

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, October 14, 2014 7:00 P.M. Workshop and Special Public 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 Public Meeting on Tuesday, October 14, 2014 at 7:00 p.m.

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held a workshop and special public meeting on Tuesday, October 14, 2014 in the Upper Middle School Media Center.
- B. Roll Call - The following Board members were present: Dharmesh Doshi, Sandra Donnay, Humberto Goldoni, Nicholas Hladick, Judy Humza, Adelle Kirk-Csontos, Anne Michaelson and Dr. Lei Yu

The following Board members were absent: Arun Rimal

Also Present: Nancy Gartenberg, Superintendent
Deborah Sarmir, Assistant Superintendent
Thomas M. Venanzi, Business Administrator/
Board Secretary
Annette M. Wells, Associate School Business Administrator/
Assistant Board Secretary
Anjali Ravichandran, Student Representative

- C. EXECUTIVE SESSION – A motion was made by Ms. Michaelson and seconded by Ms. Humza that the board adopt a resolution to go into executive session at 7:02 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 and student disciplinary matters 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 7:30 p.m.

- E. Vice President Kirk-Csontos then 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 8, 2014 and October 8, 2014. 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. Vice President Kirk-Csontos then led everyone in the Salute to the Flag.
- G. Vice President Kirk-Csontos welcomed all to the workshop and special public meeting.


PRESENTATION

Mr. Cory Delgado, Principal of Montgomery Upper Middle School, and Mr. Paul Popadiuk, Principal of Montgomery High School gave the following presentation on a student engagement and satisfaction survey.

Student Engagement and Satisfaction Survey – Summary Report

Paul Popadiuk and Cory Delgado
BOE Meeting: 10/14/14


Montgomery Township School District



MHS
Highest Rated Questions

- **Voice and Choice**
 - Importance of education
 - Many options in terms of classes to take
- **Positive Relationships**
 - Involvement in extra-curricular activities
 - Teacher encouragement and willingness to help
 - Having a teacher who knows me as a person
 - Parents are well-informed of academic progress
- **School Climate**
 - Student behavior and expectations
 - Students feel safe


Montgomery Township School District



Background

- Survey was conducted during the winter of 2014
- 1529 students from MHS and 788 students from UMS took the survey.
- Data is compared with 289,341 students nationally.


Montgomery Township School District



MHS
Lowest Rated Questions


- **Flexible Teaching Styles**
 - Matching my personal learning style
 - More hands-on examples needed
- **Engaged Learning**
 - Need to relate curriculum to real-life situations
 - Want a greater variety of activities
- **Bullying**
 - 37% felt it was an issue; Nat. Avg.= 35%
 - However, only 22 % stated that they knew someone who had been bullied at school.

Montgomery Township School District



Moving Forward at MHS


- **Social and Emotional Learning**
 - Departments are infusing target areas into their teaching
 - Each Dept. has two areas (Persistence, Resilience, Coping Mechanisms, Benevolence, Leadership, Teamwork, Self-Reflection, Honesty, Compassion, etc.)
- **Teaching Styles**
 - Differentiation training
 - Professional development within our learning teams
- **Climate & Bullying addressed**
 - Peer Leadership
 - Initial assembly
 - Student created themes and posters
 - Week of respect activities
 - Individual empathy education for offenders
 - ADL training



Montgomery Township School District

UMS Lowest Rated Questions


- Flexible Teaching Styles**
 - Teachers align their lessons to match my personal learning style
 - My teachers seem to understand how I learn best
 - My school-work often consists of using hands on examples
- Engaged Learning**
 - Students in my classes are engaged in learning
 - My school-work requires me to think about how various topics relate to real-life situations (
- School Climate**
 - Bullying is not a problem at my school (40% but only 20% report that they or someone they know has experienced bullying)
- Positive Relationship**
 - I am provided with useful information about careers and colleges



Montgomery Township School District

UMS Highest Rated Questions

- School Climate**
 - I feel safe at school
 - I understand the behavior and academic expectations the school has for me
 - Satisfied with the overall quality of UMS
- Voice and Choice**
 - I understand getting an education is important
 - My teachers listen and respond to me when I have something to say
- Positive Relationships**
 - My parents are well informed about my academic progress
 - My teachers encourage me to do well
 - My teachers help me with my schoolwork when I need it




Montgomery Township School District

Moving Forward at UMS

- Climate**
 - Anti bullying preventative programming
 - W.O.R. w/ Peer Leaders
 - Advisory
- Teaching**
 - PD for Differentiation and Engagement
 - Focus of learning team meetings
 - Engagement survey tool in January
 - Identify individual learning styles

****Celebrate and analyze results with faculty*



Montgomery Township School District

Time was allowed for questions and comments from the board and public.

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

Student Representative Report

Ms. Anjali Ravichandran, student representative, stated that the student engagement presentation reflects the difference in the atmosphere between the high school and middle school students. She added that there is a big gap between the values of an 8th grader and those in high school. She stated that bullying is also different. She feels that the programs proposed at the Upper Middle School should feed into the high school atmosphere and may help to make a difference and limit bullying.

Ms. Ravichandran stated that the students learned about code blue drills this month. Code blue is called when a student or staff member requires medical attention due to cardiac arrest. The drill makes students aware of what they need to do during this type of event.

MTEA Report

Ms. Debra O'Reilly, MTEA President, gave the following report:

- This year's New Jersey Education Association Convention will take place on November 6th and 7th. It is the largest professional development event for educators in the world. There will be hundreds of career and professional development workshops for both teachers and educational support professionals, hundreds of exhibits with a broad range of services and "High Tech Hall" where teachers can learn about the most up-to-date resources for integrating technology in the classroom.
- On Thursday, Oct. 9th MTEA Leadership and Board Office Administration and Building Principals attended a full-day workshop in order to initiate a more collaborative effort between union and management in order to best serve the students of Montgomery. This event was facilitated by Mr. Saul Rubinstein and Mr. Charles Heckscher, Professors at Rutgers University. Mr. Rubinstein is a Montgomery Township resident and former Montgomery board of education member and is currently Director of the Program on Collaborative School Reform at Rutgers. His current work has focused on union-management collaborative efforts to reform public education, and the impact of these partnerships on student performance. Mr. Charles Heckscher is the co-Director of the Center for the Study of Collaboration in Work and Society and has written several books on the topic of organizational development and change. The day was very well received and many left with a positive and enthusiastic feeling about working together, keeping each other informed, and realizing that we have the same overall goals. The challenge will be to sustain this type of relationship and to meet periodically to check in and see where we can improve in this area. The data and research which Mr. Rubinstein presented shows a powerful link between this collaborative effort and improved student performance. There is no reason that both sides shouldn't put their best efforts toward this important initiative and we look forward to sharing more with the Board as we make our way through the process.
- The League of Women Voters has officially announced their "Meet the Candidates" Night. Candidates for Montgomery Township Board of Education will participate in a forum sponsored by the League of Women Voters of the Princeton Area. Questions will be taken from the audience. The forum will take place on Thursday, October 23 at 7 p.m. at the Upper Middle School media center. Video of the forum will be aired daily on Channel 27 (Comcast cable) as soon as possible after the forum until Election Day, November 4.

Board Member Delegate/Representative Reports

Ms. Michaelson reported that she attended the Elementary PTA meeting. She stated that the group is amazing, and it ties together our community.

Ms. Donnay reported that the Municipal Alliance Committee met last night and discussed a variety of topics. She stated that a high school peer leader attended the meeting and spoke about the "Week of Respect," when 50 peer leaders from the high school went to speak at the Upper Middle School about respecting oneself and others. The Elks Club and Tiger's Tale will be sponsoring seven peer leaders to attend an event in Long Branch, New Jersey.

Mr. Popadiuk announced that after losing his “right hand” Damian Pappa to another position in the district, it was difficult to find a replacement. He reported that he was ecstatic to introduce Mr. Keith Land, a recently retired administrator who he is recommending as the interim vice principal. Mr. Land thanked Mr. Popadiuk and stated that he looked forward to working with everyone in Montgomery.

Board Committee Reports

Assessment, Curriculum and Instruction Committee Report

Dr. Lei Yu reported that the committee met on September 18th and discussed the following topics:

- Long-Range Facility Plan – block scheduling at UMS, possible refurbishment of the UMS home economics room, K-12 music program and the UMS media center
- Adoption of new programs, curriculum revisions and texts
- Physics Update – a presentation will be provided to the board and public at the December 16th meeting
- Textbook recommendation (A Christmas Carol)
- MHS Social Studies proposed course changes
- Role of the ACI Committee

Finance and Budget Committee Report

Mr. Goldoni stated the committee met on September 12th and discussed the following items:

- Monthly financial reports – issues of concern are rising health care and special education costs.
- Update of the audit for year ended June 30, 2014 – Mr. Goldoni praised the business office for doing a great job
- Demographic study – review of proposals
- Open FBC meeting Thursday, October 16th in UMS Auditorium at 7:00 pm – for the purposes of conducting regular business and getting input from the public on the 2015-16 budget
- Credit review by Standards and Poors – we maintained our AA+ rating
- 2015-16 Budget goals

Human Resources Committee Report

Ms. Kirk-Csontos reported that the committee met last Friday. The bulk of the meeting consisted of working with a representative from New Jersey School Boards Association. A free analysis of our teachers’ contract was conducted by NJSBA. The representative provided a line-by-line review and made suggestions prior to the start of negotiations with the MTEA. The first negotiations session is scheduled for November 19th. The board committee looks forward to a collaborative process. Other items discussed were routine personnel matters, Human Resources Advisory Committee membership and board correspondence.

Human Resources Advisory Committee

Mr. Goldoni reported that the first meeting of the committee was held on October 6th. The committee reviewed the membership. The charge for this committee in the upcoming year is to help the district recruit diversified talent. Mr. Goldoni is looking forward to working with the committee this year.

Operations and Facilities Committee Report

Ms. Michaelson reported that the committee met and discussed the following items:

- A letter sent by a community member regarding partially hydrogenated oils (PHO) in food products which are sold in our schools. Our food service director, district manager and a nutritionist were at the meeting to discuss this issue and our compliance with the National School Lunch Program. By December, Chartwells will provide a link on our website to a listing of ingredients for items on our a la carte menu at OHES, VES and LMS.
- Review of the Comprehensive Maintenance Plan
- Continued discussion on the Long-Range Facility Plan
- Two credit change orders

Policy Committee Report

No Report

President's Report

Ms. Kirk-Csontos reminded the public that the next board of education meeting will be held next Tuesday, October 21st.

BOARD/PUBLIC COMMENTS

Ms. Minkou Chenette, elementary school PTA President, asked what plans the district had for diversity training at the elementary schools and how it will affect elementary school students.

Ms. Audrey Rosenthal, MHS teacher, asked if in addition to the renovation of the home economics classroom was the district looking into structured learning experiences for regular education students.

Ms. Amy Miller asked if studies have been performed that shows that block scheduling at the Upper Middle School level benefits students of this age group. She stated that if the district decides to pursue block scheduling at the Upper Middle School, they need to communicate early with the community. Ms. Miller also questioned training for Physics First teachers and at what point does the district determine that the program is not working?

Mr. Scott and Ms. Kerri Croland discussed a residency issue requesting that their 18-year old son be permitted to continue with his senior year in Montgomery High School. Ms. Croland asked if there can be an exception to the board policy. She also asked what documentation they needed to provide so their child can remain in Montgomery High School.

Ms. Kelly Mattis responded that the district has begun diversity training for the administration. School safety teams are also being trained. In terms of the effect on elementary students, awareness of cultural competency and anti-bias are being highlighted.

Ms. Gartenberg added that all teachers have been trained in cultural competency.

Ms. Gartenberg responded that the district will be looking at related arts 5-8, including home economics. College and career readiness and preparing students for the workplace will be emphasized.

Ms. Kirk-Csontos responded that Mr. Delgado is planning a parent presentation on block scheduling at the Upper Middle School so he can be contacted with any questions.

Ms. Kirk-Csontos replied that enough has been said about Physics First, and the district is trying to put significant changes into place. We will receive a report after the first marking period.

Ms. Kirk-Csontos asked the Croland family to meet with Mr. Venanzi regarding the residency issue.

REVIEW OF MINUTES

The board reviewed the following minutes:

1. September 9, 2014 Executive Session Meeting
2. September 9, 2014 Workshop and Special Meeting
3. September 16, 2014 Executive Session Meeting
4. September 16, 2014 Business Meeting

There were no comments for changes to the minutes. The minutes will be approved at the October 21st business meeting.

REVIEW DRAFT BUSINESS MEETING AGENDA FOR OCTOBER 21, 2014

The Board reviewed the draft agenda for the October 21, 2014 Business Meeting.

BOARD/PUBLIC COMMENTS

None

ACTION AGENDA

2.0 CURRICULUM & INSTRUCTION

A motion was made by Dr. Yu and seconded by Mr. Doshi to approve agenda item 2.1 as follows:

- 2.1 Consultant Approvals 2014/2015 – Approve the following consultants for the 2014/15 school year:

| CONSULTANT NAME/VENDOR | SERVICES PROVIDED | RATES OF SERVICE |
|------------------------|---|------------------|
| Delta-T Group | Professional Services: | |
| | 1:1 Aide/Teacher's Aid/Paraprofessional | \$21.00/hour |
| | Teachers | \$29.50/hour |
| | Physical Therapist, Occupational Therapist | \$85.00/hour |
| | Speech & Language | \$85.00/hour |
| | Special Education Teacher | \$38.00/hour |
| | School Psychologist | \$57.50/hour |
| | School Social Worker | \$34.00/hour |
| | Home Instructor | \$40.00/hour |
| | Learning Disabilities Teacher Consultant (LDTC) | \$52.00/hour |

| | | |
|---|---|---|
| | Evaluations: Psychological, Psychiatric Functional Behavioral Assessment Speech, OT & PT Evaluations LDTC Evaluations | \$700.00 \$400.00 \$700.00 \$400.00 |
| Somerset County Education Services Commission | LDTC Psychological Social Evaluation Per Team Member, Per Conference Annual Review & Update of IEP/ISP Case Manager, writing IEP Psychiatric Evaluation Neurological Examination Home Instruction (Within 10 miles of SCESC) Home Instruction (Beyond 10 miles SCESC) Speech Correction Articulation Evaluation Nursing Substitutes | \$366.00/Case \$366.00/Case \$366.00/Case \$78.00 \$260.00/Case \$500.00/Case \$653.00/Case \$653.00/Case \$63.00/hour \$76.50/hour \$90.00/hour \$100.00/session \$219.00/Diem |
| Princeton Performance Dynamics | Provide DISC Assessments to two district administrators | \$300.00 |
| Charles Heckscher | Provide leadership training to district administrators and MTEA staff | \$1,150.00 |
| ADL New York Region | Provide full-day training to district safety teams on 12/10/14 and 4/24/15 Provide half-day training to district administrators on February 19, 2015 | \$4,000.00 \$1,000.00 |

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

3.0 FINANCIAL

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

- 3.1 Travel Reimbursement – 2014/2015 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Pages 12-13).

Upon call of the roll, the motion carried with seven members voting in favor and Ms. Kirk-Csontos abstaining.

A motion was made by Mr. Goldoni and seconded by Mr. Doshi to approve agenda item 3.2 as follows:

- 3.2 Receipt, Rejection and Award of Bid – Winter Athletic Awards, Equipment, Supplies and Uniforms for the Montgomery Township School District (Bid #B15-08) – Bids were received on October 3, 2014 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

| <u>Vendor</u> | <u>Base Bid</u> |
|---|-----------------|
| Metuchen Center Inc. Sayreville, NJ | \$31,742.06 |
| Leisure Sporting Goods Iselin, NJ | \$29,000.00 |
| Riddell Elyria, OH | \$19,362.88 |
| BSN Sports, Passon's Sports & US Games Jenkintown, PA | \$13,321.04 |
| Triple Crown Sports Old Bridge, NJ | \$13,306.00 |
| Pyramid School Products Tampa, FL | \$9,348.30 |
| Resilite Sports Products Northumberland, PA | \$7,534.00 |
| Deary's Gymnastics Supply Dainelson, CT | \$1,878.00 |
| Blue Gauntlet Fencing Saddle Brook, NJ | \$1,812.50 |
| Absolute Fencing Gear Inc. Bridgewater, NJ | \$1,809.80 |
| Aluminum Athletic Equipment Co. Royersford, PA | \$232.00 |
| S & S Worldwide Colchester, CT | \$210.42 |

It is recommended the Board of Education reject the bids received from the following vendor; pursuant to 18A:18A-22e since the purposes or provisions or both of N.J.S.A.18A:18A-1 et seq. are being violated:

Leisure Sporting Goods, Iselin, NJ - The low bid received for *swimming and diving shorts* is being rejected because the vendor substituted the requested item for an inferior product. The low bid received for *baseball hats* is being rejected because the vendor substituted the requested bid item for another style hat. The hats much match the existing hats from last year.

It is recommended that the Board of Education award Bid #B15-08 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

| <u>Vendor</u> | |
|---|-------------|
| Leisure Sporting Goods Iselin, NJ | \$14,220.28 |
| Triple Crown Sports Old Bridge, NJ | \$4,425.20 |
| BSN Sports, Passon's Sports & US Games Jenkintown, PA | \$2,210.90 |
| Pyramid School Products Tampa, FL | \$1,316.22 |
| Riddell Elyria, OH | \$838.98 |
| Blue Gauntlet Fencing Saddle Brook, NJ | \$829.50 |
| Resilite Sports Products Northumberland, PA | \$342.00 |
| Absolute Fencing Gear Inc. Bridgewater, NJ | \$321.30 |
| Metuchen Center Inc. Sayreville, NJ | \$239.60 |
| S & S Worldwide Colchester, CT | \$67.58 |

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

4.0 PERSONNEL

A motion was made by Dr. Yu and seconded by Mr. Doshi to approve agenda item 4.1 as attached (see Pages 14-22).

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

ADJOURNMENT

A motion was made by Ms. Humza and seconded by Dr. Yu to adjourn the meeting at 9:45 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Thomas M. Venanzi
School Business Administrator/
Board Secretary

**Montgomery Township Board of Education
Travel Reimbursement Requests
2014/2015**

| Name | School | Date(s) | Conference | Parking & Tolls | *Mileage (.31) | Meals | Lodging | Regis- tration | Other | Total** | Approved Year-to-Date Total** |
|--|-----------------|---------------------|--|-----------------|----------------|----------|----------|-------------------|------------|------------|-------------------------------------|
| Sharon Baller Meredith Berkowitz | OHES | 10/26-10/27/14 | NJASL 2014 Fall Conference: Taking Charge of Your Destiny | | \$14.32 | | | \$217.00 | | \$231.32 | \$231.32 |
| Fiona Borland | OHES | 10/23-10/24/14 | Autism - NJ Annual Conference | | \$26.97 | | | | | \$26.97 | \$26.97 |
| Lisa Bullard | BO | 1/29 - 1/30/15 | Techspo 2015 | \$30.00 | \$50.16 | | \$122.86 | \$395.00 | | \$598.02 | \$903.34 |
| Jon England | OHES | 11/20/2014 | Rutgers Gifted Education Conference | | \$6.20 | | | \$149.00 | | \$155.20 | \$155.20 |
| Nancy Gartenberg | MHS | 12/5/2014 | NJ Council for History Education Conference | | | | | \$75.00 | | \$75.00 | \$75.00 |
| Corie Gaylord | OHES/VES | 11/20/2014 | Rutgers Gifted Education Conference | | | | | \$149.00 | | \$149.00 | \$149.00 |
| Corie Gaylord | BO | 2/24 - 2/28/15 | National Conference on Education | \$55.00 | \$35.59 | \$284.00 | \$568.00 | \$775.00 | \$1,185.00 | \$2,902.59 | \$3,441.67 |
| Corie Gaylord | MHS | 12/9/2014 | Lawfully Managing Student Records Without Violating Privacy Rights | \$15.00 | \$28.83 | | | \$289.00 | | \$332.83 | \$332.83 |
| Corie Gaylord | MHS | 1/8/2015 | Hot Topics in NJ Special Education Compliance & Best Practices - IEP/504 | | \$40.30 | | | | | \$40.30 | \$1,878.21 |
| Christopher Herte | LMS/UMS | 10/28/2014 | Helping All Students Succeed on the PARCC Assessment | | \$8.99 | | | \$199.00 | | \$207.99 | \$266.99 |
| Valerie Hum | VES | 11/20/2014 | Rutgers Gifted Education Conference | | \$3.10 | | | \$149.00 | | \$152.10 | \$152.10 |
| Adelle Kirk- Csontos | Board Member | 10/28 - 10/30/14 | NJSBA Atlantic City Convention | \$20.00 | \$69.75 | \$132.00 | \$188.00 | \$133.33 | | \$543.08 | \$543.08 |
| Christian Lugo | MHS | 12/14/2014 | Planning Your First Project | | | | | \$100.00 | | \$100.00 | \$199.00 |
| Kelly Mattis | BO | 1/16/2015 | NJ Council for History Education Conference | | | | | \$75.00 | | \$75.00 | \$75.00 |
| Mary McLoughlin | BO | 12/9/2014 | Overview of Discrimination Law | | | | | \$75.00 | | \$75.00 | \$839.08 |
| Mary McLoughlin | BO | 12/12/2014 | Lawfully Managing Student Records Without Violating Privacy Rights | \$15.00 | \$20.46 | | | \$299.00 | | \$334.46 | |
| Mary McLoughlin | BO | 1/8/2015 | Standards-Based IEPs in the CCSS and PARCC Is it an IEP, 504 Accommodation Plan or What? | | \$45.26 | | | | | \$45.26 | |
| Mary McLoughlin | BO | 1/8/2015 | | | \$60.76 | | | | | \$60.76 | \$910.63 |

**Montgomery Township Board of Education
Travel Reimbursement Requests (continued)
2014/2015**

| Name | School | Date(s) | Conference | Parking & Tolls | *Mileage (.31) | Meals | Lodging | Registration | Other | Total** | Approved Year-to-Date Total** |
|--------------------|----------|-----------------|--|-----------------|----------------|-------|----------|--------------|----------|------------|-------------------------------|
| Amy Monaco | OHES/VES | 10/27/2014 | PARCC Success | | \$11.47 | | | \$199.00 | | \$210.47 | \$319.47 |
| Patricia Musial | MHS | 10/24/2014 | USNA & ROTC High School Educators Workshop | \$20.00 | \$43.40 | | | \$199.00 | | \$63.40 | \$242.90 |
| Damian Pappa | BO | 10/27/2014 | PARCC Success | | | | | \$199.00 | | \$199.00 | \$258.00 |
| Mark Pribracha | MHS | 12/5/2014 | NJ Council for History Education Conference | | \$2.11 | | | \$75.00 | | \$77.11 | \$77.11 |
| Jacqueline Raffery | MHS | 10/24/2014 | Testing the Limits | | | | | \$195.00 | | \$195.00 | \$195.00 |
| Erin Reynolds | MHS | 12/5/2014 | NJ Council for History Education Conference | | | | | \$75.00 | | \$75.00 | \$75.00 |
| Michael Richards | LMS | 11/18/2014 | Legal One - Religious & Cultural Discrimination Issues | | \$18.60 | | | \$75.00 | | \$93.60 | |
| Michael Richards | LMS | 1/5/2015 | Legal One - Disability Discrimination Issues | | \$18.60 | | | \$75.00 | | \$93.60 | \$3,914.15 |
| Debra Rothwell | OHES | 10/24/2014 | Testing the Limits | | | | | \$165.00 | | \$165.00 | \$165.00 |
| Debby Sarmir | BO | 1/29 - 1/30/15 | Techspo 2015 | \$30.00 | \$57.10 | | \$122.86 | \$395.00 | | \$604.96 | \$2,273.04 |
| Donna Siani | VES | 10/24/2014 | Testing the Limits | | | | | \$165.00 | | \$165.00 | \$165.00 |
| Annette Wells | BO | 11/25/2014 | The Conference for Women | | | | | \$149.00 | | \$149.00 | \$1,623.33 |
| Amy Wish | OHES/VES | 11/20/2014 | Rutgers Gifted Education Conference | | | | | \$149.00 | | \$149.00 | \$149.00 |
| Amy Wish | OHES/VES | 12/7 - 12/10/14 | Learning Forward Conference | \$45.50 | \$14.26 | | \$396.00 | \$380.00 | \$249.00 | \$1,084.76 | \$1,477.76 |
| Ron Zalika | BO | 11/20/2014 | Rutgers Gifted Education Conference | | | | | \$149.00 | | \$149.00 | \$609.76 |

*Excluding Tolls

**Estimated

BOE 10/14/14

**Includes Registrations.

4.1 PERSONNELResignations/Retirements/Terminations/Rescissions

| Location | Name | Position | Effective | Reason | Dates of Employment/Notes |
|----------|--|--|--|-------------|---------------------------|
| LMS | Debra Camamis TCH.LM.HPE.MG.01 | Teacher/Health & Physical Education | 07/01/2015 | Retirement | 09/01/1990 – 06/30/2015 |
| LMS | Rae Mackaronis TCH.LM.CCNT.MG.04 | Teacher/Home Economics | 02/01/2015 | Retirement | 09/01/1995 – 01/31/2015 |
| DISTRICT | Susan Niedt TCH.FL.HPE.MG.01 | Teacher/Adapted Physical Education | 02/01/2015 | Retirement | 09/18/2000 – 01/31/2015 |
| OHES | Elizabeth Snedeker AID.OH.TIA.EO.02 | TIA @ 48% | 11/01/2014 | Resignation | 09/01/2013 – 11/01/2014 |
| LMS | Ashley DeRogatis TCH.LM.BSI.MG.01 | Teacher/BSI @ 50% | 01/02/2015 (Or sooner if replacement is found) | Resignation | 09/01/2008 – 01/02/2015 |

Leaves of Absence

| Location | Name | Position | Type of Leave | Dates of Leave/Notes |
|----------|-------------------------------------|------------------------------------|--|---|
| OHES | Meghan Foster LOA.OH.PYSC.MG.01 | School Psychologist | Temporary Disability FMLA Anticipated Return | 09/01/2014 – 09/26/2014 paid w/benefits 09/29/2014 – 12/21/2014 unpaid w/benefits (Revised) 12/22/2014 (Revised) |
| OHES/VES | Lia Camuto LOA.K4.SPED.NA.01 | Supervisor – K-4 Pupil Services | Temporary Disability FMLA Anticipated Return | 03/02/2015 – 04/12/2015 paid w/benefits 04/13/2015 – 06/30/2015 unpaid w/benefits 07/01/2015 |
| OHES | Kimberly Staub LOA.OH.TCHR.01.14 | Teacher/Grade 1 | Temporary Disability FMLA Unpaid Leave Anticipated Return | 01/22/2015 – 03/19/2015 paid w/benefits 03/20/2015 – 06/19/2015 unpaid w/benefits 06/20/2015 – 06/30/2015 unpaid w/o benefits 09/01/2015 |

| | | | | |
|-------|---------------------------------------|-------------------------------|--|--|
| MHS | Laurie Hunter LOA.HS.HPE.MG.06 | Teacher/Health & Phys. Ed. | FMLA Anticipated Return | 09/29/2014 – 11/10/2014 unpaid w/benefits 11/11/2014 |
| MHS | Keith Smith CUS.HS.CUST.NA.10 | Custodian | Sick Bank | 10/02/2014 (½ day) – 10/03/2014 (full day) |
| OHES | Colleen Kester LOA.OH.TCHR.01.03 | Teacher/Grade 1 | Temporary Disability FMLA Anticipated Return | 09/01/2014 – 10/05/2014 paid w/benefits (Revised) 10/06/2014 – 12/23/2014 unpaid w/benefits (Revised) 01/05/2015 |
| TRANS | Dennis Tangelics TRN.TR.DRVR.NA.35 | Bus Driver | FMLA Anticipated Return | 10/08/2014 – 11/09/2014 unpaid w/benefits 11/10/2014 |

Transfers/Voluntary Reassignments

| New Position/Location | Name | Previous Position/Location | Step | Salary | Pro-rated | Dates of Employment/Notes |
|------------------------------------|---------------------------------------|---|----------------|----------|-----------|---------------------------|
| Teacher/Music VES @ 80% -UMS @ 20% | Eugenia Goldman TCH.FL.MUSC.MG.01 | Teacher/Music VES @ 60% - LMS @ 20% - UMS @ 20% | MA+60 13-14 | \$80,235 | | 09/01/2014 – 06/30/2015 |
| Teacher/Learning Consultant @ OHES | Debra Rothwell TCH.OH.LDTC.MG.01 | Teacher/Learning Consultant @VES | MA+45 23 | \$95,570 | | 09/01/2014 – 06/30/2015 |
| Teacher/Learning Consultant @ VES | Donna Siani TCH.VS.LDTC.MG.01 | Teacher/Learning Consultant @OHES | MA+60 23 | \$97,820 | | 09/01/2014 – 06/30/2015 |
| School Psychologist @ UMS | Courtney Scherer TCH.UM.PSYC.MG.01 | School Psychologist @ LMS | MA+30 7-8 | \$71,540 | | 09/01/2014 – 06/30/2015 |
| School Psychologist @ LMS | Stacy Kohler TCH.LM.PSYC.MG.01 | School Psychologist @ UMS | MA+45 17-18 | \$82,220 | | 09/01/2014 – 06/30/2015 |
| Teacher/Kindergarten Autism @ OHES | Tara Meade TCH.OH.AUT.MG.02 | Teacher/Autism/Pre School @ OHES | BA 3-4 | \$58,030 | | 09/01/2014 – 06/30/2015 |

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|---------------------------------------|-------------------------------------|-----------------|-----|----------|--|-------------------------|
| Tech TIA 80% @ OHES & 20% @ MHS | Brett Cnossen AID.FL.TIA.TC.04 | Tech TIA @ OHES | 15 | \$26,968 | | 10/15/2014 – 06/30/2015 |
| Tech TIA 80% @ VES & 20% @ MHS | David Tarantula AID.FL.TIA.TC.05 | Tech TIA @ VES | 1-2 | \$23,388 | | 10/15/2014 – 06/30/2015 |

Appointments/Reinstatements (Certificated Staff)

| Location | Name | Position | Replacing | Step | Salary | Pro-rated | Dates of Employment/Notes |
|----------|--|--|--------------------------|-----------|-------------------|-----------|-----------------------------------|
| OHES | Gabrielle Marion (Leave Replacement) TCH.OH.TCHR.KD.02 | Teacher/Kindergarten | Laura Boss | BA 1-2 | \$57,030 | Yes | 11/17/2014 - 04/10/2015 (revised) |
| OHES | Amrinder Kaur (Leave Replacement) TCH.OH.PYSC.MG.01 | School Psychologist | Meghan Foster | MA 7-8 | \$67,040 | Yes | 09/01/2014 – 12/21/2014 (revised) |
| MHS | Matthew Fleming (Leave Replacement) TCH.HS.HPE.MG.02 | Teacher/Health & Physical Education | Carolyn Casey | BA 1-2 | \$57,030 | Yes | 09/01/2014 – 12/23/2014 (revised) |
| UMS | Lori Watt* (Leave Replacement) TCH.UM.RCTR.MG.02 | Teacher/Resource Center | Michelle Feigenwinter | BA 3-4 | \$58,030 | Yes | 10/15/2014 – 03/27/2015 |
| MHS | Keith Land (Leave Replacement) APR.HS.APRN.NA.01 | Interim Vice Principal | Damian Pappa | | \$400 Per Diem | | 10/15/2014 – 06/30/2015 |

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|-------------|--|-----------------|---------------------|-----------|----------|-----|-------------------------|
| LMS/ UMS | Ellen Rousseau* TCH.LM.LDTC.MG.01 | LDTC | Alison Pankowski | MA 22 | \$85,850 | Yes | 10/27/2014 – 06/30/2015 |
| OHES | Julia Lee* (Leave Replacement) TCH.OH.TCHR.01.14 | Teacher/Grade 1 | Kimberly Staub | MA 3-4 | \$64,030 | Yes | 01/22/2015 – 06/30/2015 |

Appointments/Reinstatements (Non-Certificated Staff)

| Location | Name | Position | Replacing | Step | Salary | Pro-rated | Dates of Employment/Notes |
|----------|--------------------------------------|-----------|--------------------|------|----------|-----------|---------------------------|
| MHS | Cynthia Gorman* AID.HS.TIA.LD.03 | TIA @ 48% | Cathy Thompson | 1-2 | \$11,226 | Yes | 10/16/2014 – 06/30/2015 |
| MHS | Danielle Sciotto AID.HS.TIA.LD.10 | TIA @ 48% | Michael Holinko | 1-2 | \$11,226 | Yes | 10/16/2014 – 06/30/2015 |
| OHES | Marisa Day* AID.OH.TIA.EO.10 | TIA @ 48% | Latha Jaipal | 1-2 | \$11,226 | Yes | 10/16/2014 – 06/30/2015 |

Appointments – Substitutes

| Location | Name | Position | Status | Dates of Employment/Notes |
|----------|-------------------|--------------------------|--------|---------------------------|
| DISTRICT | Heather DeSantis | Substitute Teacher | New | 2014-2015 School Year |
| DISTRICT | William Perrine* | Substitute Teacher | New | 2014-2015 School Year |
| DISTRICT | Kirsty Stearns | Substitute Teacher/Coach | New | 2014-2015 School Year |
| DISTRICT | Michelle Torquato | Substitute Teacher | New | 2014-2015 School Year |
| DISTRICT | Salvatore Triolo | Substitute Teacher | New | 2014-2015 School Year |

Home Instruction 2014-2015

| Location | Name | Position | Hourly Rate | Dates of Employment/Notes |
|------------------|---------------|------------------|-------------|---------------------------|
| VES (Revised) | Jennifer Yulo | Home Instruction | \$58.35/hr | 2014-2015 School Year |

Co-Curricular 2014-2015

| Location | Name | Position | Stipend | Dates of Leave/Notes |
|----------|--------------------|---------------------|------------------------|---|
| MHS | Chris Resch | Environmental Club | \$1782.50 (Revised) | 2014-2015 School Year 50% (Revised) |
| MHS | Christopher Runion | Environmental Club | \$1782.50 | 2014-2015 School Year 50% |
| UMS | Lauren Smith | Math Counts Advisor | \$1,540 (Rescind) | 2014-2015 School Year |
| UMS | Kelsey Donovan | Math Counts Advisor | \$1,540 | 2014-2015 School Year |

Appointments 2014-2015 (To Be Funded by Title I)

| Location | Name | Position | Hr. Rate | Dates/Notes |
|----------|------------------|--|--------------|--|
| LMS | Robert Skibinski | The 7 th Period Program - Teacher | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | Lauren Smith | The 7 th Period Program - Teacher | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | Deborah Bilik | The 7 th Period Program - Teacher | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | Gina Atanasio | The 7 th Period Program - Teacher | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | Kaitlin Hill | The 7 th Period Program - Teacher | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |

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|------|---------------------|--|--|----------------|--|
| LMS | Lindsay Camarda | The 7 th Period Program - Teacher | | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | David Bernstein | The 7 th Period Program - Teacher | | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | Jennifer Rangnow | The 7 th Period Program - Teacher | | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | Meghan Penney | The 7 th Period Program - Teacher | | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | Annie (Wing) Yip | The 7 th Period Program - Teacher | | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | Rachel Ledebuhr | The 7 th Period Program - Teacher | | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| LMS | David Gordon | The 7 th Period Program - Teacher | | \$58.35/hour | 10/16/14 – 4/2/15 – Not to exceed 42 hours |
| UMS | Stefanie Lachenauer | The 9 th Period Program - Coordinator | | \$1600/program | 10/16/14 – 06/23/15 |
| OHES | Jennifer Belmont | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Eric Sletteland | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Sharon Baller | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Karen Winters | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Alexa Komar | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Gena Leimbacher | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Meredith Berkowitz | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Lauren Rocha | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Peter Rosenberg | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Diane Tucker | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Amanda Vacarella | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Krista VanNostrand | The Bridges Program – Teacher | | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |

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|------|-----------------|--|--------------|--|
| OHES | Christine Yap | The Bridges Program – Teacher | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 21 hours |
| OHES | Lindsay Fox | The Bridges Program – Teacher | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 22 hours |
| OHES | John Rooney | The Bridges Program – Special Activity Facilitator | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 7 hours |
| OHES | Allison Koblin | The Bridges Program – Special Activity Facilitator | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 7 hours |
| OHES | Michelle Diatlo | The Bridges Program – Special Activity Facilitator | \$58.35/hour | 11/5/14 – 5/13/15 – Not to exceed 7 hours |
| MHS | Brady Chenot | Achieve MHS Program – Teacher | \$58.35/hour | 10/16/14 - 6/4/15 – Not to exceed 62 hours |
| MHS | Jenna Enos | Achieve MHS Program – Teacher | \$58.35/hour | 10/16/14 - 6/4/15 – Not to exceed 62 hours |
| MHS | Paul Stemmler | Achieve MHS Program – Teacher | \$58.35/hour | 10/16/14 - 6/4/15 – Not to exceed 62 hours |
| MHS | Lisa Chedid | Achieve MHS Program – Teacher | \$58.35/hour | 10/16/14 - 6/4/15 – Not to exceed 62 hours |

Summer Work 2014

| Location | Name | Position | Hr. Rate | Dates/Notes |
|----------|-------------------|----------------------|----------|--|
| OHES | Nancy Ziedonis | Curriculum Developer | \$30.00 | July – August, 2014 – Not to Exceed 30 Hours (Revised) |
| OHES | Heather Lilly | Curriculum Developer | \$30.00 | July, 2014 – Not to Exceed 10 hours (Revised) |
| OHES | Christine Yap | Curriculum Developer | \$30.00 | July, 2014 – Not to Exceed 10 hours (Revised) |
| VES | Diana Loiacono | Curriculum Developer | \$30.00 | July, 2014 – Not to Exceed 10 hours (Revised) |
| VES | Mary Lisa Pliskin | Curriculum Developer | \$30.00 | July, 2014 – Not to Exceed 10 hours (Revised) |
| VES | Kaitlin Uhaze | Curriculum Developer | \$30.00 | July, 2014 – Not to Exceed 10 hours (Revised) |

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|-----|------------------|----------------------|--|--|---------|--|
| VES | Kimberly Vanatta | Curriculum Developer | | | \$30.00 | July, 2014 – Not to Exceed 10 hours (Revised) |
| VES | Kelly Vucin | Curriculum Developer | | | \$30.00 | July, 2014 – Not to Exceed 10 hours (Revised) |
| VES | Jennifer Yulo | Curriculum Developer | | | \$30.00 | July, 2014 – Not to Exceed 10 hours (Revised) |

Other

| Location | Name | Position | Salary/Stipend | Pro-Rated | Dates of Employment/Notes |
|----------|-------------------|-------------------|-------------------------------|-----------|--|
| VES | Teresa Volpe | ESA | \$54.15 per diem (Revised) | | September 2 nd and 3 rd 2014 Work day is 3 hours (not to exceed 2 days) |
| VES | Michele Smith | ESA | \$60.93 per diem (Revised) | | September 2 nd and 3 rd 2014 Work day is 3 hours (not to exceed 2 days) |
| VES | Leslie Fox-Hauben | ESA | \$54.15 per diem (Revised) | | September 2 nd and 3 rd 2014 Work day is 3 hours (not to exceed 2 days) |
| TRANS | Sherrie Marchie | Referral Bonus | \$500.00 | | Referred Liesja Fenimore Hire Date: 08/08/2013 |
| TRANS | Geri Neall | Referral Bonus | \$500.00 | | Referred Janet Pinnella Hire Date: 08/28/2013 |
| TRANS | Jean DiGiorgio | Referral Bonus | \$500.00 | | Referred Joanne Auerbach Hire Date: 09/23/2013 |

RESOLUTION: Approval of the revised Successor Collective Negotiations Agreement for the CWA **WHEREAS**, the Montgomery Township Board of Education (hereinafter referred to as the "Board") and the Communications Workers of America of Montgomery Township (hereinafter referred to as the "CWA") have negotiated a successor collective negotiations agreement (hereinafter referred to as the "Successor CNA") for the 2014-2015 through 2016-2017 school years, the terms of which are contained in the Successor Agreement, a copy of which is attached to this Resolution and made a part hereof; and **WHEREAS**, the CWA has, by a majority vote of its membership, ratified the Agreement. **NOW, THEREFORE, BE IT RESOLVED** that the Board hereby ratifies and approves the terms of the Agreement for a Successor CNA for the 2014-2015 through 2016-2017 school years; and **BE IT FURTHER RESOLVED** that the Board hereby agrees that the Agreement shall be implemented upon both parties' execution of the Successor CNA; and **BE IT FURTHER RESOLVED** that the Board President and the Board Secretary/School Business Administrator are hereby authorized and directed to execute such documents as are necessary to effectuate the Agreement.

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