceppaglia		2022
Sara Miguel Manueco		2022
Anndi Vayda		2021
Chelsey Marzocca		2021
Kelly Powers (shared w/Stillman)		2021
Stephanie Cataraso		2020

SCHOOL/ FACULTY/STAFF MEMBER		YEAR OF TENURE DECISION
<b>STILLMAN SCHOOL</b>		
Jacklyn Warner		2023
Carlee Pagano		2022
Alyssa Cassiello		2022
Dana Rizzo (shared w/ TMS)		2022
Kelly Powers (shared w/ Smith)		2021
Sarah DePaul		2020
<b>MIDDLE SCHOOL</b>		
Quiying Coleman		2023
Susan Yi		2023
Da Som Lee		2023
Michael Carrisquilla		2022
Samara Lobosco		2022
Melanie Samayoa		2022
Brooke Levine		2022
Zsuzsanna Cole		2022
Esther Park		2022
B. Melody Go		2022
Anthony Vagnone		2022
Dana Rizzo (shared w/ Stillman)		2022
Lisa Rossi		2021
Sofia Matzarioti		2021
Kristin Benner-Prentice		2021
Dana Bianchi		2020
Charity Kenny		2020
Samantha Levine		2020
Elizabeth Diaz Gallardo		2020

SCHOOL/ FACULTY/STAFF MEMBER		YEAR OF TENURE DECISION
<b>HIGH SCHOOL</b>		
David Gagliardotto		2023
Christopher Icochea		2023
Cortney Weissenborn		2023
Adam Schreiber		2023
Richa Agrawal		2023
Benjamin Leibowitz		2023
Daniel Nyfender		2023
Dakota Griffin		2023
Christine Osborn		2023
Karen Drake		2023
Carla Urbaez		2023
William Dove		2021
Michael Jacobetz		2021
Michael Vicchio		2021
Michelle Roux		2021
Mary Kane-Malone		2021
Rosinda Ribau		2021
Ghania Layachi		2021
Bronwen Eastwood		2021
Jeffrey Angus		2020
Chanel Carela		2020
Jenny Ihn		2020
Rachel Lieberman		2020
Elizabeth Ahn		2020
Andreas Yanniotis		2020
Aparna Subramaniam		2020
John Youssis		2020
Elizabeth Kim		2020
Anna Rubenchik		2020

FACULTY/STAFF MEMBER	POSITION	YEAR OF TENURE DECISION
<b>DISTRICT OFFICES</b>		
Natalie Bednarczyk	Social Worker	2023