

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, October 13, 2015 6:45 P.M. Workshop and Special Meeting**

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

The Montgomery Township Board of Education held a Workshop and Special Meeting on Tuesday, October 13, 2015 at 6:45 p.m.

**OPENING OF THE MEETING**

- A. The Montgomery Township Board of Education held a workshop and special meeting on Tuesday, October 13, 2015 in the Upper Middle School media center.
- B. Roll Call - The following Board members were present: Sandra Donnay (arrived at 7:10 p.m.), Dharmesh Doshi, Humberto Goldoni, Nicholas Hladick, Charles F. Jacey, Jr., Amy Miller, Shreesh Tiwari (arrived at 7:16 p.m.) and Christine Witt

Absent: Dale Huff

Also Present: Nancy Gartenberg, Superintendent  
Deborah Sarmir, Assistant Superintendent  
Annette M. Wells, Business Administrator/  
Board Secretary  
Nicole Petrone, Assistant Business Administrator/Assistant  
Board Secretary  
Helen Zhang, Student Representative

- C. 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 6:50 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, the superintendent's merit goals and special education litigation 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.

- D. RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:35 p.m.

- E. President Goldoni 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 meeting on January 7, 2015 and October 9, 2015. 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.
- F. President Goldoni then led everyone in the Salute to the Flag.
- G. President Goldoni welcomed all to the workshop and special meeting.

**PRESENTATIONS**

Mr. Damian Pappa, Director of Data Assessment and Accountability, gave the following presentation on the 2014-2015 Student Achievement Review:

**Montgomery Township  
 School District  
 Student Achievement Review**  
  
 Damian Pappa  
 Director of Data, Assessment & Accountability  
 October 13, 2015

**What is Summative Assessment?**

- Assessment that evaluates student learning, skill acquisition, and academic achievement at the conclusion of a defined instructional period—typically at the end of a project, unit, course, semester, program, or school year.
  - Project
  - Unit Test
  - Final Exam
  - State Assessment

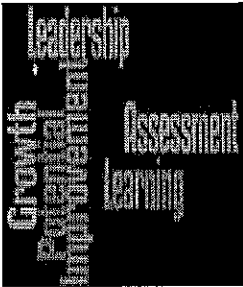
**What is Formative Assessment?**

- The goal of formative assessment is to *monitor student learning* to provide **ongoing** feedback that can be used by teachers to improve their teaching and by students to improve their learning.
- Does not require a grade or score.

- Do Now Activity
- Class discussion
- Homework
- Exit Slip

**Why Review Assessment Results?**

- Inform teachers to make instructional decisions.
- Inform teachers and leaders to make curricular decisions.
- Helps all identify areas of strong curriculum and instruction
- Helps all to identify areas for closer examination within programs



### Protecting Student Confidentiality

- In the reporting of group assessment data, the intent is to protect student privacy through procedures that systematically prevent members of the public from discerning student identity.
- Guidelines provided by the Federal government state that in the reporting of assessment results, suppression of numbers should occur in categories where the counts are low, making it otherwise possible to infer the results of individuals.
- In practice, it is common to suppress numbers where a group size is equal to ten or less and to suppress totals when it is possible to calculate back to the results of two students.

### Alternative Proficiency Assessment APA

- Students in grades 4 and 8 were assessed in the APA.
- Students in high school who received instruction in the biology standards were assessed in the APA.

### 2014-2015 NJDOE Required Assessments

- Alternate Proficiency Assessment APA
  - Grades 4-8
  - Science
  - High School
  - Biology
- Dynamic Learning Maps DLM
  - Grades 3-8 & Grade 11
  - Mathematics, Language Arts Literacy
- NJ Assessment of Skills and Knowledge NJASK Science
  - Grades 4 & 8
- NJ Biology Competency Test NJBCT
  - Upon completion of Biology
  - Grade 11
- Partnership for Assessment of Readiness for College and Careers PARCC
  - Grades 3-11
  - Mathematics, Language Arts Literacy



### Dynamic Learning Maps DLM

- The Dynamic Learning Map assessed the Common Core State Standards in English Language Arts and Mathematics and was the alternate assessment companion to the PARCC for students with the most significant intellectual disabilities in English Language Arts and Mathematics.
- Computer Based.
- Replaced the APA in ELA and Math.

### Alternative Proficiency Assessment APA

- The Alternate Proficiency Assessment (APA) in science is a portfolio assessment designed to measure progress toward achieving New Jersey's state educational standards for those students with the most significant intellectual disabilities who are unable to participate in the New Jersey Assessment of Skills and Knowledge (NJASK) Science or the New Jersey Biology Competency Test (NJBCT).

### Dynamic Learning Maps DLM

- Teachers completed two student surveys:
  - 1) Personal Needs Profile  
This profile collected information on the student's support needs and current level of instruction.
  - 2) First Contact  
This survey helped to identify the student's academic levels in order to establish a baseline for the selecting test items.

### 2015 Dynamic Learning Maps Number of Testlets

Testlets= DLM assessments in Math and ELA

Grade	Math Testlets	ELA Testlets
3	8	7
4	7	7
5	8	7
6	6	6
7	6	6
8	6	6
9	6	6
10	6	6
11	6	6

### NJASK 4& 8 Science and NJBCT Clusters

#### NJASK 4 & 8

- Earth Science
- Life Science
- Physical Science

#### NJBCT

- Organization and Development
- Matter and Energy Transformation
- Interdependence
- Heredity and Reproduction
- Evolution and Diversity

### District Factor Grouping (DFG)

- Montgomery Township is identified as a "J" on a scale of letters A-J.
- In terms of socio-economics, districts identifies as "A" represent the poorest districts while "J" districts are the wealthiest.
- Other "J" districts in New Jersey include (next slide)

### NJASK 4& 8 and NJBCT Scale Scores

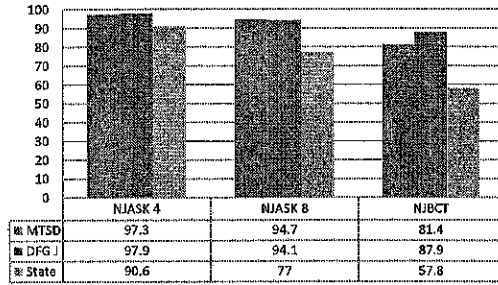
- Advanced Proficient/Pass 250 –300
- Proficient/Pass 200–249
- Partially Proficient/Not Pass 100–199

### District Factor Group J Districts

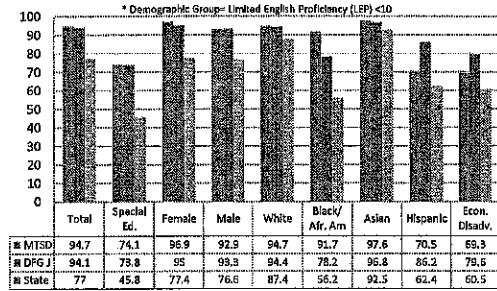
- Bernards Township
- Chester Township
- Cranbury Township
- Essex Fells Boro
- Glen Rock Boro
- Haddonfield Boro
- Harding Township
- Ho Ho Kus Boro
- Little Silver Boro
- Mendham Boro
- Mendham Township
- Millburn Township
- Montgomery Township
- Mountain Lakes Boro
- North Caldwell Boro
- Northern Highlands Regional
- Ridgewood Village
- Rumson Boro
- Rumson-Fair Haven Regional
- Saddle River Boro
- School District of Chatham
- Tewksbury Township
- Upper Saddle River Boro
- Woodcliff Lake Boro
- WW-P Regional

**Total Passing** (Advanced Proficient + Proficient)  
2015 NJASK GRADES 4-8 SCIENCE &  
NJBCT, MTSD, DFG J, STATE

2015 Statewide Science Assessments Percent Passing

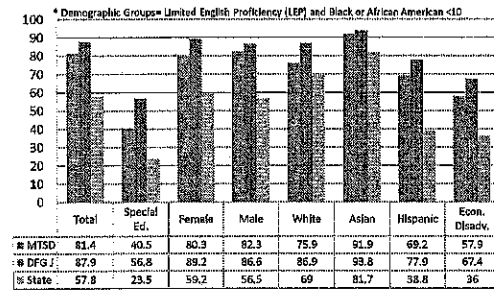


2015 NJASK 8 Science Percent Passing by Demographic Group

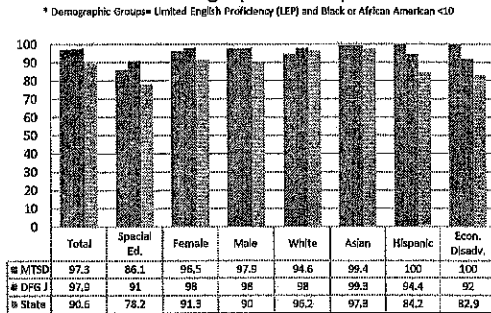


Demographic Group Total Passing  
2015 NJASK GRADES 4-8 SCIENCE &  
NJBCT, MTSD, DFG J, STATE

2015 NJ Biology Competency Test Percent Passing by Demographic Group



2015 NJASK 4 Science Percent Passing by Demographic Group

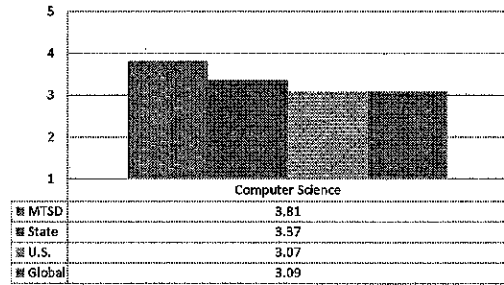


Advanced Placement  
AP

### Advanced Placement Courses 2014-2015

- Art Studio
- Computer Science
- English Language and Composition
- English Literature and Composition
- French VI
- German VI
- Spanish VI
- Calculus AB
- Calculus BC
- Statistics
- Chemistry
- Biology
- Environmental Science
- Physics C
- Art History
- US History
- US Government and Politics
- Economics

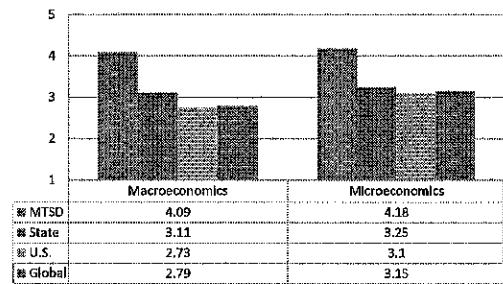
### 2015 Advanced Placement Computer Science Mean Scores



### Advanced Placement 2015

- Total Students: 499
- Total Exams: 1173

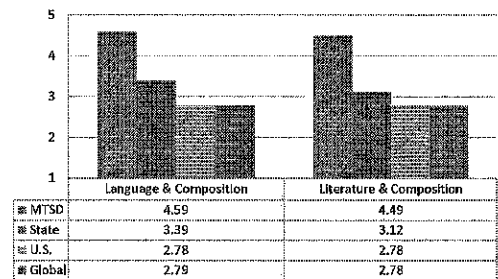
### 2015 Advanced Placement Economics Mean Scores

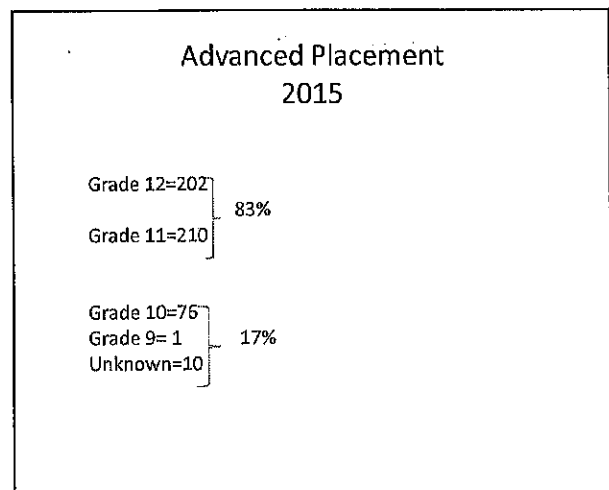
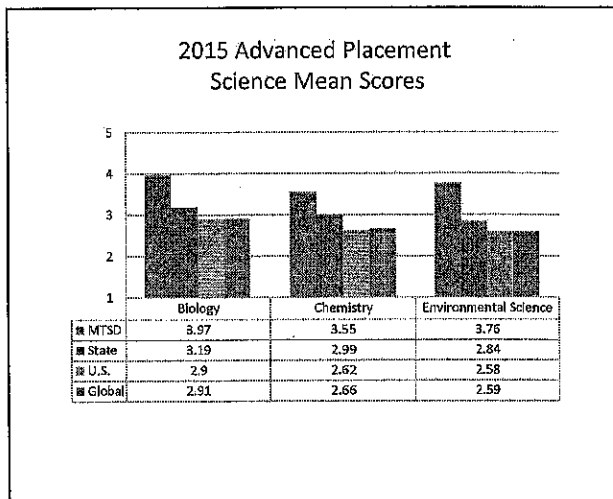
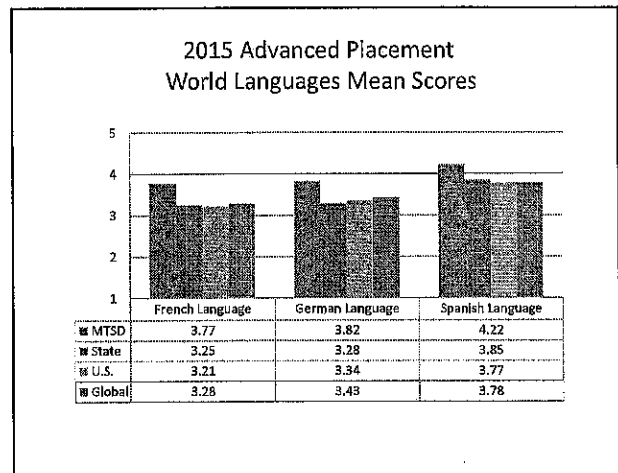
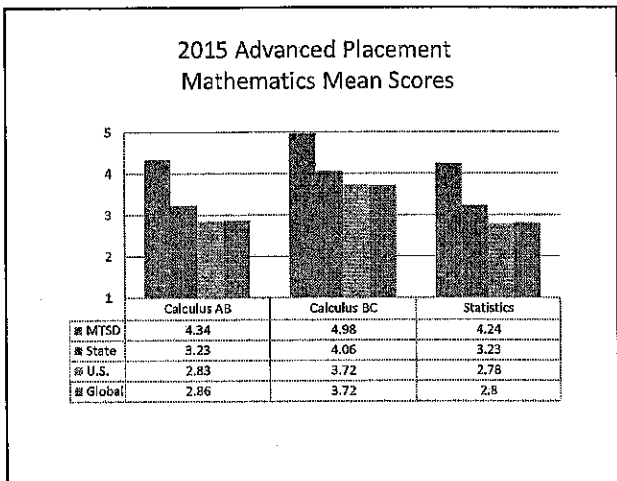
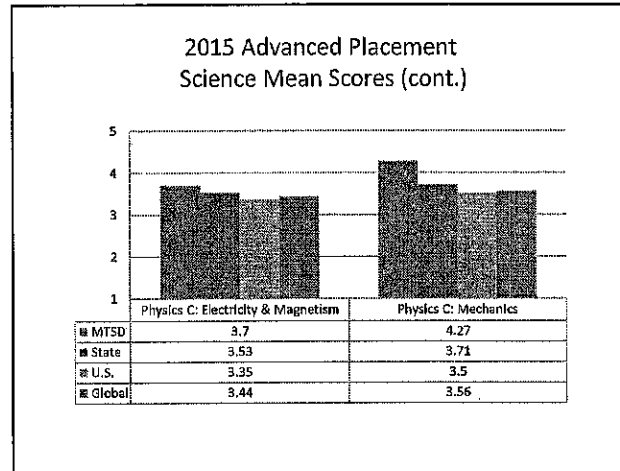
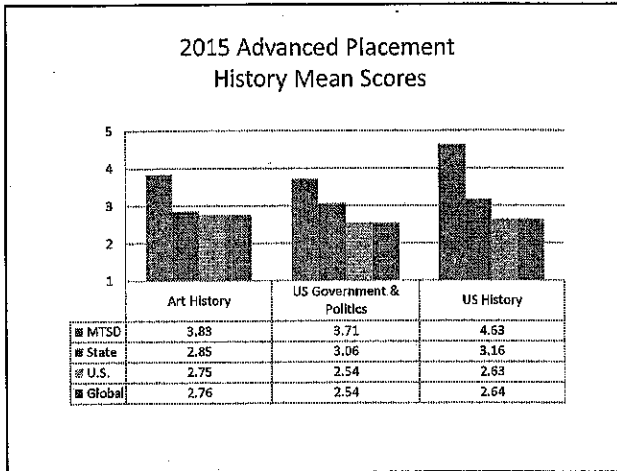


### Advanced Placement

- Highly Selective Schools generally require students to obtain scores of 5 or 4 to receive college credit.  
**MHS= 76% of Total Exams**
- Many other schools generally require students to obtain a score of 3 or higher to receive college credit.  
**MHS= 94% of Total Exams**

### 2015 Advanced Placement English Mean Scores





### 2015 Advanced Placement Gender

- For 2015 we had a 1% difference between female and male participation in AP tests, Grades 11&12.

	2015 AP Tests Participants	2015 AP Population <12	2015 AP Tests Participation Rate
Female	186	405	46.4%
Male	224	479	47.3%

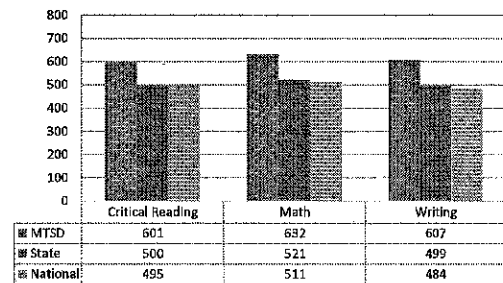
### SAT

- The SAT tests reasoning and verbal abilities and is designed to assess students' academic readiness for college.
- Critical Reading- 800
- Math- 800
- Writing- 800

### 2015 Advanced Placement Ethnicity

	2015 AP Tests Participants	2015 AP Population <12	2015 AP Tests Participation Rate
Asian (including Indian subcontinent and Philippines origins)	20	14	143%
Black or African American	7	25	28%
White (including Middle Eastern origin)	167	349	49%
Other Hispanic or Latinic	15	21	71.4%

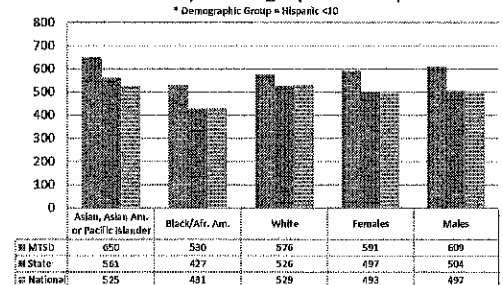
### Class of 2015 Mean SAT Scores



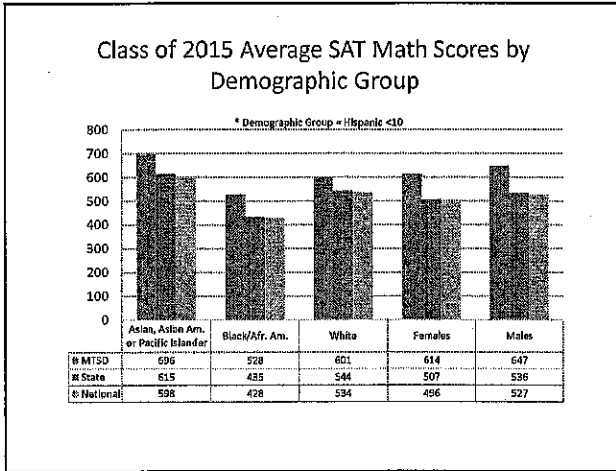
### College Entrance Exams

#### SAT

### Class of 2015 Average SAT Critical Reading Scores by Demographic Group

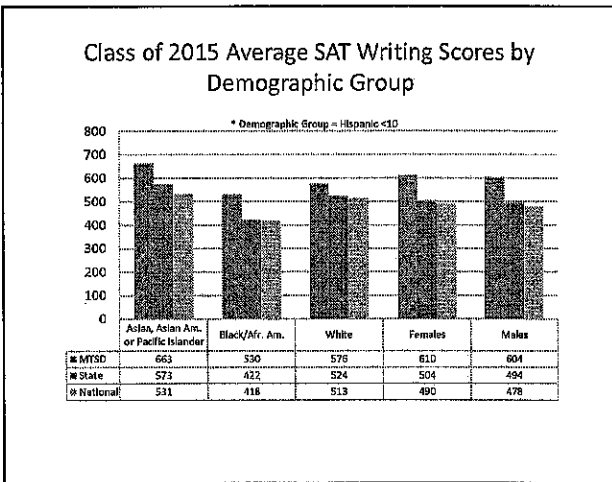






### New SAT Overview

Category	Details
<b>Structure</b>	<ul style="list-style-type: none"> <li>Evidence-based Reading &amp; Writing</li> <li>Math</li> <li>Optional Essay</li> </ul>
<b>Timing</b>	3 hours + 50 minutes with Optional Essay
<b>Scoring</b>	<ul style="list-style-type: none"> <li>Now scored on a scale of 1600</li> <li>New optional Essay scored separately</li> <li>No more guessing penalty</li> </ul>



### New SAT Overview

Category	Details
<b>Evidence-based Reading &amp; Writing</b>	<ul style="list-style-type: none"> <li>Reading and Writing combined into new Evidence-Based Reading and Writing Area</li> <li>Passage topics include US and World Literature, History/Social Studies, and Sciences</li> <li>Reading details:                             <ul style="list-style-type: none"> <li>500 - 750 word passages</li> <li>65 minutes</li> </ul> </li> <li>Writing and Language details:                             <ul style="list-style-type: none"> <li>400 - 500 word passages</li> <li>35 minutes</li> </ul> </li> </ul>

### Changes to SAT

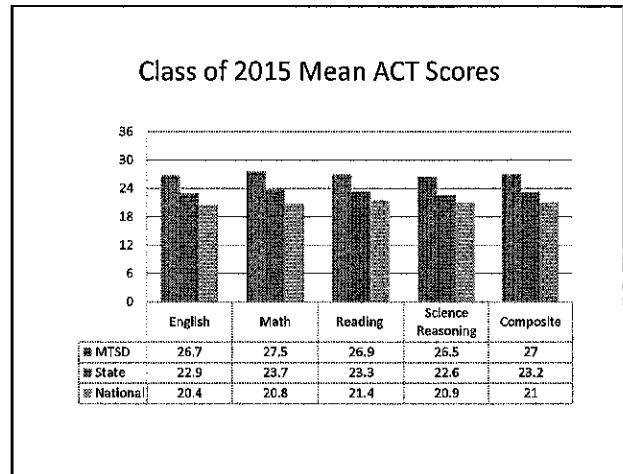
- The SAT is changing in March 2016
- The last administration of the **Current SAT** will be in January 2016

### New SAT Overview

Category	Details
<b>Math</b>	<ul style="list-style-type: none"> <li>Three areas of concentrated focus:                             <ul style="list-style-type: none"> <li>Problem solving and data analysis</li> <li>"The Heart of Algebra"</li> <li>"Passport to Advanced Math"</li> </ul> </li> <li>New enhanced grid-in (item sets)</li> <li>Multi-step student constructed response question</li> <li>80 minutes                             <ul style="list-style-type: none"> <li>25 minutes without a calculator</li> <li>55 minutes with a calculator</li> </ul> </li> </ul>

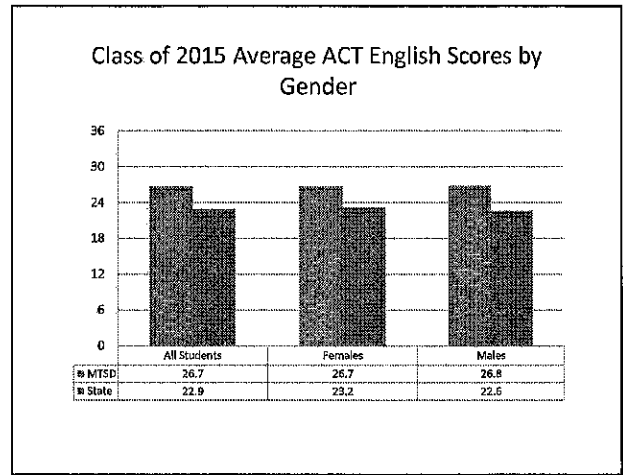
### New SAT Overview

College	Features
<b>Essay</b>	<ul style="list-style-type: none"> <li>▪ Optional</li> <li>▪ 50 minutes</li> <li>▪ Read &amp; analyze a 650-750 word document</li> <li>▪ Write about how the author builds an argument</li> <li>▪ Tests reading, analysis, and writing skills</li> </ul>



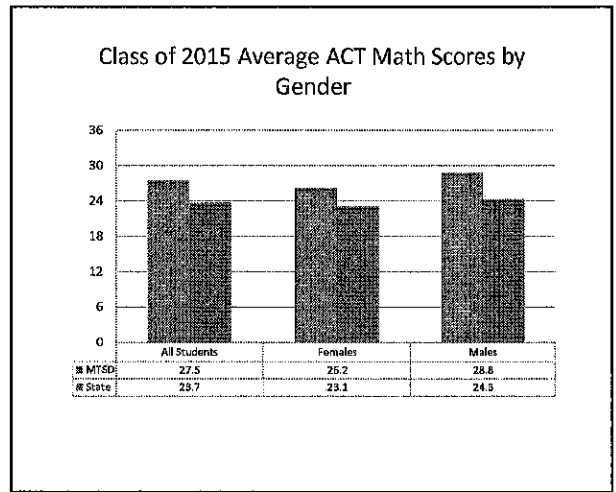
## College Entrance Exams

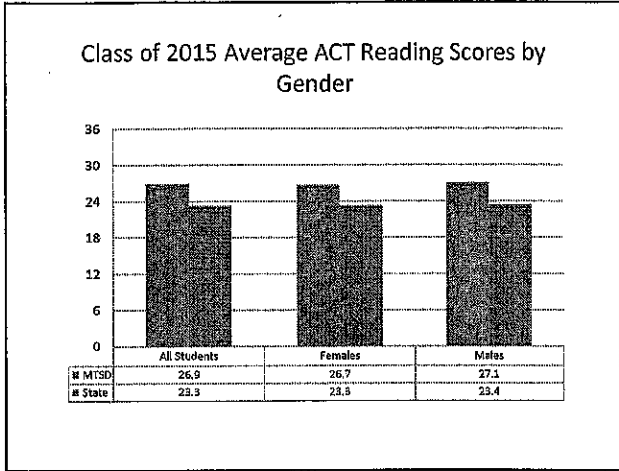
### ACT



## ACT

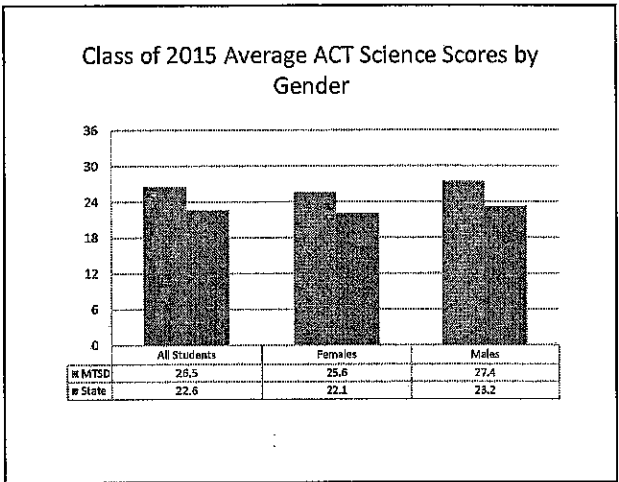
- The **ACT** is an achievement test, measuring what a student has learned in school.
- Composite Score- 36
  - English
  - Math
  - Reading
  - Science





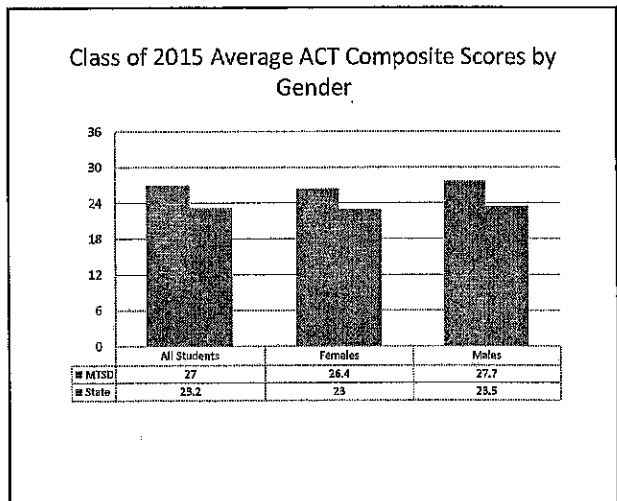
### Class of 2015 ACT Demographics Ethnicity

To protect student confidentiality, the mean ACT scores by race/ethnicity will not be presented, due to all subgroups, with the exception of two having a group size that is equal to ten or less.



### Updated ACT Overview

Category	Features
Scoring	<ul style="list-style-type: none"> <li>No changes to 1-36 scoring</li> <li>New scores reported</li> <li>✓ ELA</li> <li>✓ STEM</li> <li>✓ Career Readiness</li> <li>✓ Text Complexity</li> </ul>
Math	More probability & statistics
Reading	New paired passages



### Updated ACT Overview

Category	Features
Essay	<ul style="list-style-type: none"> <li>Now requires analysis of 3 different perspectives</li> <li>More scores provided</li> <li>✓ Ideas and analysis</li> <li>✓ Development and support</li> <li>✓ Organization</li> <li>✓ Language use</li> </ul>

**New SAT and ACT: 5 Key Differences**



1. The New SAT has a greater focus on History & Social Studies passages
2. Both focus on Algebra, but the New SAT has a greater emphasis on Data Analysis & Problem Solving
3. The ACT requires more Science reading
4. The New SAT requires more mental math
5. The New SAT has grid-in questions, and an extended thinking grid-in question

**Next Steps**

- Identify trends in the data to address program, group, and individual student needs.
- Directors and Supervisors, led by Assistant Superintendent, will continue to develop continuity and coherence in curriculum and assessment.
- Continue alignment of all curriculum and resources that are standards-based.
- Continue horizontal articulation through Learning Teams and vertical articulation through articulation meetings, technology use (Atlas) and professional development.
- Continue to focus on the importance of differentiation in the classroom and the shifts in pedagogy, expectations and assessment that are necessary to ensure that learning occurs for all students in the Montgomery Township School District.

Time was allowed for questions and comments from the board.

**COMMITTEE/REPRESENTATIVE REPORTS**

**Representative Reports**

**Student Representative Report**

Ms. Helen Zhang, student representative, reported that the high school students were participating in homecoming week. During the upcoming weekend, the homecoming football game and dance will be held. Ms. Zhang also reported that juniors would be taking the PSAT's on October 14<sup>th</sup>.

**PRESENTATIONS**

Ms. Kelly Mattis, Director of Human Resources, gave the following presentation on Harassment, Intimidation and Bullying (HIB) 2014-2015 Self -Assessment:

**Harassment,  
Intimidation  
and Bullying  
Report**

Anti-Bullying Bill of Rights

**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.

### 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

### District Data

- 51 Investigations Initiated and Completed within 10 days
- 23 HIB Incidents Affirmed

### 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.

### 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

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	5	1	3	3	2	7

### 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-Aillson Doyle-Smith and Jeanne Fedun
  - MHS-Keith Glock
  - District-Kelly Mattis, Anti-Bullying Coordinator

### District Data

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	4	2	1	2

### Affirmed HIB Incidents

School	Harassment	Violence
GBRS	8	2
VBS	7	4
LMS	18	5
UMS	10	9
MHS	10	3
<b>Grand Total</b>	<b>53</b>	<b>23</b>

### Village Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	1	1	1	0	0	0

### Orchard Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	0	0	0	0	0	0

### Village Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	1	0	0	0

### Orchard Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	0	0	0	1

### Lower Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	2	0	0	0	0	0

### Lower Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	National Origin	Sex	Age	Handicap	Other
Total	0	0	1	0	0	0	0	0

### High School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	National Origin	Sex	Age	Handicap	Other
Total	0	0	1	0	1	0	0	0

### Upper Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	National Origin	Sex	Age	Handicap	Other
Total	2	0	1	0	1	0	0	0

### High School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	National Origin	Sex	Age	Handicap	Other
Total	0	0	0	0	1	0	0	0

### Upper Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	National Origin	Sex	Age	Handicap	Other
Total	0	0	1	0	0	0	0	0

### Consequences and Remedial Actions

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

### 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

### 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

### 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

### HIB Trainings

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

### 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

### 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




## 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

## HIB Investigations, Trainings and Programs (HIB-ITP)

• Data Collection  
Reporting Period 2  
January 1-June 30, 2015



## HIB Programs

- Individual Guidance Sessions
- Morning Announcements
- Young Scholars
- Bridges Mentoring Program
- Peer Partners
- Intervention & Referral Services
- Newcomer Guidance Groups
- 22 Steps to Respect
- Guidance Groups

## 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.

## HIB Programs-Audience

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

## 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.

### Core Elements

- HIB programs, approaches or other initiatives
- Training on the BOE approved HIB policy
- Other staff instruction and training programs
- Curriculum and instruction on HIB and related information and skills
- HIB personnel
- School level HIB incident reporting procedure
- HIB investigation procedure
- HIB reporting

### 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

	2014-2015	2013-2014
o OHES	73	68
o VES	69	66
o LMS	76	66
o UMS	70	69
o MHS	76	75

Time was allowed for questions and comments from the board.

## **COMMITTEE/REPRESENTATIVE REPORTS**

### **Representative Reports**

#### MTEA Report

Ms. Karen Kevorkian, Montgomery Township Education Association Vice President reported the following:

- The MTEA was happy to have a delegation of district employees, board members and teachers work together over the past two days at a training called Collaborative 3 School Leadership Initiative to learn how to improve how we make decisions that will affect our students' academic, social and emotional experiences.
- Mrs. Gartenberg and MTEA President Debra O'Reilly will formally and more fully explain the collaboration process to our district and community in a joint communication soon.

### **Board Member Delegate/Representative Reports** (SCSBA, PTSA, Legislative, NJSBA, Ed. Services Commission, etc.)

#### Municipal Alliance

Ms. Donnay reported that the first meeting for the year was held in September. Ms. Donnay mentioned that the group is looking to include representation from the middle school to help in their efforts of stopping drug use. Ms. Donnay reported on the accolades and hard work of the student peer leaders that attended from the high school.

#### Educational Services Commission

Mr. Hladick reported that he would be attending the Somerset Educational Services Commission meeting on October 14<sup>th</sup>.

## **Board Committee Reports**

### **Policy Committee Report**

Ms. Donnay reported that the policy committee met in September. During the meeting, they discussed the policy regarding Class Rank. After months of research and district communication with the service academies, the committee decided to keep the current policy intact. The second reading will be at tonight's meeting.

Ms. Donnay stated that the committee also discussed the substance abuse policy and is currently consulting with the board attorney regarding changes they would like to make to the policy. The next meeting will be held on October 18<sup>th</sup>.

Ms. Donnay left the meeting at 9:10 p.m.

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

Mr. Doshi reported that the committee met on September 10<sup>th</sup> and October 8<sup>th</sup>. Mr. Doshi reported that the World Language Department is using supplementary materials from National Geographic in their English as a second language classes. The committee also discussed summer curriculum writing results, PARCC testing, new staff academy and the diversity council.

Mr. Doshi also discussed the physics program presentation that was presented to the committee at the October meeting. Ms. Miller added that the committee reviewed a presentation given by Mr. Ron Zalika, Director of Curriculum, regarding the district enrichment program.

Ms. Gartenberg stated that the action plans in place for the year analyze current programs and assess student needs via parent surveys. The committee will continue to evaluate and improve on the current curriculum and district programs.

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

Mr. Goldoni reported that the committee met on September 11<sup>th</sup>. During the meeting, the committee discussed the financial reports for August. The reports showed strong financial health. The committee also approved the administration to hire a consultant to look into residency issues. The committee discussed the changes to the referendum projects that were presented at the September 15<sup>th</sup> meeting. Mr. Goldoni reported that Mr. Jacey would chair the OFF committee going forward.

### **Human Resources and Negotiations Committee Report**

Mr. Goldoni reported that the committee met on October 9<sup>th</sup>. The committee met to discuss the current personnel agenda.

The next committee meeting will be held on November 13<sup>th</sup>.

### **External Affairs/ Communications Committee Report**

Mr. Hladick reported that the committee met to talk about referendum communications. During the meeting, the committee developed a frequently asked questions document as well as talking points for board members.

**ANNOUNCEMENTS BY THE PRESIDENT**

Mr. Goldoni informed the board that the next meeting would be held on October 20<sup>th</sup>. Ms. Witt will be running the meeting in Mr. Goldoni's absence.

**ACTION AGENDA****PUBLIC COMMENTS**

Ms. Minkou Chenette asked if Ms. Mattis could define who "other school staff" are per the HIB presentation. Ms. Chenette also asked if the "other school staff" are trained, how often and how training is tracked. Ms. Chenette also questioned if volunteers were trained at all schools.

Mr. Alan Wirsul expressed to the Board his disappointment in the decision not to change the class rank policy. Mr. Wirsul also noted that he felt the Board was not providing the public enough transparency regarding the referendum.

Ms. Mattis responded to Ms. Chenette that other school staff includes bus drivers, aides, support staff, ESAs, Para professionals, cafeteria workers and custodial staff. Ms. Mattis explained that training is done annually and is tracked via multiple different systems. Ms. Mattis also responded that volunteers, as defined by board policy, are trained in all schools.

Mr. Goldoni responded to Mr. Wirsul that the policy on class rank was discussed and researched for months. Futhermore, Mr. Goldoni noted that many presentations have been given regarding the referendum and that as soon as accurate information is available it will be shared publically.

Mr. Hladick added that the External Affairs/Communications Committee is taking into consideration the time that citizens will need before a referendum vote is scheduled.

**REVIEW OF MINUTES**

The board reviewed the following minutes:

- |                       |                              |
|-----------------------|------------------------------|
| 1. September 8, 2015  | Executive Session Meeting    |
| 2. September 8, 2015  | Workshop and Special Meeting |
| 3. September 15, 2015 | Executive Session Meeting    |
| 4. September 15, 2015 | Business Meeting             |

There were no comments for changes to the minutes. The minutes will be approved at the October 20<sup>th</sup> business meeting.

**REVIEW DRAFT BUSINESS MEETING AGENDA FOR OCTOBER 20, 2015**

The Board reviewed the draft agenda for the October 20, 2015 Business Meeting.

**PUBLIC COMMENTS**

None

## 1.0 ADMINISTRATION

A motion was made by Mr. Hladick and seconded by Mr. Tiwari to approve agenda item 1.1 as follows:

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

Harassment, Intimidation and Bullying (HIB) Self-Assessment Reports for 2014-2015

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

## 3.0 FINANCE

A motion was made by Ms. Miller and seconded by Mr. Doshi to approve agenda item 3.1 as follows:

### 3.1 Travel Reimbursement – 2015/2016 – approve the Board Member and/or staff conference and travel expenses as per Schedule A (see Page 23).

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

A motion was made by Mr. Hladick and seconded by Ms. Miller to approve agenda item 3.2 as follows:

### 3.2 Travel Reimbursement – 2015/2016 – approve the Board Member and/or staff conference and travel expenses as per Schedule B (see Page 24).

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

A motion was made by Ms. Miller and seconded by Mr. Jacey to approve agenda item 3.3 as follows:

### 3.3 Travel Reimbursement – 2015/2016 – approve the Board Member and/or staff conference and travel expenses as per Schedule C (see Page 24).

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

A motion was made by Mr. Hladick and seconded by Mr. Jacey to approve agenda item 3.4 as follows:

### 3.4 Travel Reimbursement – 2015/2016 – approve the Board Member and/or staff conference and travel expenses as per Schedule D (see Page 24).

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

A motion was made by Mr. Doshi and seconded by Mr. Hladick to approve agenda item 3.5 as follows:

- 3.5 Travel Reimbursement – 2015/2016 – approve the Board Member and/or staff conference and travel expenses as per Schedule E (see Page 24).

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

**4.0 PERSONNEL**

A motion was made by Mr. Jacey and seconded by Mr. Doshi to approve agenda item 4.1 and 4.2 as attached (see Pages 25 - 33).

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

**ADJOURNMENT**

A motion made by Mr. Hladick and seconded by Ms. Miller that the meeting be adjourned at 10:01 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Annette M. Wells  
School Business Administrator/  
Board Secretary

**Montgomery Township Board of Education  
Travel Reimbursement Requests  
2015/2016**

**SCHEDULE A**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Maureen Conway	MHS	10/22/15	Transgender Students					\$55.00		\$55.00	\$55.00
Tandria Cooper	BO	10/21/15	Systems 3000 Training		\$13.27					\$13.27	\$13.27
Heather Edwards	OHES	10/26/15	Social Thinking Conference Rutgers Gifted Education Conference		\$27.28			\$196.00		\$223.28	\$223.28
Lisa Gappa	OHES	11/19/15	Rutgers Gifted Education Conference		\$5.58			\$175.00		\$180.58	\$180.58
Nancy Gartenberg	BO	10/27 - 10/29/15	NJSBA Atlantic City Convention	\$30.00	\$69.75	\$128.00	\$194.00	\$162.50		\$584.25	\$2,570.67
Valerie Hum	VES	11/19/15	Rutgers Gifted Education Conference		\$5.58			\$175.00		\$180.58	\$180.58
Georgianna Kichura	LMS	10/14/15	New Jersey Partner Meeting		\$10.92			\$165.00		\$10.92	\$364.02
Alison Koblin	District	4/15/16	H.W.O.T. Keyboarding Workshop		\$2.79			\$165.00		\$167.79	\$167.79
Kelly Mattis	BO	10/21/15	Systems 3000 Training		\$15.75			\$162.50		\$15.75	\$162.50
Kelly Mattis	BO	10/27 - 10/29/15	NJSBA Atlantic City Convention	\$30.00	\$69.75	\$128.00	\$194.00	\$162.50		\$584.25	\$584.25
Kelly Mattis	BO	11/19/15	Philadelphia Veterans Expo					\$597.50		\$597.50	\$597.50
Kelly Mattis	BO	11/20/15	Porzio Employment Law Forum		\$20.62					\$20.62	\$2,449.72
Mary McLoughlin	BO	11/10/15	IEP Direct - Progress Monitoring & Reporting		\$12.83					\$12.83	\$536.75
Kerry Miller	District	10/26/15	Social Thinking Conference		\$27.28			\$196.00		\$223.28	\$223.28
Damian Pappa	District	10/30/15	NJAFPA Fall Training Conference					\$149.00		\$149.00	\$149.00
Nicole Petrone	BO	10/27 - 10/29/15	NJSBA Atlantic City Convention	\$30.00	\$69.75	\$128.00	\$194.00	\$162.50		\$584.25	\$584.25
Heather Pino-Beattie	MHS	10/22/15	Transgender Students					\$55.00		\$55.00	\$55.00
Rebecca Richards	LMS	11/6/15	Zones of Regulation: A Concept to Foster Self Regulation and Emotional Control		\$36.28			\$175.00		\$211.28	\$211.28
Annette Wells	BO	10/27 - 10/29/15	NJSBA Atlantic City Convention	\$30.00	\$69.75	\$128.00	\$194.00	\$162.50		\$584.25	\$795.03
Amy Wish	OHES/VES	11/19/15	Rutgers Gifted Education Conference		\$5.58			\$175.00		\$180.58	\$180.58
Ron Zalika	BO	11/19/15	Rutgers Gifted Education Conference		\$5.58			\$175.00		\$180.58	\$180.58
Ron Zalika	BO	12/6 - 12/9/15	Learning Forward National Convention	\$154.00	\$105.65	\$207.00	\$537.00	\$641.00		\$1,644.65	\$1,825.23

**Montgomery Township Board of Education  
Travel Reimbursement Requests (continued)  
2015/2016**

**SCHEDULE B**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (-.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Sandra Donnay	Board Member	10/27 - 10/29/15	NJSBA Atlantic City Convention	\$30.00	\$69.75	\$128.00	\$194.00	\$162.50		\$584.25	\$584.25

**SCHEDULE C**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (-.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Nicholas Hladick	Board Member	10/27 - 10/29/15	NJSBA Atlantic City Convention	\$30.00	\$69.75	\$128.00	\$194.00	\$162.50		\$584.25	\$584.25

**SCHEDULE D**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (-.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Amy Miller	Board Member	10/27 - 10/29/15	NJSBA Atlantic City Convention	\$30.00	\$69.75	\$128.00	\$194.00	\$162.50		\$584.25	\$584.25

**SCHEDULE E**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (-.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Christine Witt	Board Member	10/27 - 10/29/15	NJSBA Atlantic City Convention	\$30.00	\$69.75	\$128.00	\$194.00	\$162.50		\$584.25	\$584.25

\*Excluding Tolls  
\*\*Includes Registrations.

BOE 10/13/15

\*\*Estimated



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

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
LMS	Irene Risley AID.LM.TIA.EO.03	Paraprofessional	11/01/2015	Resignation	09/01/2005 – 10/30/2015
UMS	Tracy Lawrence TCH.FL.SPCH.MG.03	Speech & Language Pathologist	11/30/2015	Resignation	01/02/2006 – 11/25/2015
TRANS	Antonette LaStella TRN.TR.DRVR.NA.16	Bus Driver	10/8/2015	Resignation	02/04/2005 – 10/08/2015
VES	Donna Siani TCH.VS.LDTC.MG.01	Teacher/Learning Disabilities	01/01/2016	Retirement	09/01/2001 – 12/31/2015
MHS	Peggy Cummings TCH.HS.LLD.MG.03	Teacher/Special Education	01/01/2016	Retirement	09/01/1995 – 12/31/2015
LMS	Jay Glassman TCH.LM.LASS.05.02	Teacher/Language Arts/Social Studies/Grade 5	01/01/2016	Retirement	09/01/1988 – 12/31/2015
MHS	Pete Mueller TCH.HS.CCNT.MG.07	Videographer	09/01/2015	Rescission	N/A

**Leaves of Absence**

Location	Name	Position	Type of Leave	Dates of Leave/Notes
UMS	Kristen Kanickij LOA.UM.MATH.MG.01	Teacher/Math/Grade 7	Temporary Disability FMLA Unpaid Leave Anticipated Return Date	05/11/2015 – 06/24/2015 (Paid; Benefits waived) 09/01/2015 – 11/20/2015 (Unpaid; Benefits waived) 11/21/2015 – 06/30/2016 (Unpaid) (revised) 09/01/2016 (revised)

**Appointments/Reinstatements (Certificated Staff)**

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Jaissa Almonte TCH.HS.MATH.MG.10	Teacher/Math	Morgan Sawin	BA 4-5	\$59,185.00	Yes	10/12/2015 – 06/30/2016 (revised)

MHS	Brian Santaniello (Leave Replacement) TCH.HS.HPE.MG.02	Teacher/Health & Physical Education	Carolyn Casey	BA 1	\$57,440.00	Yes	09/01/2015 – 03/04/2016 (revised)
UMS	Eric Mazurkiewicz TCH.UM.MUSC.MG.02	Teacher/Music	Ronald Heller	BA 4-5	\$59,185.00	Yes	09/28/2015 – 06/30/2016 (revised)
LMS	Henna Taylor* (Leave Replacement) TCH.LM.MASC.06.03	Teacher/Math/Grade 6	Kristen Ciestelski	MA 1	\$63,440.00	Yes	11/09/2015 – 04/01/2016
OHES	Vasundhara Raghunathan (Leave Replacement) TCH.OH.TCHR.01.05	Teacher/Grade 1	Jessica Kotch	MA 1	\$63,440.00	Yes	10/14/2015 – 11/13/2015

**Appointments/Reinstatements (Non-Certified Staff)**

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
OHES	Melissa Beer AID.OH.TIA.EO.22	Full-time Paraprofessional	Gina Stio	4-6 (revised)	\$24,123.00 (revised)	Yes	09/01/2015 – 06/30/2016
LMS	Margaret Davis (Leave Replacement) SEC.LM.VPRN.UG.01	Secretary	Elisabeth Colombero	1	Per Diem Rate of \$187.17		09/21/2015 – 11/13/2015 - Not to exceed 27 days
OHES	Laurie Treene* AID.OH.TIA.PS.07	Paraprofessional @ 48%	Melissa Beer	1	\$11,387.00	Yes	On or about 10/23/2015 – 06/30/2016
LMS	Hillary Stein* AID.LM.TIA.RC.05	Paraprofessional	Irene Risley	1	\$23,723.00	Yes	11/02/2015 – 06/30/2016
VES	Mara Wilmot CLK.VS.LJBR.UG.01	Media Center Clerk	Linda Gallo	5	\$30,622 (revised)	Yes	10/01/2015 – 06/30/2016

**Appointments – Other**

Location	Name	Position	Hourly Rate	Dates/Notes
MHS	Heather Pino-Beattie TCH.HS.GUID.MG.03	Graduate Student Administrative Intern – LMS	N/A	10/19/2015 – 12/14/2015

UMS	Robert Chesbro TCH.UM.SCNC.MG.02	Curriculum Development – Science 8	\$30.00/hr.	10/14/2015 – 06/30/2016 – Not to exceed 20 hours
UMS	Kelly Ferrante TCH.UM.SCNC.MG.08	Curriculum Development – Science 8	\$30.00/hr.	10/14/2015 – 06/30/2016 – Not to exceed 30 hours
OHES	Lisa Gappa TCH.OH.BSL.MG.06	Teacher – Family Math Nights	\$30.00/hr.	10/26/2015 – 03/31/2016 – Not to exceed 12 hours
DISTRICT	Nora Kobylarz CLK.OH.LIBR.UG.01	Spanish Interpreter	\$20.00/hr.	CST Meetings “As Needed”
VES	Kathleen Carroll AID.VS.TIA.RC.01	Paraprofessional for Extra-Curricular Activities	\$20.00/hr.	01/04/2016 – 06/22/2016 – Not to exceed 12 hours
UMS	Diane Krasovec AID.UM.RN.UG.02	Nurse for an extended day to meet student needs	\$34.07/hr.	2015 – 2016 School Year – Not to exceed 85.5 hours
UMS	Linda Kunkiewicz AID.UM.TIA.RC.07	Paraprofessional for Extra Curricular Activities	\$20.00/hr.	2015 – 2016 School Year – Not to exceed 72 hours

**2015 – 2016 Renewals Certificated Staff**

Location	Name	Position	Step	Salary	Pro-rated	Dates/Notes
OHES	Michelle Maqboul TCH.OH.MSPC.MG.02	Media Specialist @ 62.5%	MA 2-3	\$40,119.00		09/01/2015 – 06/30/2016 (Increased from 20 to 25 hours)
OHES	Nora Kobylarz CLK.OH.LIBR.UG.01	10 Month Clerk @ 62.5%	10-11	\$22,120.00		09/01/2015 – 06/30/2016 (Increased from 20 to 25 hours)

**Appointments (To be funded by Title I Grant)**

Location	Name	Position	Hr. Rate	Dates/Notes
MHS	Brady Chenot	Teacher – Achieve MHS Program	\$58.47	10/15/2015 – 06/15/2016 – Not to Exceed 68 hours
MHS	Paul Stemmler	Teacher – Achieve MHS Program	\$58.47	10/15/2015 – 06/15/2016 – Not to Exceed 68 hours
MHS	Jenna Enos	Teacher – Achieve MHS Program	\$58.47	10/15/2015 – 06/15/2016 – Not to Exceed 68 hours
MHS	Lisa Chedid	Teacher – Achieve MHS Program	\$58.47	10/15/2015 – 06/15/2016 – Not to Exceed 68 hours
MHS	Brady Chenot	Coordinator – Achieve MHS Program	\$1,600/program	10/15/2015 – 06/15/2016

OHES	Geena Bergen	The Bridges Program – Teacher	\$58.47	10/21/2015 – 03/16/2016 – Not to Exceed 31 hours
OHES	Laura Sagnar	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 31 hours
OHES	Allison Koblin	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 31 hours
OHES	Ashley Rose Sherman	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 31 hours
OHES	Karen Winters	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 31 hours
OHES	Eric Sletteland	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 42 hours
OHES	Jennifer Belmont	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 42 hours
OHES	Lindsay Fox	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 31 hours
OHES	Julie Santoro	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 31 hours
OHES	Pete Rosenberg	The Bridges Program – Teacher	\$58.47	10/21/15 – 03/16/16 – Not to exceed 31 hours
OHES	Michelle Diatlo	The Bridges Program – Special Activity Facilitator	\$58.47	10/21/15 – 03/16/16 – Not to exceed 4 hours
OHES	John Rooney	The Bridges Program – Special Activity Facilitator	\$58.47	10/21/15 – 03/16/16 – Not to exceed 4 hours
OHES	Lauren Rocha	The Bridges Program – Special Activity Facilitator	\$58.47	10/21/15 – 03/16/16 – Not to exceed 4 hours
OHES	Eric Sletteland	The Bridges Program – Coordinator	\$800.00/program	10/21/15 – 03/16/16
OHES	Jennifer Belmont	The Bridges Program – Coordinator	\$800.00/program	10/21/15 – 03/16/16
OHES	Ranjini Mohan	The Bridges Program – Monitor	\$200.00/program	10/21/15 – 3/16/16
OHES	Latha Jaipal	The Bridges Program – Monitor	\$200.00/program	10/21/15 – 3/16/16

**Appointments-Substitute Teachers**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Status</b>	<b>Dates of Employment/Notes</b>
DISTRICT	Krista Alessandri	Substitute Teacher	New	2015 – 2016 School Year
DISTRICT	Kelly Giata	Substitute Paraprofessional	New	2015 – 2016 School Year
DISTRICT	Alejandra Olivo-Beamonte	Substitute Teacher	New	2015 – 2016 School Year
DISTRICT	Patricia Powers	Substitute Teacher	New	2015 – 2016 School Year
DISTRICT	Salvatore Triolo	Substitute Teacher	Renewal	2015 – 2016 School Year
DISTRICT	Jessica Weingart	Substitute Teacher	New	2015 – 2016 School Year

**Co-Curricular 2015-2016**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Stipend</b>	<b>Pro-rated</b>	<b>Dates /Notes</b>
LMS	Ariana Erickson	Getaway Club @ 50%	\$744.00		2015 – 2016 School Year
LMS	Nicole Grabowski	Getaway Club @ 50%	\$744.00		2015 – 2016 School Year
LMS	Suzanne Muller	Humanities Grade 5 Enrichment Program Advisor	\$1,600.00		2015 – 2016 School Year
MHS	Diana Muzaurieta	TREND	\$4,075.00		2015 – 2016 School Year
DISTRICT	Alison Koblin	Wellness Champion @ 50%	\$2,250.00		2015 – 2016 School Year
DISTRICT	Jennifer Belmont	Wellness Champion @ 50%	\$2,250.00		2015 – 2016 School Year
MHS	Pete Mueller	Soccer, Boys JV Coach	\$5,437.00 (revised)		2015 – 2016 Fall Season
UMS	Shelley Moore	Videographer/AV Coordinator	\$1,950.00		2015 – 2016 School Year
UMS	Mark Accardi	Camp Mason	\$1,950.00		2015 – 2016 School Year
UMS	Adam Hackel	Band Director 7	\$4,564.00		2015 – 2016 School Year
UMS	Violet Markman	Computer Club Advisor	\$1,488.00		2015 – 2016 School Year
UMS	Whitney Stanek	Digital Photography	\$2,894.00		2015 – 2016 School Year
UMS	Robert Scarpa	Enrichment Debate	\$1,458.00		2015 – 2016 School Year
UMS	Karen Kevorkian	Enrichment Debate	\$1,458.00		2015 – 2016 School Year
UMS	Jamie Witsen	Enrichment Ecology	\$1,488.00		2015 – 2016 School Year

UMS	Robin Friedman	Interact Service Club	\$2,838.00		2015 – 2016 School Year
UMS	Keith Fritz	Intramural – Ultimate Frisbee	\$1,955.00		2015 – 2016 School Year
UMS	Victoria Guinta	Intramural – Volleyball	\$1,955.00		2015 – 2016 School Year
UMS	Scott Ramsay	Intramural – Basketball	\$1,955.00		2015 – 2016 School Year
UMS	Scott Ramsay	Intramural – Football	\$1,955.00		2015 – 2016 School Year
UMS	Betsey Wasiak	Library Monitor	\$1,644.00		2015 – 2016 School Year
UMS	Christine Barker	Library Monitor	\$1,644.00		2015 – 2016 School Year
UMS	Kevin Lonergan	Light & Sound Coordinator	\$2,250.00		2015 – 2016 School Year
UMS	Kelsey Donovan	Math Counts Advisor	\$1,600.00		2015 – 2016 School Year
UMS	Mark Accardi	Musical Production, Director	\$5,200.00		2015 – 2016 School Year
UMS	Eric Jorgenson	Orchestra Director/Grades 5,6,7,8	\$2,364.50		2015 – 2016 School Year
UMS	Jamie Yavorsky	Orchestra Director/Grades 5,6,7,8	\$2,364.50		2015 – 2016 School Year
UMS	Kathy Young	Robotics Advisor	\$1,488.00		2015 – 2016 School Year
UMS	Lynn Blakemore	Science Olympiad	\$5,525.00		2015 – 2016 School Year
UMS	Patti Sowa	Science Olympiad	\$5,525.00		2015 – 2016 School Year
UMS	Michelle Feigenwinter	Student Counsel	\$3,685.00		2015 – 2016 School Year
UMS	Lauren Horowitz	Advisor, 7 <sup>th</sup> Grade/Assistant Student Council	\$2,613.00		2015 – 2016 School Year
UMS	Jamie Mulligan	Musical Production: Technical Director	\$2,535.00		2015 – 2016 School Year
UMS	Neeleam Makvana	Musical Production: Vocal Coach/Rehearsal Pianist	\$2,536.00		2015 – 2016 School Year
UMS	Kelli Kallens	Yearbook Advisor	\$3,737.00		2015 – 2016 School Year
UMS	Christine Isola	Musical Production: Choreographer (Volunteer)	\$ 0.00		2015 – 2016 School Year

**Tuition Reimbursement**

<b>Location</b>	<b>Name</b>	<b>School</b>	<b>Semester</b>	<b>Credits</b>	<b>Reimbursed Amount</b>	<b>Course</b>
OHES	Lauren Rocha	The College of New Jersey	Fall 2015	3	\$1,500.00	Inquiry in Practice
UMS	James Mulligan	University of La Verne	Fall 2015	3	\$ 345.00	Bullying
LMS	Lesley Hass	The College of New Jersey	Fall 2015	3	\$1,389.84	Ethical, Legal, & Professional Issues
LMS	Lesley Haas	The College of New Jersey	Fall 2015	3	\$1,389.84	Practicum in Marriage, Couple, & Family Counseling
VES	Jenny Egas	Montclair University	Fall 2015	3	\$1,693.26	Contemporary Spanish Poetry
VES	Jenny Egas	Rowan University	Fall 2015	3	\$1,995.00	Integrating Language & Content
VES	Laurie Winer	University of CA-San Diego	Fall 2015	5	\$ 318.00	Differentiated Instruction
MHS	Brady Chenot	John Hopkins University	Fall 2015	3	\$1,875.00	Multiple Perspectives on Teaching
MHS	Brady Chenot	John Hopkins University	Fall 2015	3	\$1,875.00	Disciplinary Approaches to Education
VES	Samantha Borelli	The College of New Jersey	Fall 2015	3	\$2,084.76	Reading Specialist Program Features
MHS	Aubrie Caprio	Fitchburg State University	Fall 2015	9	\$ 945.00	Wilson Reading System
OHES	Kimberly Critelli	The College of New Jersey	Fall 2015	3	\$2,084.76	Language & Teaching of Reading
OHES	Krista VanNostrand	Fitchburg University	Fall 2015	9	\$ 945.00	Wilson Reading System
VES	Casey Maxwell	Fitchburg State University	Fall 2015	9	\$ 945.00	Wilson Reading System
VES	Jillian Chianese	Fitchburg State University	Fall 2015	9	\$ 945.00	Wilson Reading System
UMS	Wendy Wachtel	Fitchburg State University	Fall 2015	9	\$ 945.00	Wilson Reading System
MHS	Joseph Bassford	University of St. Mary	Fall 2015	3	\$1,500.00	Reflective Practices
LMS	Ariana Erickson	University of the Pacific	Fall 2015	3	\$ 279.00	Stress Management Strategies
VES	Meredith Berkowitz	Fitchburg State University	Fall 2015	9	\$ 945.00	Wilson Reading System
VES	Kathryn Dunham	Fitchburg State University	Fall 2015	9	\$ 945.00	Wilson Reading System
UMS	Stefanie Lachenauer	University of the Pacific	Fall 2015	3	\$ 279.00	Effective Teaching Strategies
MHS	Naoma Green	NJPSA/FEA			\$1,000.00	NJ Leader to Leader

**Other**

Location	Name	Position	Step	Salary	Pro-Rated	Dates/Notes
OHES	Lisa Gappa TCH.OH.BSL.MG.06	Teacher/Math	MA+60 20	\$89,705.00		09/01/2015 – 06/30/2016 Salary Advancement to MA+60
UMS	Anthony Barra TCH.UM.BSL.MG.02	Teacher/Basic Skills	MA+45 8-9	\$75,675.00		09/01/2015 – 06/30/2016 Salary Advancement to MA+45
UMS	Stephanie Lachenauer TCH.UM.CCNT.MG.08	Teacher/Active Citizenship	MA+15 8-9	\$71,175.00		02/01/2016 – 06/30/2016 Salary Advancement to MA+15
MHS	Richard Steeb TCH.HS.HPE.MG.10	Teacher/Health & PE	MA+15 10-11	\$72,540.00		02/01/2016 – 06/30/2016 Salary Advancement to MA+15
LMS	Erica Disch TCH.LM.WLNG.MG.02	Teacher/Spanish	BA 14-15	\$339.00 Per Diem		“Involuntary Transfer” from VES to LMS
LMS	Annette LaCanna AID.LM.ESA.UG.01	ESA	1.	\$54.92 Per Diem		Not to exceed 10 days

**Other**

Location	Name	Position	Salary	% Funded	Funded by IDEA	Notes
OHES	Kelly Giata AID.OH.TIA.PS.02	Preschool Aide	\$11,387.00	90%	\$10,248.30	09/01/2015 – 06/30/2016
OHES	Shayla Ansari AID.OH.TIA.PS.05	Preschool Aide	\$11,387.00	100%	\$11,387.00	09/01/2015 – 06/30/2016

\*Pending Criminal History Clearance or Emergent Hire approval from Office of the County

Superintendent.



4.2 Resolution to Approve the Superintendent Merit Goals for 2015-2016 (see Pages 34-35)

Whereas, NJAC 6A:23A-3.1 permits a Board of Education to include in its contract with the Superintendent of Schools, quantitative and qualitative criteria and associated merit salary bonuses in recognition of their achievement during the school year, and

Whereas, the Montgomery Township Board of Education has now developed a set of annual goals for the 2015-2016 school year that will be included in its contract with the Superintendent, now, therefore, be it

Resolved, that the Montgomery Township Board of Education establishes the following qualitative and quantitative criteria and merit salary bonuses for their achievement which were approved by the Executive County Superintendent of Schools.

**MONTGOMERY TOWNSHIP SCHOOL DISTRICT  
SUPERINTENDENT MERIT GOALS 2015-2016**

**QUANTITATIVE MERIT GOALS**

**1. Professional Development**

Conduct targeted instructional walkthroughs at MHS to assess the implementation of professional development in the following areas: Clear communication, Differentiation of Instruction, Assessment, Positive Learning Environment, Use checklist tool based upon Danielson Model created by MHS with the goal of improving feedback/instruction to the teachers

A. Targeted walkthroughs conducted with MHS administration

- 1. 25-30 walkthroughs conducted
- 2. 31-35 walkthroughs conducted
- 3. 36+ walkthroughs conducted

Documentation dates, classroom, content area

- 1.1100%
- 2.2200%
- 3.3300%

**2. Writing**

The Village Elementary School 4th Grade students will increase their average writing growth using the Teacher's College Narrative Writing Rubric by 12.5% over the prior year

A. The students will increase their writing growth by 9% (14-15 average growth)

B. The students will increase their writing growth by 12.5%

Merit Criteria

Partial

1.665

3.330

**3. Technology Integration**

Teachers will utilize Google Domain tools to increase student engagement/communication by teacher & improve organization for the classroom

A. Teachers will demonstrate a 20% combined increase in the Google Domain. Superintendent will utilize 14-15 Professional Development Survey to facilitate and increase use of the following four Google Domain areas: Promote collaboration, utilize online editing/feedback, create assignments and use of additional tools (calendar, sites, blogger)

- 1. 10% increase in teacher use
- 2. 15% increase in teacher use
- 3. 20% increase in teacher use

Merit Criteria

Google Domain Survey

Achieved

%

- 1.1100%
- 2.2200%
- 3.3300%

**QUALITATIVE MERIT GOALS**

**4. Social and Emotional Learning**

School and community-wide effort to identify SEL target/needs

Merit Criteria				Achieved %
Poor =1	Fair =2	Good =3	Excellent =4	

- A. Analyze K-6 counseling assessment results to identify areas in need of attention to design parent education classes for 15-16 SY.
- B. Parent Education: conduct informational Naviance meetings for grades 7-12 (day/evening/weekend opportunities)

1 ≤ Y ≤ 4      1.250%  
 5 ≤ Y ≤ 8      2.500%

**5. District Communication with Community**

Develop and employ communication strategies to support a range of information sharing.

Merit Criteria				Achieved %
Poor =1	Fair =2	Good =3	Excellent =4	

- A. Hold two information general "Coffee and Conversation" with the Superintendent
- B. Design comprehensive standard operating procedures for: Business office, Human Resources, Instructional Services, Superintendent's Office, Special Services.
- C. Engage key communicators in Referendum opportunities including, but not limited to, website, messaging, meetings, presentations, social media, community events.

1 ≤ Y ≤ 4      0.625%  
 5 ≤ Y ≤ 8      1.250%  
 9 ≤ Y ≤ 12      2.500%