

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, October 10, 2017 6:30 P.M. Workshop and Business Meeting**

These minutes have not been formally approved and are subject to change or modification

**OPENING OF THE MEETING**

- A. The Montgomery Township Board of Education held a workshop and business meeting on Tuesday, October 10, 2017 at 6:30 p.m. in the Upper Middle School media center.
- B. Roll Call - The following Board Members were present: Richard Cavalli, Minkyo Chenette, Dharmesh Doshi (arrived at 6:51 p.m.), Charles F. Jacey, Jr., Amy Miller, Shreesh Tiwari (arrived at 7:21 p.m.) and Christine Witt

Absent: Phyllis Bursh and Dale Huff

Also Present: Nancy Gartenberg, Superintendent  
Elizabeth Nastus, Interim Assistant Superintendent  
Annette M. Wells, Business Administrator/Board Secretary  
Robbin Boehmer, Assistant Business Administrator/Assistant Board Secretary  
Nora Wynn, Student Representative

- C. President Cavalli read the following Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of the meeting on January 5, 2017 and October 5, 2017. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- D. President Cavalli then led everyone in the Salute to the Flag.
- E. President Cavalli welcomed all to the workshop and business meeting.

EXECUTIVE SESSION- A motion was made by Ms. Miller and seconded by Ms. Witt that the board adopt a resolution to go into executive session at 6:37 p.m.

WHEREAS, the Open Public Meetings Act, Chapter 231 of the Laws of 1975 provides that a public body may exclude the public from that portion of a meeting of which the public body discusses certain matters for which confidentiality is required as permitted in Section 7B of the act.

RESOLVED, by the Board of Education of the Township of Montgomery in the County of Somerset and State of New Jersey as follows:

1. Items related to personnel, negotiations, harassment, intimidation and bullying incidents a special education settlement agreement and negotiations with the Montgomery Township Education Association will be discussed.

2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

Upon call of the roll, the motion carried with a unanimous vote recorded.

Mr. Doshi arrived at 6:51 p.m.

Mr. Tiwari arrived at 7:21 p.m.

RETURN FROM EXECUTIVE SESSION- The Board returned from Executive Session at 7:32 p.m.

### NEW BUSINESS FROM BOARD/PUBLIC

Mr. Alan Wirsul questioned the following:

- If *Destination Imagination* has been considered by the district as a program
- Contractual and state law requirements for notification if the superintendent resigns
- The ability of the public to respond back to the Board of Education
- The hiring of the firm to investigate Physics First
- The purchase of two new trucks
- The timing of the opening of budget meetings

Ms. Wells responded to the question regarding the purchase of the trucks, explaining the district's use and timing of lease purchase agreements. She further explained that the initial payment of approximately \$175,000 was part of this year's budget.

Dr. Nastus responded to the question on the *Destination Imagination* program, noting that while a good program, it did not fit the district's needs at this time.

Ms. Gartenberg responded to questions regarding the Physics First program and pathways being investigated for Montgomery students as part of the Strategic Plan objective.

Mr. Cavalli responded on the question of the superintendent's contract, noting that 90 days was customary in giving notice. Ms. Wells will investigate state law and respond back at a later time.

Mr. Cavalli further explained that Hanover Research would provide research for areas associated with the strategic plan. It is believed that expertise from the firm will allow the district to move forward in researching student achievement data in a more timely and efficient manner than if research were conducted in-house.


Mr. Cavalli agreed with Mr. Wirsul that surveys are not sufficient as the sole source of communication but are valuable in gathering information from the public. He noted that all groups have been represented in strategic planning.

### PUBLIC COMMENT


None

**PRESENTATION**

Ms. Kelly Mattis, Director of Human Resources, gave the following presentation regarding Harassment, Intimidation and Bullying (HIB) - Investigations, Training and Programs:




**MTSD Schools' HIB Self-Assessments  
2016-2017**



**HIB & Investigations, Trainings, and Programs January 1-June 30, 2017**

**Kelly M. Mattis**  
Director of Human Resources  
Anti-Bullying Coordinator

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**Anti-Bullying Specialists**

Anti-Bullying Specialists (ABS)  
Investigate a Report of HIB

OHES- Wendy Senatra and Christine Buber  
VES- Lauren Fornal and Jolene Schantz  
LMS- Kevin Armstrong and Leslie Haas  
UMS- Allison Doyle-Smith and Jeanne Fedun  
MHS- Keith Glock and Maureen Conway  
District-Kelly Mattis, Anti-Bullying Coordinator


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**HIB: Statutory Definition**

Harassment, intimidation or bullying means any gesture, any written, verbal, or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic, that takes place on school property, at any school sponsored function, on a school bus, or off school grounds as provided for in N.J.S.A. 18A:37-15.3, that substantially disrupts or interferes with the orderly

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**HIB Self-Assessments**

Beginning with the September 2011-2012 school year, the Montgomery Township School District has conscientiously implemented the requirements found in the *Anti-Bullying Bill of Rights Act*.

Every school district is expected to address and improve school climate and culture, thus working towards lowering incidents of HIB through prevention and intervention efforts targeted toward harassment, intimidation, and bullying (HIB).

The HIB Self-Assessment is a tool that is used by schools to determine areas of strength and weakness.

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**HIB: Statutory Definition**


operation of the school or the rights of other students and that:

A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property;

**OR** Has the effect of insulting or demeaning any student or group of students;

**OR** creates a hostile educational environment for the student by interfering with a student's education or severely or pervasively causing physical or emotional harm to the student.

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**HIB Self-Assessments**

- Under the Commissioner's Program, the school grade is a raw score of data and the sum of the ratings for all indicators within each core element on the School Self-Assessment (e.g., 65 of 78 points).
- The maximum total score for a school is 78 points,
- The school district's grade is an average of the total scores of all schools in the school district.
- The department issued grade is not represented as a letter grade.
- District and school staff will use the data to educate staff, students and the community about past and current school practices and engage them in identifying and addressing areas for improvement.

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### Core Elements

1. HIB programs, approaches or other initiatives (15)

OHES	15
VES	15
LMS	14
UMS	14
MHS	15

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### Core Elements

4. Curriculum and instruction on HIB and related information and skills (6)

OHES	6
VES	6
LMS	5
UMS	6
MHS	6

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### Core Elements

2. Training on the BOE approved HIB policy (9)

OHES	7
VES	8
LMS	7
UMS	8
MHS	9

8

### Core Elements

5. HIB personnel (9)

OHES	9
VES	9
LMS	9
UMS	9
MHS	7

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### Core Elements

3. Other staff instruction and training programs (15)

OHES	13
VES	14
LMS	15
UMS	14
MHS	14

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### Core Elements

6. School level HIB incident reporting procedure (6)

OHES	5
VES	6
LMS	6
UMS	6
MHS	5

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### Core Elements

7. HIB investigation procedure (12)

OHES	12
VES	12
LMS	12
UMS	12
MHS	12

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### HIB Report Card

- Annually published on schools and District website for review
- Under HIB, then Report Card
- District Grade 74 for school year 2016-2017

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### Core Elements

8. HIB reporting (6)

OHES	6
VES	6
LMS	6
UMS	6
MHS	6

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### Investigations, Trainings, & Programs Reporting Periods

- July 1 – December 31 (reporting period 1)
- January 1 – June 30 (reporting period 2)
- The Anti-Bullying Bill of Rights requires a report to the Board of Education all acts of harassment, intimidation, or bullying (HIB) which occurred during the previous reporting period
- This report is from reporting period 2

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### Scores for Indicators

- 0-does not meet the requirements
- 1-partially meets the requirements
- 2-meets all requirements
- 3-exceeds the requirements
- Maximum of 78 points per school

	2016-2017	2015-2016	2014-2015	2013-2014
• OHES	73	73	73	68
• VES	76	73	69	66
• LMS	74	74	76	66
• UMS	75	71	70	69
• MHS	74	75	76	75

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### Affirmed HIB Incidents

School	Investigated	Affirmed
OHES	2	0
VES	14	3
LMS	16	5
UMS	10	7
MHS	11	4

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### District Data

Nature of HIB Based on Protected Categories and Distinguishing Characteristics-some cases have multiple protected categories and/or distinguishing characteristics identified for the incident

Race	Color	Religion	Ancestry	Origin
7	4		1	1

Disability	Gender	Sexual Orientation	Gender Identity	Other
3	2	1		8

### Lower Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics
- 5 case affirmed

Race	Color	Religion	Ancestry	Origin
1				

Disability	Gender	Sexual Orientation	Gender Identity	Other
		1		1

### Orchard Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics
- 0 cases affirmed

Race	Color	Religion	Ancestry	Origin

Disability	Gender	Sexual Orientation	Gender Identity	Other

### Upper Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics
- 7 case affirmed

Race	Color	Religion	Ancestry	Origin
3	2		1	1

Disability	Gender	Sexual Orientation	Gender Identity	Other
	1			4

### Village Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics
- 3 cases affirmed

Race	Color	Religion	Ancestry	Origin
1				


Disability	Gender	Sexual Orientation	Gender Identity	Other
1				2

### Montgomery High School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics
- 4 case affirmed

Race	Color	Religion	Ancestry	Origin
2	1			


Disability	Gender	Sexual Orientation	Gender Identity	Other
2				1



### Trends

- OHES-no incidents
- VES-few incidents, race, disability, other
- LMS-race, color, gender, sexual orientation, other
- UMS-race, color, ancestry, origin, gender, other
- MHS-race, color, disability, gender, other
  
- Mode: mostly verbal district-wide
- Effects: substantially disrupts, insults, demeans, interferes with education, reasonable person should know, creates hostile environment
- Location: bus, lunch, outside of classroom


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### Factors for Determining Consequences-Student Considerations

- Age, developmental and maturity levels of the parties involved and their relationship to the school district
- Degrees of harm
- Surrounding circumstances
- Nature and severity of the behavior(s)
- Incidences of past or continuing patterns of behavior
- Relationships between the parties involved
- Context in which the alleged incidents occurred


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### Consequences and Remedial Actions

- Discipline is determined based upon the Code of Conduct
- Remediation is Needed for Offenders and Victims


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### Factors for Determining Consequences-School Considerations

- School culture, climate, and general staff management of the learning environment
- Social, emotional, and behavioral supports
- Student-staff relationships and staff behavior toward the student
- Family, community, and neighborhood situation
- Alignment with Board policy and regulations/procedures


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### Factors for Determining Consequences-Student Considerations

- Age, developmental and maturity levels of the parties involved and their relationship to the school district
- Degrees of harm
- Surrounding circumstances
- Nature and severity of the behavior(s)
- Incidences of past or continuing patterns of behavior
- Relationships between the parties involved
- Context in which the alleged incidents occurred


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### Factors for Determining Consequences-School Considerations

- School culture, climate, and general staff management of the learning environment
- Social, emotional, and behavioral supports
- Student-staff relationships and staff behavior toward the student
- Family, community, and neighborhood situation
- Alignment with Board policy and regulations/procedures


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### Factors for Determining Remedial Measures -School Considerations

- Personal
  - Life skill deficiencies
  - Social relationships
  - Strengths
  - Talents
  - Hobbies
  - Extra-curricular activities
  - Classroom performance
  - Relationship to students and the school district


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### HIB Trainings-Audience

- District Level Administrator
- School Level Administrator
- Anti-Bullying Coordinator
- Anti-Bullying Specialists
- Teachers
- Students
- Parents
- Other School Staff
- Board of Education
- Contracted Service Providers
- Student Support Services
- Board Office Staff
- Bus Drivers
- Coaches
- Volunteers


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### Factors for Determining Remedial Measures -School Considerations

- Environmental
  - School culture
  - School climate
  - Student-staff relationships and staff behavior toward the student
  - General staff management of classrooms or other educational environments
  - Staff ability to prevent and manage difficult or inflammatory situations
  - Social-emotional and behavioral supports
  - Social relationships
  - Community activities
  - Neighborhood situation
  - Family situation


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### HIB Programs

- The Alliance
- Recognition of Black History Month
- Recognition of Women's History Month
- Safe Place Sticker Program
- Empathy Project
- The People Project
- Peer Leadership
- Responsive Classroom
- Pillars of Character


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### HIB Trainings

- HIB Consequences, Prevention, Intervention
- Cyberbullying
- Peer Relationships and Social Norms
- Affirmative Action, Sexual Harassment
- HIB and Special Education
- Board of Education Training
- On-line Training (GCN)
- Pro-Social Strategies for By-Standers
- Conflict Resolution
- School Climate and Culture Improvement


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### HIB Programs

- Individual Guidance Sessions
- Morning Announcements
- Young Scholars
- Peer Partners
- Intervention & Referral Services
- Guidance Groups


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## HIB Programs-Audience

- District Administrators
- Building Administrators
- Anti-Bullying Coordinator
- Anti-Bullying Specialists
- Teachers
- Students
- Parents
- Substitute Staff
- Support Staff
- Other School Staff

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## Schools' Self-Assessments 2016-2017 and HIB ITP 2017 Report Period 2

### Questions?

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Time was allowed for questions and comments from the board.

### **PUBLIC COMMENT**

None

### **COMMITTEE/REPRESENTATIVE REPORTS**

#### Representative Reports

Ms. Nora Wynn, student representative, reported on the affairs at Montgomery High School, noting that students seemed well adjusted and happy with classes and extra-curricular activities.

#### MTEA Report

Mr. Scott Mason, MTEA president, reported on activities at each school, including the ongoing collection of items district wide for Hurricane relief boxes, the start of Cub Scouts at Orchard Hill Elementary School and trick or treat for Unicef at Village Elementary School.

#### Board Member Delegate/Representative Reports

#### **Board Committee Reports**

##### Assessment, Curriculum and Instruction Committee Report

Mr. Doshi reported on the committee's progress to enhance achievement in physics.

##### Operations, Facilities and Finance Committee Report

Mr. Jacey reported on the progress of the budget and noted there will be a public OFF committee meeting on November 14<sup>th</sup> at 7 p.m. in the Upper Middle School media center.

##### Human Resources and Negotiations Committee Report

Mr. Cavalli reported that the committee is reviewing the number of maintenance/grounds workers. They are also reviewing the additional hires after the budget with Ms. McLoughlin to identify areas where funds can help offset the additional expenditures.

##### Communication and Advocacy Committee Report

Ms. Miller reported that Back to School Nights have been successful.

Chairs and Policy Committee Report

Mr. Cavalli reviewed the reporting of the committee to the board.

President's Report

Mr. Cavalli will be meeting with the legislative liaison to discuss New Jersey's bus driver shortage with the hope of bringing the issue to the Department of Transportation.

REVIEW OF MINUTES

The board reviewed the following minutes:

1. September 12, 2017 Executive Session Meeting
2. September 12, 2017 Workshop and Business Meeting
3. September 26, 2017 Executive Session Minutes
4. September 26, 2017 Business Meeting

The minutes will be approved at the October 17, 2017 business meeting.

REVIEW OF THE DRAFT OCTOBER 17, 2017 BUSINESS MEETING AGENDA

The board reviewed the draft agenda for the October 17, 2017 business meeting.

BOARD/PUBLIC COMMENTS

Mr. Wirsul questioned the following:

- If the MTEA had looked to teachers/student teachers to cross reference Hanover Research
- The purchase to two trucks by the district
- Whether the Nov. 14<sup>th</sup> budget process would include a three year plan
- Why all Operations Facilities and Finance meetings are not open
- If an HIB charge becomes part of a student's permanent record and if there is a means of having the charge expunged

Mr. Cavalli responded that HIB is not reported beyond the school system. Ms. Mattis commented that HIB is monitored to determine if there is a pattern or if it is habitual. It is not part of a student's permanent record and is not reported by the school as part of the college application process. Mr. Cavalli also noted that HIB does have an appeal process whereby the board of education has the ability to reject or modify the outcome.

Ms. Wells, Mr. Jacey and Mr. Cavalli responded to operations questions noting the timing of budget meetings and additional information that is available in the strategic plans and maintenance plans.

**ACTION AGENDA****1.0 ADMINISTRATIVE**

A motion was made by Mr. Tiwari and seconded by Ms. Miller to approve agenda items 1.1 through 4.1 excluding 2.1 as follows:

**1.1 Routine Monthly Report – Accept the following report:**

Harassment, Intimidation and Bullying (HIB) Report

**2.0 CURRICULUM & INSTRUCTION****2.2 Consultant Approvals 2017-2018**

Approve the following consultants for the 2017-2018 school year.

<b>CONSULTANT NAME/VENDOR</b>	<b>SERVICES PROVIDED</b>	<b>RATES OF SERVICE</b>
Brendan D Maier	Medical Bedside Instruction	\$85.00/hour
Hampton Behavioral Health Center	Medical Bedside Instruction	\$59.98/hour

**2.3 Approval of Participation in High School Athletics for Student #100080**

WHEREAS, a student whose name is on file in the Superintendent's Office who is a resident of the Montgomery Township School District (hereinafter referred to as the "District") and is placed by the student's parents at a non-public school for the treatment of students with disabilities; and

WHEREAS, the student's parents have applied to the District to participate in the interscholastic athletic programs; and

WHEREAS, the Superintendent has determined from the records provided to her by the non-public school that this student is in good academic standing and is, therefore, eligible for participation in the District's interscholastic athletic programs, provided the student otherwise meets the eligibility requirements set forth by the New Jersey State Interscholastic Athletic Association (NJSIAA) and the District.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby grants its approval for this student to participate in the District's interscholastic athletic programs, provided the student otherwise meets the eligibility requirements of said program. The School Business Administrator/Board Secretary is hereby authorized to issue written approval on behalf of the Board of Education to the New Jersey State Interscholastic Athletic Association consistent with this Resolution.



**3.0 FINANCE**

3.1 Travel Reimbursement – 2017/2018– approve the Board member and/or staff conference and travel expenses as per the attached list (see Pages 15 – 17).

3.2 Approve AFLAC as a Disability Insurance Provider for the CWA – Approve the following resolution:

BE IT RESOLVED, that the Montgomery Township Board of Education appoints AFLAC as its provider for disability insurance for members of the CWA through payroll deductions upon an employee’s enrollment in the plan. There will be no cost to the district for making this plan available to the employees.

3.3 Receipt/Award of Bid – Electrician (Rebid B18-03) – Bids were received on September 27, 2017 for an electrician as follows:

<b>September 27, 2017 through June 30, 2018</b>				
<b><u>Vendor</u></b>	<b>Forman</b>	<b>Journeyman</b>	<b>Apprentice</b>	<b>Part Mark-up Percentages</b>
Maul Electric, Inc. Dayton, NJ	\$120.78	\$110.05	\$46.11	0%
KRS Services, Inc. Southampton, NJ	\$131.00	\$125.00	\$80.00	15%

It is recommended that the Board of Education award the bid for an electrician as follows:

<b>September 27, 2017 through June 30, 2018</b>				
<b><u>Vendor</u></b>	<b>Forman</b>	<b>Journeyman</b>	<b>Apprentice</b>	<b>Part Mark-up Percentages</b>
Maul Electric, Inc. Dayton, NJ	\$120.78	\$110.05	\$46.11	0%

**4.0 PERSONNEL**

4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 18 - 20).

Upon call of the roll, the motion carried with a unanimous vote recorded

A motion was made by Ms. Chenette and seconded by Mr. Doshi to approve agenda item 2. 1 as follows:

2.1 Out-of-District Placements 2017-2018

Approve the following Out-of-District placements for the 2017-2018 school year.

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
000561	Banyan School 1:1 Aide	9/6/17-6/20/18		\$27,360.00	\$27,360.00
181422	Somerset County Vo-Tech - Full Time	9/1/17-6/30/18		\$1275.00	\$1275.00
103271	Somerset County Vo-Tech – Full Time	9/1/17-6/30/18		\$1275.00	\$1275.00
000219	Somerset County Vo-Tech – Full Time	9/1/17-6/30/18		\$1275.00	\$1275.00
103868	Somerset County Vo-Tech – Full Time	9/1/17-6/30/18		\$1275.00	\$1275.00
181598	Somerset County Vo-Tech – Full Time	9/1/17-6/30/18		\$1275.00	\$1275.00
001253	Somerset County Vo-Tech - Shared Time	9/1/17-6/30/18		\$637.50	\$637.50
180604	Somerset County Vo-Tech - Shared Time	9/1/17-6/30/18		\$637.50	\$637.50
105505	Somerset County Vo-Tech - Shared Time	9/1/17-6/30/18		\$637.50	\$637.50
00973	Somerset County Vo-Tech - Shared Time	9/1/17-6/30/18		\$637.50	\$637.50
100273	Somerset County Vo-Tech - Shared Time	9/1/17-6/30/18		\$637.50	\$637.50
000140	Somerset County Vo-Tech - Shared Time	9/1/17-6/30/18		\$637.50	\$637.50
102327	Somerset County TOPS	9/1/17-6/30/18		\$24,735.00	\$24,735.00
105078	Somerset County TOPS	9/1/17-6/30/18		\$24,735.00	\$24,735.00

Upon call of the roll, the motion carried with six members voting in favor and Ms. Witt abstaining.

EXECUTIVE SESSION- A motion was made by Mr. Jacey and seconded by Ms. Miller that the board adopt a resolution to go into executive session at 8:48 p.m.

WHEREAS, the Open Public Meetings Act, Chapter 231 of the Laws of 1975 provides that a public body may exclude the public from that portion of a meeting of which the public body discusses certain matters for which confidentiality is required as permitted in Section 7B of the act.

RESOLVED, by the Board of Education of the Township of Montgomery in the County of Somerset and State of New Jersey as follows:

1. Items related to personnel will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

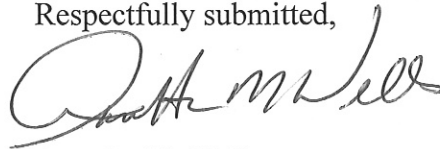
Upon call of the roll, the motion carried with a unanimous vote recorded.

**ADJOURNMENT**

A motion was made by Mr. Jacey and seconded by Ms. Miller that the meeting be adjourned at 9:34 p.m. Upon call of the question, the motion carried unanimously.

At this time, the board convened in executive session.

Respectfully submitted,



Annette M. Wells  
School Business Administrator/  
Board Secretary

## Montgomery Township Board of Education Travel Reimbursement Requests 2017/2018

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Jody Adler	UMS/LMS	10/20/2017 10/12,11/1 & 11/21/17	School Refusal, Anxiety, & Legal Hot Topics					\$30.00		\$30.00	\$30.00
Staci Anderson	UMS	10/12,11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Anthony Barra	UMS	10/12,11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Lisarenee Benz	LMS	2/23 & 5/7/18	The NGSS in New Jersey		\$3.29			\$30.00		\$33.29	\$33.29
Deborah Bilik	LMS	10/27/2017	NJ Science Convention					\$175.00		\$175.00	\$175.00
Lynn Blakemore	UMS	10/19 & 12/7/17 10/12,11/1 & 11/21/17	The NGSS in New Jersey		\$7.38			\$30.00		\$37.38	\$62.36
Damaris Botero	LMS	10/12,11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Lindsay Camarda	LMS	10/12,11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Mary Chemris	UMS	10/26/2017	AMTNJ Math Conference					\$205.00		\$205.00	\$205.00
Maya Colittas	LMS	10/26/2017	AMTNJ Math Conference					\$205.00		\$205.00	\$205.00
Stacey Delbridge	MHS	10/20/2017	School Refusal, Anxiety, & Legal Hot Topics					\$30.00		\$30.00	\$30.00
Ina DiGangi	UMS	10/12,11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Kristen Doulis	UMS	10/12,11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Allison Doyle Smith	UMS	12/7/2017	Art Therapy: Creative Art Interventions for Challenging Children Who Act Out					\$199.00		\$199.00	\$199.00
Sarah Drozd	LMS	10/12,11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Sarah Drozd	LMS	11/13 - 11/15/17	Columbia University: TC Book Clubs					\$650.00		\$650.00	\$890.00
Heather Edwards	OHES	10/19 - 10/20/17	Autism NJ Conference		\$51.89			\$399.00		\$51.89	\$51.89
Heather Edwards	OHES	11/6 - 11/7/17	PECS Level 2 Training		\$13.27			\$399.00		\$412.27	\$412.27
Heather Edwards	OHES	12/14/2017	Handle with Care Instructor Recertification					\$450.00		\$450.00	\$914.16
Michelle Feigenwinter	UMS	10/12,11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Kelly Ferrante	UMS	10/24/2017	NJ Science Convention		\$1.86			\$175.00		\$176.86	\$487.00
Nancy Gartenberg	BO	1/25 - 1/26/17	TECHSPO 2018	\$30.00	\$49.58	\$128.00	\$109.00	\$425.00		\$741.58	\$4,250.30
Lori Gaynor	MHS	10/20/2017	School Refusal, Anxiety, & Legal Hot Topics					\$30.00		\$30.00	\$30.00

**Montgomery Township Board of Education  
Travel Reimbursement Requests (Cont'd)  
2017/2018**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Elizabeth Gerber	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Stephanie Harris	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Kristin Kaplan	LMS	11/13 - 11/15/17	Columbia University: TC Book Clubs	\$37.50	\$109.74			\$650.00		\$797.24	\$797.24
Georgianna Kichura	LMS	1/24 - 1/26/18	Technology Training for Key School Leaders	\$30.00	\$64.91	\$128.00	\$93.00	\$425.00		\$740.91	\$740.91
Stacy Kohler	UMS/LMS	10/20/2017	School Refusal, Anxiety, & Legal Hot Topics					\$30.00		\$30.00	\$30.00
Karen Krusen	MHS	10/20/2017	School Refusal, Anxiety, & Legal Hot Topics					\$30.00		\$30.00	\$30.00
Tara Lawler	UMS	10/24/2017	NJ Science Convention					\$175.00		\$175.00	\$175.00
Rachel Ledebuhr	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Clarisa Lescano	MHS	10/21/2017	Tercera Charla ELE en Princeton					\$105.00		\$105.00	\$105.00
Meghan Linck	LMS	11/16 - 11/17/17	NJASL Fall Conference	\$7.50	\$76.57			\$150.00		\$234.07	\$234.07
Melissa Livoti	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Jaime Maccarone	VES	11/5 - 11/6/17	Responsive Classroom 2017 Annual Leadership Conference	\$212.60	\$174.41	\$93.00	\$574.00	\$525.00		\$1,579.01	\$1,579.01
Stephanie Mardekian	UMS	10/16 & 10/23/17	The Infinite in Mathematics		\$21.82					\$21.82	\$21.82
Jessica Masters	LMS	10/27/2017	NJ Science Convention					\$175.00		\$175.00	\$175.00
Amy Mintz	MHS	12/14/2017	Handle with Care Instructor Recertification		\$11.66			\$450.00		\$461.66	\$461.66
Bianca Olsen	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Kristen Prentice	UMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Kristen Prentice	UMS	1/17 - 1/19/18	Adapting Units of Study for Special Ed	\$15.00	\$8.93			\$650.00	\$112.50	\$786.43	\$1,026.43
Michelle Prior Cernadas	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Allison Pungello	LMS	10/26/2017	NJ Science Convention					\$205.00		\$205.00	\$205.00

**Montgomery Township Board of Education  
Travel Reimbursement Requests (Cont'd)  
2017/2018**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Rebecca Richards	UMS/LMS	10/20/2017	School Refusal, Anxiety, & Legal Hot Topics		\$6.76			\$30.00		\$36.76	
Rebecca Richards	LMS	12/14/2017	Handle with Care Instructor Recertification	\$5.00	\$31.62			\$450.00		\$486.62	\$523.38
Lisa Romano	LMS/UIMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Elise Ryan	LMS	10/19 & 12/7/17	The NGSS in New Jersey		\$8.31			\$30.00		\$38.31	\$38.31
Lisa Sandstrand	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$1,337.00
Christine Seddon	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Jennifer Snyder	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Ellen Stein	MHS	10/20/2017	School Refusal, Anxiety, & Legal Hot Topics					\$30.00		\$30.00	\$30.00
Marci Warboys	UMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00
Jennifer Whitehouse	LMS	10/12, 11/1 & 11/21/17	Reading & Writing Strategies Webinar					\$240.00		\$240.00	\$240.00

\*\*Estimated

BOE 10/10/17

\*Excluding Tolls  
\*\*Includes Registrations

**4.1 PERSONNEL**  
**Resignations/Retirements/ Rescissions**

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
TRANS	Alfred	Cumba, Jr.	Bus Driver	1/1/2018	Retirement	09/05/2007 - 12/31/2017

**Appointments/Renewals (Certificated Staff)**

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Denise	De Camp	Teacher - BSI/Academic Support (Leave Replacement) TCH.OH.BSI.MG.06	Lisa Gappa	MA	1	\$65,440	Yes	10/03/2017 – 10/18/2017
LMS	Catherine	Gonzalez	Teacher–Special Education Resource Center (Leave Replacement) TCH.LM.RCTR.MG.02	Lindsay Camarda	BA	1	\$59,440	Yes	01/02/2018 - 04/22/2018
MHS	Jason	Sullivan	Supervisor - Science	N/A	N/A	N/A	\$112,820 (Revised)		09/01/2017-06/30/2018

**Appointments/Renewals (Non-Certificated Staff)**

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Lorena	Acevedo *	Custodian - Day CUS.HS.CUST.NA.07	Johanna Cintron	1-2	\$36,800	Yes	10/16/2017 - 06/30/2018
MHS	Rose	Bauer	Paraprofessional (.48) (Leave Replacement) AID.HS.TIA.LD.02	Alison Karp	1	\$11,856	Yes	09/27/2017 - 12/22/2017
OHES	Maureen	Coletti *	Paraprofessional (.48) AID.OH.TIA.PS.08	June Charnuska	1	\$11,856	Yes	10/11/2017 - 06/30/2018



UMS	Iris	Dietz-Svenson *	Educational Support Assistant (.48) AID.UM.ESA.UG.03	Fayettea McGill	1	\$10,222	Yes	10/11/2017 - 06/30/2018
TRANS	Linda	Feick	Bus Driver TRN.TR.DRVR.NA.30	Linda Feick	3	\$20.67 p/h	Yes	10/02/2017 - 06/30/2018
VES	Lizette	Otero-Llano *	Paraprofessional AID.VS.TIA.EO.05	Meghan Grover	1	\$24,700	Yes	10/11/2017 - 06/30/2018

**Appointments/Substitutes**

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Isaiah	Mason	Substitute Teacher/Student Teacher	NEW	2017-2018
DISTRICT	Hope	Mohamed	Substitute Teacher/TIA	NEW	2017-2018
DISTRICT	Amy	Nowak	Substitute Teacher	NEW	2017-2018

**Renewals/Substitutes**

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Debra	Taylor	Substitute Teacher	RENEW	2017-2018

**Transfers/Voluntary Reassignments**

Agenda Date	New Position/Location	First	Last	Previous Position/Location	Degree	Step	Salary	Dates of Employment/Notes
10/01/17	FT Para/VES	Wejdan	Beach	FT Para/OHES	N/A	13-14	\$27,214	09/01/2017 - 06/30/2018

**Tuition Reimbursement**

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
UMS	Staci	Anderson	University of the Pacific	Fall 2017	3	\$279.00	Adding New Ideas to Your Curriculum
OHES	Kimberly	Critelli	TCNJ	Fall 2017	3	\$2,314.50	Intro to Research & Data Based Decision Making
OHES	Lindsay	Fox	Rowan University	Fall 2017	3	\$2,025.00	Word Study, Phonics, Spelling, Vocab Instruction
OHES	Lindsay	Fox	Rowan University	Fall 2017	3	\$2,025.00	Teaching Reading to Exceptional Children
OHES	Alison	Koblin	University of LaVerne	Fall 2017	3	\$345.00	ADD/ADHD Strategies & Interventions for the Classroom
OHES	Julia	Lee	University of LaVerne	Fall 2017	3	\$345.00	Creating a Google Apps Classroom
UMS	Debra	O'Reilly	Loyola Marymount	Fall 2017	3	\$449.00	Overcoming Depression
LMS	Allison	Pungello	Lesley University	Fall 2017	3	\$1,875.00	Meeting Diverse Needs in the Math Classroom
VES	Max	Rodriguez	Loyola Marymount	Fall 2017	3	\$449.00	Writing Well or Good Writing?
MHS	Richard	Steeb	University of LaVerne	Fall 2017	3	\$345.00	Football Basics
MHS	Richard	Steeb	University of LaVerne	Fall 2017	3	\$345.00	Soccer Basics

**Other**

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
LMS	Nicole	Narce	Educational Support Assistant	\$19.10/per hour	08/25/2017 – 09/01/2017 (Not to Exceed 5 days)
UMS	Karen	Rarich	Nurse/RN	\$33.07/per hour	09/05/2017 - 09/06/2017 (Not to Exceed 2 Days)

**\*Pending Criminal Background Clearance**