

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, October 16, 2018 6:15 P.M. Workshop and Business Meeting

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

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held a workshop and business meeting on Tuesday, October 16, 2018 at 6:15 p.m. in the Upper Middle School media center.
- B. Roll Call - The following Board Members were present: Phyllis Bursh, Richard Cavalli, Minky Chenette, Dharmesh Doshi, Charles F. Jacey, Jr., Dr. Paul Johnson, Amy Miller (arrived at 6:52 p.m.), Ranjana Rao and Shreesh Tiwari
- Also Present: Elizabeth Nastus, Interim Assistant Superintendent
Annette M. Wells, School Business Administrator/Board Secretary
Robbin Boehmer, Assistant Business Administrator/Assistant Board Secretary
Stephen Fogarty, Esq., Board Attorney
Analyn St. Ledger, Student Representative
- C. President Cavalli read the following Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of the meeting on January 10, 2018 and October 12, 2018. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- D. President Cavalli then led everyone in the Salute to the Flag.
- E. President Cavalli welcomed all to the workshop and business meeting.

EXECUTIVE SESSION- A motion was made by Mr. Doshi and seconded by Dr. Johnson that the board adopt a resolution to go into executive session at 6:33 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, harassment, intimidation and bullying incidents, and negotiations with the Montgomery Township Education Association will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

Ms. Miller arrived at 6:52 p.m.

RETURN FROM EXECUTIVE SESSION- The Board returned from Executive Session at 7:31 p.m.

Mr. Cavalli announced that the board would need to modify the agenda and would be returning to Executive Session for approximately 45 minutes. The following statement was read by Mr. Cavalli from Superintendent Gartenberg:

Dear Montgomery Township School Community:

As you may already be aware from various media reports, a teacher employed at Montgomery High School was arrested on October 5, 2018 and charged with endangering the welfare of a child. This teacher was suspended and removed from the high school on October 4, 2018, while the investigation was ongoing. The teacher's suspension shall be continued pending a resolution of the criminal charges, and the district will continue to cooperate with the Somerset County Prosecutor and the Montgomery Township Police Department. The district is providing counseling and support services for students and staff members.

Board Attorney Mr. Stephen Fogarty was introduced noting that his input would be sought during the evening as necessary.

EXECUTIVE SESSION- A motion was made by Mr. Tiwari and seconded by Ms. Chenette that the board adopt a resolution to go into executive session at 7:36 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, harassment, intimidation and bullying incidents, and negotiations with the Montgomery Township Education Association will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

RETURN FROM EXECUTIVE SESSION- The Board returned from Executive Session at 8:16 p.m.

Mr. Cavalli stated that he was going out of order on the agenda and letting the student representative report so that she can leave the meeting to study.

Student Representative Report

- Student Representative Report – Ms. Anlyn St. Ledger updated the board on the MHS Pep Rally and Homecoming activities. She thanked the student council advisers for their guidance and the custodial staff for their help in making the events a success.

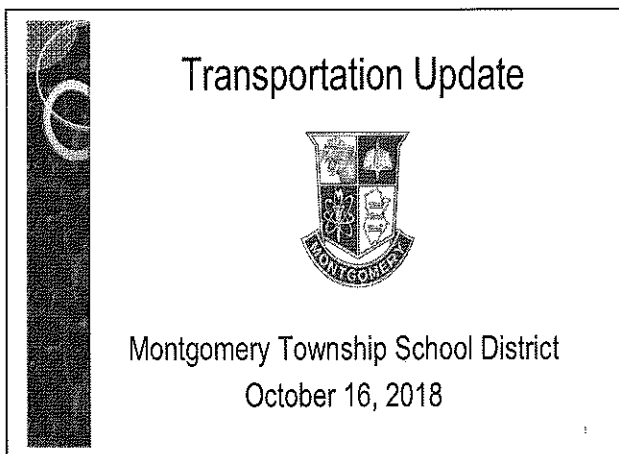
Transportation

Mr. Cavalli informed the board and the public that hard copy questions and answers regarding transportation issues previously posed to the board and administration were available at tonight’s meeting.


Mr. Fogarty gave a brief update on the status of his review of the transportation incidents of September 16th. A further update will be forthcoming regarding recommendations for communication, best practices, and technology. The audit should be complete within the next two weeks so that a full report can be made to the board by the November meeting.

PRESENTATION

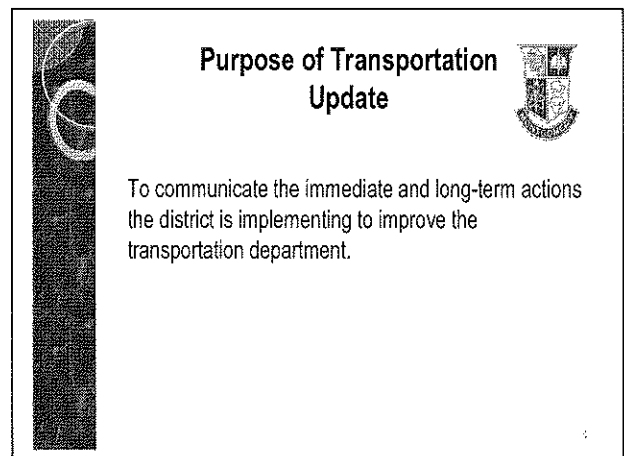
Ms. Nastus, Ms. McLoughlin and Ms. Wells gave the following District Transportation Update presentation:




Transportation Update



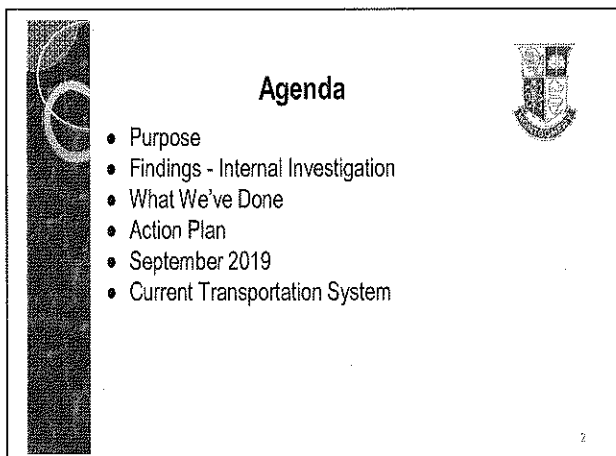
Montgomery Township School District
October 16, 2018




Purpose of Transportation Update



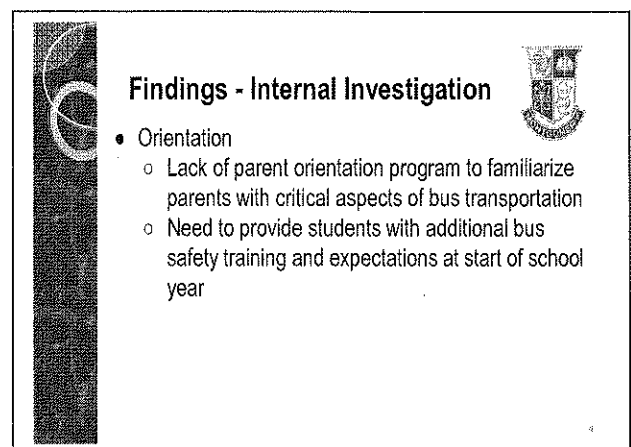
To communicate the immediate and long-term actions the district is implementing to improve the transportation department.



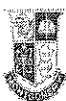
Agenda




- Purpose
- Findings - Internal Investigation
- What We’ve Done
- Action Plan
- September 2019
- Current Transportation System




Findings - Internal Investigation



- Orientation
 - Lack of parent orientation program to familiarize parents with critical aspects of bus transportation
 - Need to provide students with additional bus safety training and expectations at start of school year




Findings - Internal Investigation




- Communication
 - External
 - Need for improved timely contact with parents relative to changes in bus times or schedules
 - Electronic communication to parents varied by school
 - Internal
 - Insufficient staffing of transportation telephones
 - Inconsistent internal communication between departments, buildings and drivers

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What We've Done




- Research
 - Consulted with other districts
 - Reviewed transportation best practices
 - Continued comprehensive review of all board transportation policies to improve services
 - Contacted outside transportation audit consultant
- Investigations
 - Superintendent internal investigation
 - Engaged board attorney to conduct transportation investigation

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Findings - Internal Investigation




- Training
 - Need for more specific guidelines for drivers
 - Need for additional documentation of driver familiarity with routes
- Infrastructure
 - Inadequate staffing
- Technology
 - Need to upgrade system with more current and efficient technology

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Action Plan




- Orientation
 - Based on input from stakeholders, develop plan for September
- Communication
 - External
 - Established consistent, clear, communication based upon parental contact options in Genesis
 - Attendance taken on OHES and VES buses
 - Solicited and responded to parent concerns
 - Establish plan to create a parent advisory group

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What We've Done




- Meetings
 - Staff meeting with Superintendent, Business Administrator, Principals from OHES and VES and Transportation to discuss events of 9/6/18
 - District Safety Team meeting
 - Meetings with all drivers to review expectations
 - Meeting with bus driver association leadership
 - Parent meeting

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Action Plan




- Communication
 - Internal
 - Added staffing for answering phones
 - Assigned additional responsibilities to current staffing
 - Verified cell phone numbers of all drivers
- Training
 - Increased hours for driver staff development
 - Provided out of district workshops for transportation supervisors

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Action Plan




- Infrastructure
 - Increased staffing in the Transportation Department
 - Categorized and expanded administrative oversight
 - Initiated mandatory driver check-in
 - Established contractor responsibility to communicate notification of substitute drivers

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Current Transportation System




- Triple Tier Busing
 - State mandates for efficient busing formula
 - 2010-11 Budget
- Statistics (Approximate)
 - 4,800 students
 - 50 buses
 - 150 routes
 - 1,150 stops
 - 61 drivers
 - 9 bus aides

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Action Plan




- Technology
 - Researched four companies for transportation software
 - Proposed March 2019
 - GPS hardware and software on all buses
 - Proposed September 2019
 - Upgrade transportation mapping software
 - Expand GPS use for child attendance
 - Introduce GPS navigational tablets

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Current Transportation System




- Considerations
 - Cell coverage throughout Montgomery Township and Rocky Hill
 - Driver shortage

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September 2019



- Mandated contractor driver meetings with district staff taking dry run with contracted staff
- Early communication to parents regarding bus times and possible delays the first weeks of school
- Expand kindergarten orientation to include segment on transportation
- Welcome back video and brochure
- Staff member on K-4 buses first days of school
- More student friendly bus identification and bus passes

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Thank you!

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Board members voiced the opinion that “empathy” may be lacking in the district’s response to the situation and asked that administration, including principals at the elementary schools, consider reinstating open houses and orientations to allow for more of a hands-on approach for new students and first-time families to the district. It was also suggested that the MTEA and board SEL committee become involved in this discussion.

NEW BUSINESS FROM BOARD/PUBLIC

Members of the public spoke on the following issues:

- The value of GPS systems and other technology that may be used on buses
- Staffing within the transportation department
- Procedure for students to enter the buses at the end of the school day
- The Superintendent’s salary increase on the board agenda for approval
- The level of detail in the Q&A handout provided at tonight’s meeting
- Whether the board had reviewed the Q&A handout
- The scheduling and timing of bus routes

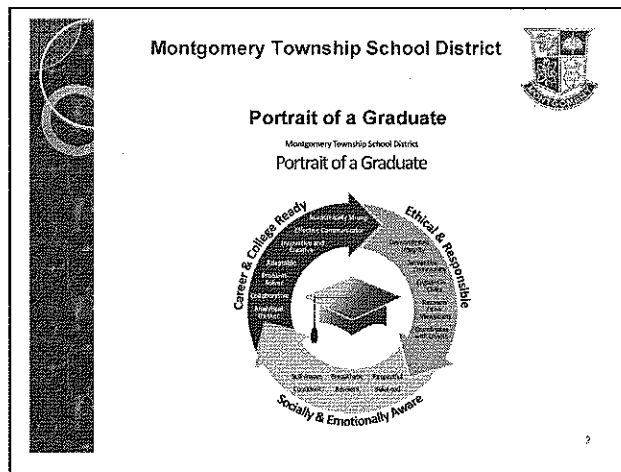
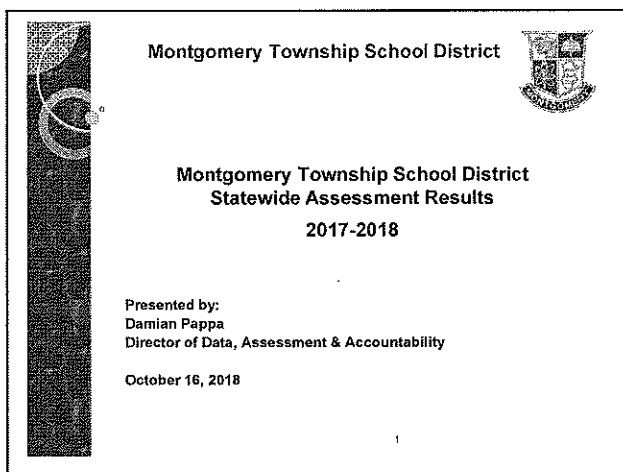
Mr. Cavalli responded to the public:


- Technology for transportation is still under review.
- Staffing of the transportation department is being acted upon, with new positions already being advertised and staffed.
- Procedures for bused students are being implemented and reviewed.
- The Superintendent’s compensation was subject of a presentation last year. The agenda item is a provision of a multi-year contract regarding performance during the 2017/18 school year. The board has reviewed this in executive session.
- The Q&A handout at tonight’s meeting was reviewed by the board attorney. Board members may not have had time after the attorney review to fully read the responses.
- Bus routes need to be timed so that high school students can attend co-curricular events.

Dr. Johnson left the meeting at 9:15 p.m.

PRESENTATION


Mr. Damian Pappa, Director of Data Assessment & Accountability, gave the following presentation on Montgomery Township School District Statewide Assessment Results: 2017-2018:



Montgomery Township School District 

Portrait of a Graduate

Goal 1	Goal 2
Student Success:	School and Work Environment:
Maximize the social-emotional and academic growth of every student	Ensure a learning environment that promotes excellence



Montgomery Township School District 


2017-2018 NJDOE Assessments

DLM
Dynamic Learning Maps
(Language Arts Literacy, Mathematics and Science)

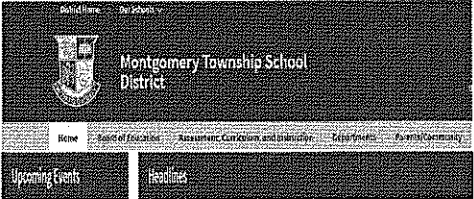
NJSLA-S
New Jersey Student Learning Assessment for Science (Science)

PARCC
Partnership for Assessment of Readiness for College and Careers
(Language Arts Literacy and Mathematics)

Montgomery Township School District 


Statewide Assessments




Upcoming Events

Tuesday, October 16
Board of Education Meeting
7:30 PM

Headlines

District Assessments 


Montgomery Township School District 

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.


Montgomery Township School District 

Statewide Assessments

<https://www.mtsd.k12.nj.us/cms/lib/NJ01000127/Centricity/Domain/1/2018-2019%20Par.ent%20Notification%20of%20Standardize%20Assessments.pdf>

Montgomery Township School District 

2017-2018



Partnership for Assessment of Readiness for College and Careers

Montgomery Township School District

PARCC Performance levels

Level 1: Not yet meeting grade-level expectations

Level 2: Partially meeting grade-level expectations

Level 3: Approaching grade-level expectations

Level 4: Meeting grade-level expectations

Level 5: Exceeding grade-level expectations

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Montgomery Township School District

**English Language Arts/Literacy
% of Students Meeting and Exceeding Expectations
Spring 2015 - Spring 2018 PARCC Administrations**

Grade	Montgomery Township Spring 2015				Spring 2016				PARCC Spring 2017			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
3	67	65	65	60	44	47	50	52	38	40	40	41
4	77	73	77	75	51	54	56	58	42	44	43	43
5	79	84	83	82	52	53	56	58	40	42	41	41
6	77	70	77	78	49	52	53	56	38	41	40	41
7	78	80	76	80	52	57	59	63	42	44	45	47
8	78	75	80	80	52	55	59	60	42	45	43	44
9	68	63	65	64	40	46	51	54	40	38	42	48
10	62	65	78	80	37	43	45	50	37	40	45	47
11*	66	63	58	56	41	39	38	38	39	37	39	39

*Grade 11 does not include students who took an AP/IB test for the Spring 2015, 2016, 2017 & 2018 administrations.
*Level 4 and Level 5 is an indication a student is on pace to be college and career ready.
Notes: Data shown is preliminary. Percentages may not total 100 due to rounding.

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Montgomery Township School District

**Mean & Median
Spring 2018 PARCC Administrations
MTSD English Language Arts/Literacy**

Assessment	Mean	Median
ELA 3	758	775
ELA 4	770	771
ELA 5	772	778
ELA 6	775	776
ELA 7	794	790
ELA 8	779	783
ELA 9	780	790
ELA 10	763	763
ELA 11	745	760

Montgomery Township School District

**English Language Arts/Literacy
% of Students Meeting and Exceeding Expectations
Spring 2015 - Spring 2018 PARCC Administrations**

Grade	Montgomery Township Spring 2015				Spring 2016				PARCC Spring 2017			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
3	62	68	68	60	44	47	50	52	38	40	40	41
4	77	73	77	75	51	54	56	58	42	44	43	43
5	79	84	83	82	52	53	56	58	40	42	41	41
6	77	70	77	78	49	52	53	56	38	41	40	41
7	78	80	76	80	52	57	59	63	42	44	45	47
8	79	75	80	80	52	55	59	60	42	45	43	44
9	68	63	65	64	40	46	51	54	40	38	42	48
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Montgomery Township School District

**English Language Arts/Literacy
% of Students Meeting and Exceeding Expectations
Spring 2015 - Spring 2018 PARCC Administrations**

Grade	Montgomery Township Spring 2015				Spring 2016				PARCC Spring 2017			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
3	62	68	68	60	44	47	50	52	38	40	40	41
4	77	73	77	75	51	54	56	58	42	44	43	43
5	79	84	83	82	52	53	56	58	40	42	41	41
6	77	70	77	78	49	52	53	56	38	41	40	41
7	78	80	76	82	52	57	59	63	42	44	45	47
8	79	75	80	80	52	55	59	60	42	45	43	44
9	68	63	65	64	40	46	51	54	40	38	42	48
10	62	65	78	80	37	43	45	50	37	40	45	47
11*	66	63	58	56	41	39	38	38	39	37	39	39

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11

Montgomery Township School District

**English Language Arts/Literacy
% of Students Meeting and Exceeding Expectations
Spring 2015 - Spring 2018 PARCC Administrations**

Grade	Montgomery Township Spring 2015				Spring 2016				PARCC Spring 2017			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
3	62	68	68	60	44	47	50	52	38	40	40	41
4	77	73	77	75	51	54	56	58	42	44	43	43
5	79	84	83	82	52	53	56	58	40	42	41	41
6	77	70	77	78	49	52	53	56	38	41	40	41
7	78	80	76	82	52	57	59	63	42	44	45	47
8	79	75	80	80	52	55	59	60	42	45	43	44
9	68	63	65	64	40	46	51	54	40	38	42	48
10	62	65	78	80	37	43	45	50	37	40	45	47
11*	66	63	58	56	41	39	38	38	39	37	39	39

*Grade 11 does not include students who took an AP/IB test for the Spring 2015, 2016, 2017 & 2018 administrations.
*Level 4 and Level 5 is an indication a student is on pace to be college and career ready.
Notes: Data shown is preliminary. Percentages may not total 100 due to rounding.

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Montgomery Township School District

English Language Arts/Literacy % of Students Not Yet and Partially Meeting Expectations Spring 2015 - Spring 2018 PARCC Administrations

Grade	Montgomery Township (Level 1 & Level 2)				State (Level 1 & Level 2)				PARCC (Level 1 & Level 2)			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
3	20	20	21	19	23	23	24	26	22	22	27	27
4	25	25	26	24	25	25	26	28	24	24	27	27
5	25	25	26	24	25	25	26	28	24	24	27	27
6	25	25	26	24	25	25	26	28	24	24	27	27
7	25	25	26	24	25	25	26	28	24	24	27	27
8	25	25	26	24	25	25	26	28	24	24	27	27
9	25	25	26	24	25	25	26	28	24	24	27	27
10	25	25	26	24	25	25	26	28	24	24	27	27
11*	25	25	26	24	25	25	26	28	24	24	27	27

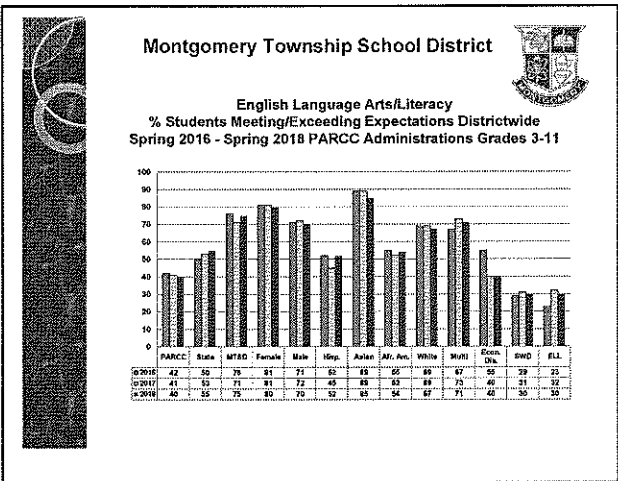
*Grade 11 data not available when used as a whole and for the Spring 2015-2018 administrations.
*Level 4 and Level 5 data indicate students on pace in LA college and career ready.
Notes: Data shown is preliminary. Percentages may not total 100 due to rounding.

Montgomery Township School District

Mathematics % of Students Meeting and Exceeding Expectations Spring 2015 - Spring 2018 PARCC Administrations

Grade	Montgomery Township (Level 1)				State (Level 1)				PARCC (Level 1)			
	2015	2016	2017	2018	2015	2016	2017	2018	2015	2016	2017	2018
3	71	70	76	74	45	52	53	53	38	44	43	43
4	70	75	76	74	41	47	47	49	32	37	36	38
5	72	78	77	80	41	47	46	49	32	36	35	37
6	70	67	71	74	41	45	44	44	32	34	32	32
7	57	54	55	57	37	38	40	43	29	31	28	33
8*	26	26	36	33	24	26	28	28	27	29	26	26
Algebra I	73	75	75	89	36	41	41	46	31	33	36	39
Geometry	62	71	75	71	22	27	30	30	27	27	32	28
Algebra II	66	69	72	77	24	25	27	29	21	23	26	26

*Approximately 300 New Jersey students in grade 8 participated in the PARCC Algebra I assessment. Thus, PARCC math outcomes are not representative of grade 8 performance as a whole. *Level 4 and Level 5 is an indicator students on pace to be college and career ready.
Notes: Data shown is preliminary. Percentages may not total 100 due to rounding.



Montgomery Township School District

Mathematics % of Students Meeting and Exceeding Expectations Spring 2015 - Spring 2018 PARCC Administrations

Grade	Montgomery Township (Level 1)				State (Level 1)				PARCC (Level 1)			
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4	70	75	76	74	41	47	47	49	32	37	36	38
5	72	78	77	80	41	47	46	49	32	36	35	37
6	70	67	71	74	41	45	44	44	32	34	32	32
7	57	54	55	57	37	38	40	43	29	31	28	33
8*	26	26	36	33	24	26	28	28	27	29	26	26
Algebra I	73	75	75	89	36	41	41	46	31	33	36	39
Geometry	62	71	75	71	22	27	30	30	27	27	32	28
Algebra II	66	69	72	77	24	25	27	29	21	23	26	26

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Montgomery Township School District

Spring 2018 PARCC Administrations Mean & Median MTSD Mathematics

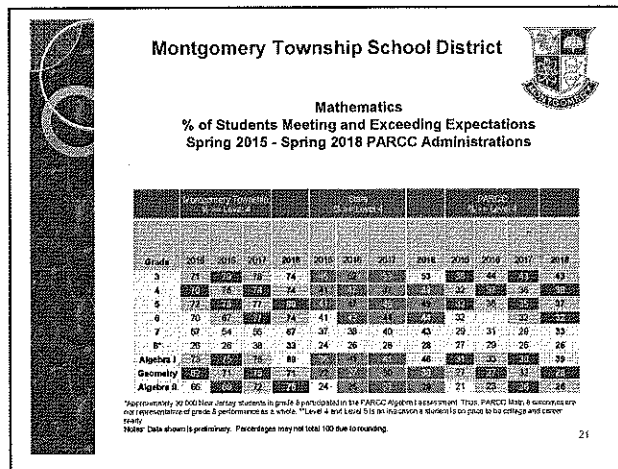
Assessment	Mean	Median
MATH 3	77.1	77.5
MATH 4	76.8	77.1
MATH 5	77.5	77.5
MATH 6	76.8	77.0
MATH 7	75.8	76.8
MATH 8	77.0	77.0
ALGEBRA I	78.1	78.1
ALGEBRA II	77.7	77.7

Montgomery Township School District

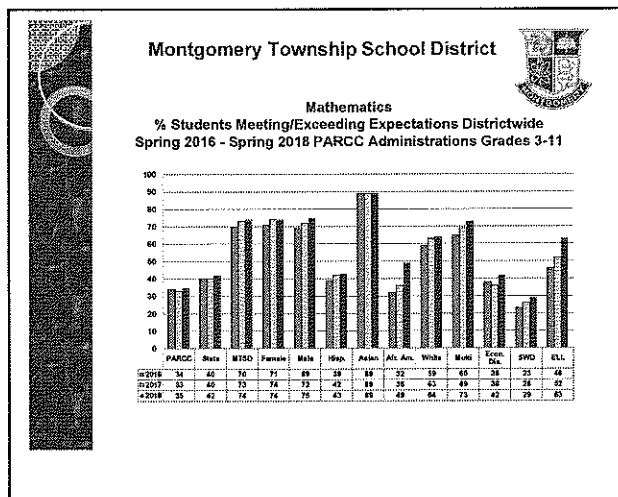
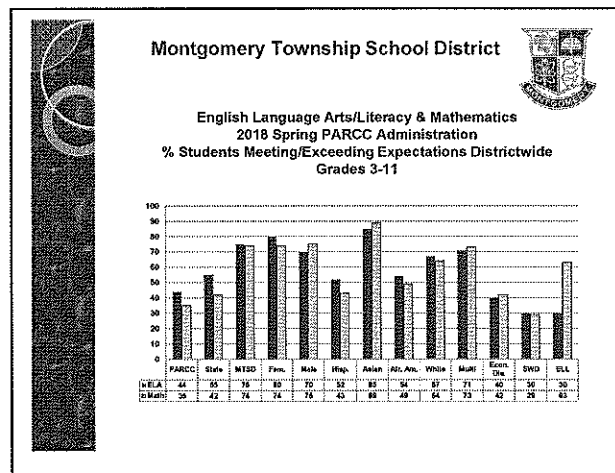
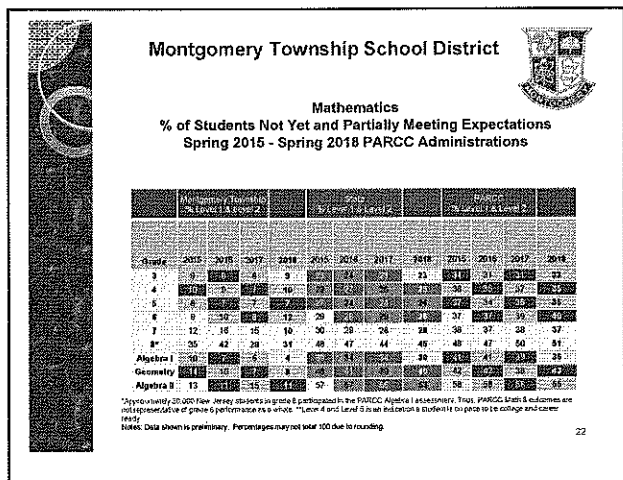
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4	70	75	76	74	41	47	47	49	32	37	36	38
5	72	78	77	80	41	47	46	49	32	36	35	37
6	70	67	71	74	41	45	44	44	32	34	32	32
7	57	54	55	57	37	38	40	43	29	31	28	33
8*	26	26	36	33	24	26	28	28	27	29	26	26
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The board took a short intermission at 9:45 p.m. and returned at 9:50 p.m. Mr. Pappa continued with the presentation of MTSD Statewide Assessment Results: 2017-2018



District Focus


District and School Level Data: Math, ELA, reading and writing, and also by grade levels.

Disaggregate data, by subgroups.

Disaggregate data by categories (i.e., standards and sub-claims).

Item analysis.


Student-level analysis.

Montgomery Township School District 

New Jersey Student Learning Assessment for Science (NJSLA-S)

The NJSLA-S field test was administered to students in grades 5, 8 & 11 during Spring 2018.


The New Jersey Department of Education (NJDOE) has informed school districts that no scores will be given on this field test.

Montgomery Township School District 


Advanced Placement 2018


Total Students: 504

Total Exams: 1,273

Montgomery Township School District 

2017-2018




Montgomery Township School District 

Advanced Placement


Highly Selective Schools are generally looking for students to obtain scores of 5 or 4 when considering students for admission.
MHS= 76% of Total AP Students with Scores 4+

Many other schools generally are looking for students to obtain a score of 3 or higher when considering students for admission.
MHS= 93% of Total AP Students with Scores 3+

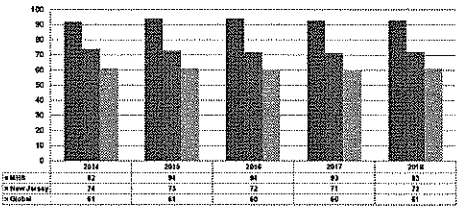
Montgomery Township School District 

Advanced Placement Courses 2017-2018

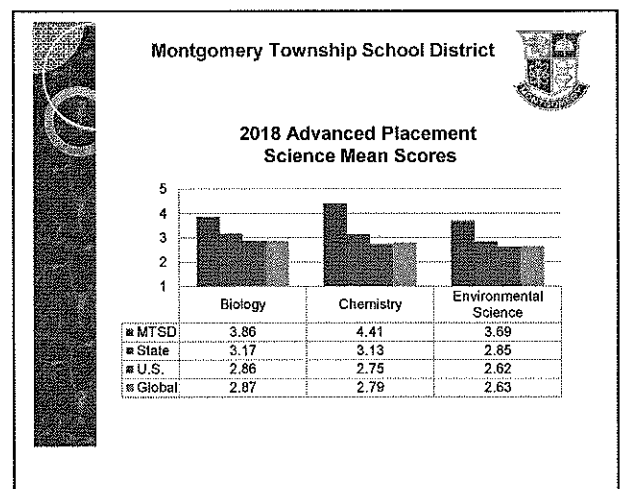
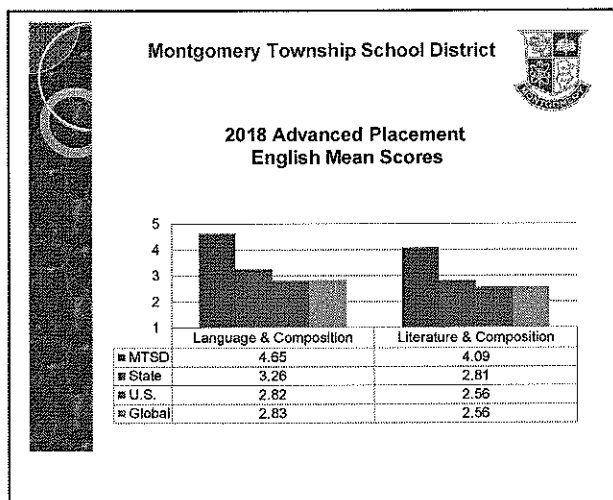
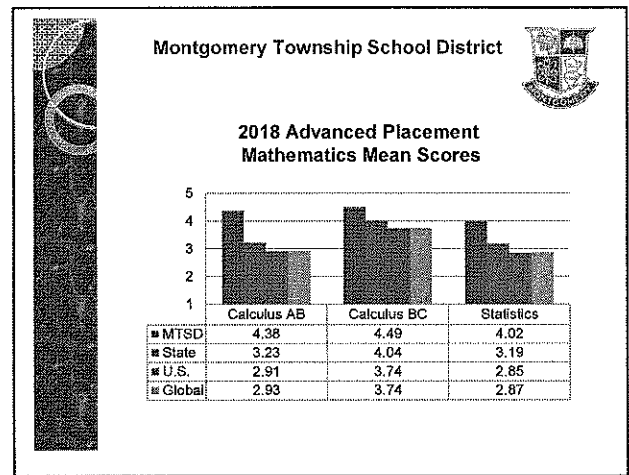
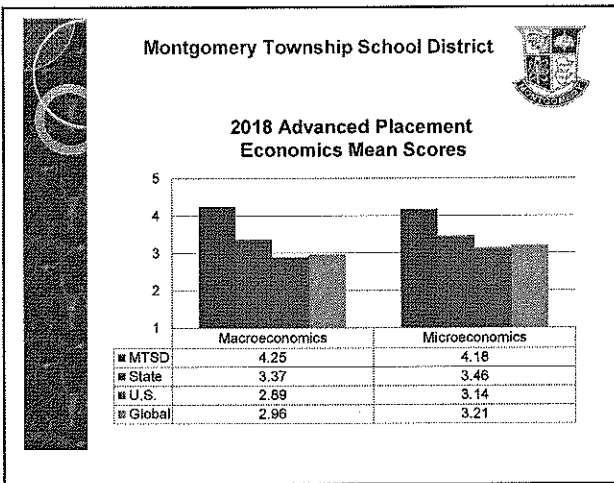
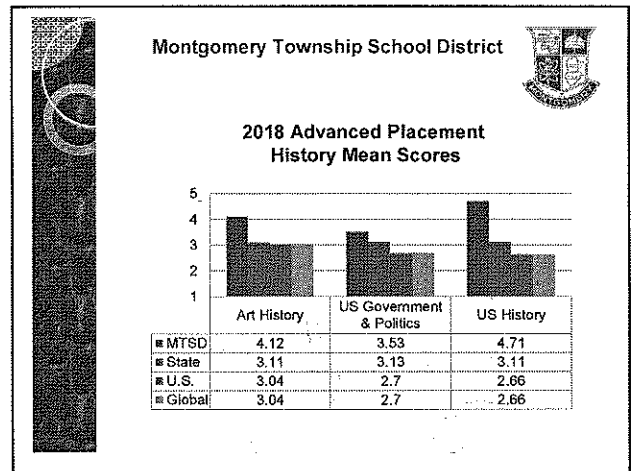
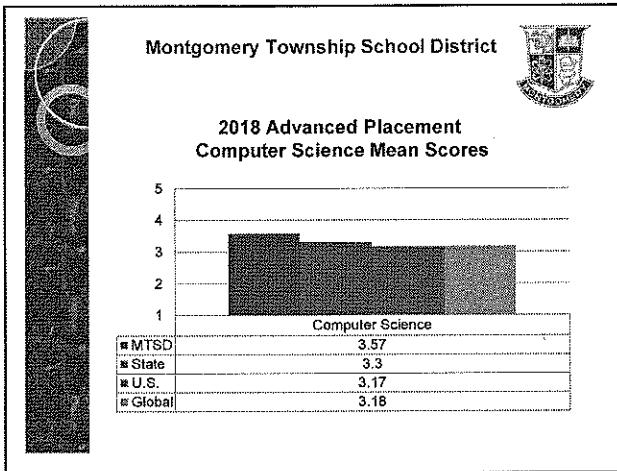
Art Studio	Statistics
Computer Science	Chemistry
English Language and Composition	Biology
English Literature and Composition	Environmental Science
French VI	Physics C
German VI	Art History
Spanish VI	US History
Calculus AB	US Government and Politics
Calculus BC	Economics

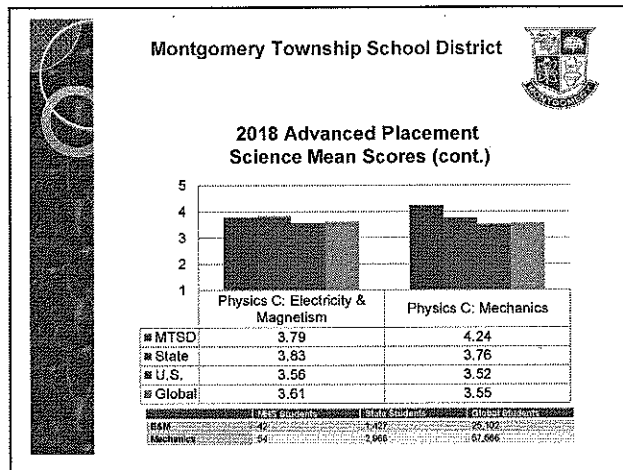
Montgomery Township School District 

% of Total AP Students with Scores 3+ 2014-2018



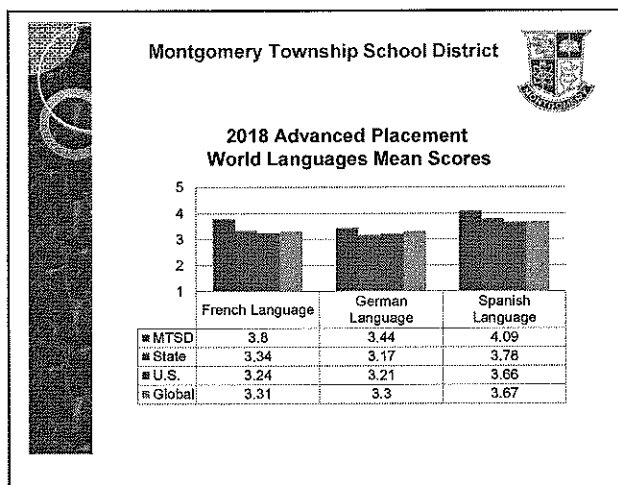
	2014	2015	2016	2017	2018
US History	82	84	84	82	82
U.S. Government and Politics	74	73	72	71	73
Environmental Science	61	61	60	60	61





Montgomery Township School District

COLLEGE ENTRANCE EXAMS



Montgomery Township School District

COLLEGE ENTRANCE EXAMS

Comprehensive SAT and ACT data for the Graduating class of 2018 has not yet been provided to school districts.


The board thanked Mr. Pappa for the presentation, noting that many of the data requests from last year flowed in the reporting this year. The board asked to also look beyond standardized tests for other indicators of student progress. This matter will be looked at through the ACI committee and also possibly with data from Performance Matters.

MTEA Report – Mr. Scott Mason, president of the MTEA, chided the board regarding the change in the evening’s agenda. The timing of his report, in his opinion, was a signal that the MTEA and its members are undervalued and not respected by the board. He stated that the members who attended, all of whom are working without a contract, deserved more explanation on the closed session and the move to executive session.

Mr. Cavalli responded to Mr. Mason’s comments, expressing regret that most MTEA members chose to leave the meeting prior to the response. He detailed the sixteen months of bargaining through IBB with the MTEA, which included seven different opportunities and offers from the board. The level of collaboration between the two is “far beyond any school in New Jersey and perhaps the country.” The value of teachers and staff should not be based solely upon a percentage attainable for a district in financial struggle for the future.

Dr. Nastus presented the Student Safety Data System Year 2017-18 data report (see Page 38).


Ms. Kelly Mattis, Director of Human Resources and Anti-Bullying Coordinator, presented the following presentation on Harassment, Intimidation and Bullying (HIB) – Investigations, Trainings and Programs and HIB Schools’ Self-Assessment Reports for 2017-2018:

Montgomery Township School District 

**HIB
Investigations, Trainings, and
Programs (HIB ITP) &
HIB Schools’ Self Assessment
Reports
2017-2018**

Kelly M. Mattis
Anti-Bullying
Coordinator
October 16, 2018


1

Montgomery Township School District 

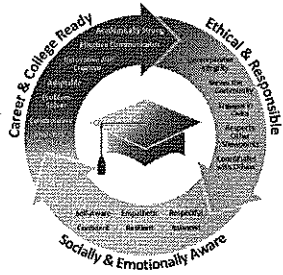
Mission and Vision

- To empower every student to succeed in a diverse, dynamic, global society by providing quality educational experiences in a caring environment.
- To be a premier school district in developing confident, compassionate, engaged learners.


3

Montgomery Township School District 

Portrait of a Graduate



2

Montgomery Township School District 

Anti-Bullying Specialists

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

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

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Montgomery Township School District

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.

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Montgomery Township School District

HIB ITP & Self Assessment Report

What are these reports?

- HIB ITP is a report that shows the amount of HIB investigations and outcomes for a year, types of trainings and programs provided and to whom
- Self Assessment is a report card filled out primarily by the school safety team that documents compliance with the ABBR that is then graded by the State

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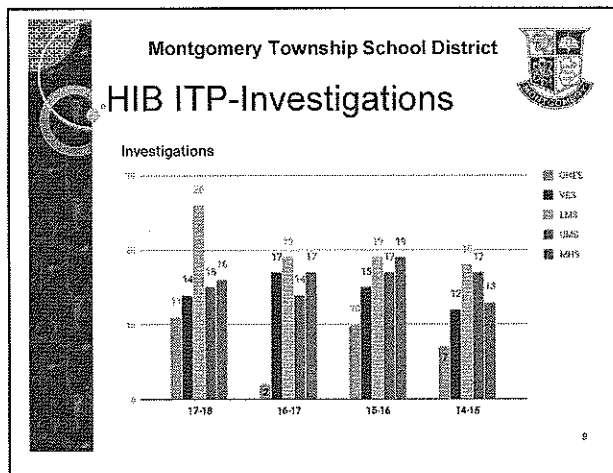
Montgomery Township School District

HIB: Statutory Definition

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 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 a physically or emotionally harming a student or damaging the student's property, or placing a

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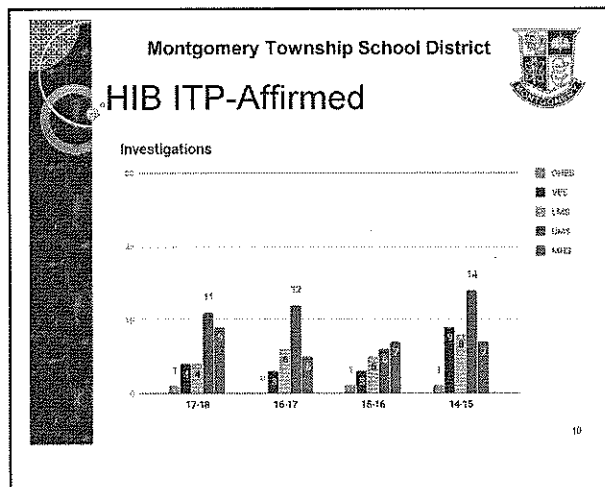
Montgomery Township School District

HIB: Statutory Definition

student in a reasonable fear of physical or emotional harm to his person or damage to his property:

- OR has the effect of insulting or demeaning any student or group of students;
- OR creates a hostile educational environment for the student by interfering with a student's education or severely or pervasively causing physical or emotional harm to the student.

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Montgomery Township School District

Investigations 17-18

	OHES	VES	LMS	UMS	MHS
Reported	11	14	26	15	15
Affirmed	1	4	4	11	9

- OHES Trends-Other Distinguishing Characteristic, Race, Ancestry, Color
- VES Trends-Race, Ancestry, Color, Religion
- LMS Trends-Race, Gender, Other Distinguishing Characteristics
- UMS Trends-Gender, Race, Color
- MHS Trends-Race, Color, Gender, Other Distinguishing Characteristics, Disability

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Montgomery Township School District

Consequences

Examples of Consequences

1. Admonishment;
2. Temporary removal from the classroom;
3. Deprivation of privileges;
4. Classroom or administrative detention;
5. Referral to disciplinarian;
6. In-school suspension;
7. Out-of-school suspension (short-term or long-term);
8. Reports to law enforcement or other legal action; or
9. Expulsion.

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Montgomery Township School District

District Trends are Consistent

•When Deemed HIB by Definition

- Mode: verbal
- Effects: substantially disrupts
- Location: bus, lunch, outside of classroom

•When Deemed Not HIB by Definition

- no protected category or distinguishing characteristic identified
- does not substantially disrupts
- off campus conduct-must substantially disrupt the school

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Montgomery Township School District

Remedial Measures

1. behavioral contract
2. parent meetings
3. discussion
4. counseling with school counselor, social worker, psychologist
5. develop learning plan
6. wrap around support services
7. social skill training
8. letters of apology
9. reflective essays
10. research and teach
11. restitution
12. age-appropriate restorative
13. follow up conferences

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Montgomery Township School District

Consequences

- consistent with the Code of Student Conduct
- graded according to the severity of the offense(s)
- consider the developmental ages of the student offenders and students' histories of inappropriate behaviors, per the Code of Student Conduct and N.J.A.C. 6A:16-7

Consequences: may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1. The use of negative consequences should occur in conjunction with remediation

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Montgomery Township School District


HIB ITP-Training Topics for All Stakeholders

- Anti-Bullying Bill of Rights
- 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)
- Social Strategies for Up-Standers
- Conflict Resolution
- School Climate and Culture Improvement

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Montgomery Township School District

HIB ITP-Programs for All Stakeholders




- The Alliance
- Celebration of History Months
- Empathy Project
- The People Project
- Peer Leadership
- Responsive Classroom
- 22 Steps to Respect
- Guidance Groups
- HIB Mock Trials
- Pillars of Character
- Public Announcements: stereotypes, acceptance, resilience and service
- Service Projects
- Individual Guidance Sessions
- Morning Announcements
- Young Scholars
- Bridges Mentoring Program
- Peer Partners
- Intervention & Referral Services
- Newcomer Guidance Groups

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Montgomery Township School District

School Scores- Self Assessment




	17-18	16-17	15-16	14-15	13-14
OHES	75	73	73	73	68
VES	76	76	73	69	66
LMS	74	74	74	76	66
UMS	74	71	71	70	69
MHS	75	74	75	76	75

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Montgomery Township School District

What we are doing...




- District Programs-Week of Respect, School Violence Awareness Week,
- School Programs-
 - OHES-Bucket Filling, Assemblies, Theme Days, Culture Awareness Days, Pillars, and more
 - VES-Celebrating Differences-Spirit Days, Morning Meetings, Newscasts, Class Favorite Respect Quotes, Caught Being Kind
 - LMS-We Are Tired of Bullying programs, Sock it to Bullies, Put a Lid on Bullying
 - UMS-Morning Announcements, Respect Starts with Hello, School Assembly Respect Rally
 - MHS-#Startwithhello, Bracelet Awareness, Video from People Project

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Montgomery Township School District

Self Assessment Elements




- HIB programs, approaches or other initiatives (15)
- Training on the BOE approved HIB policy (9)
- Other staff instruction and training programs (15)
- Curriculum and instruction on HIB and related information and skills (6)
- HIB personnel (9)
- School level HIB incident reporting procedure (6)
- HIB investigation procedure (12)
- HIB reporting (6)

0-does not meet the requirements
 1-partially meets the requirements
 2-meets all requirements
 3-exceeds the requirements

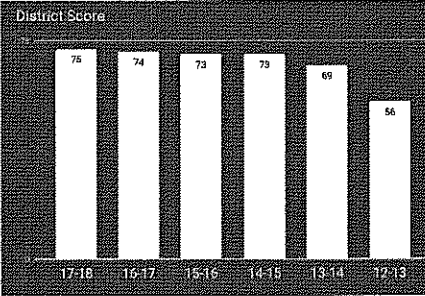
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Montgomery Township School District

Scores-max 78, min 52



District Score




Year	Score
17-18	75
16-17	74
15-16	73
14-15	73
13-14	69
12-13	56

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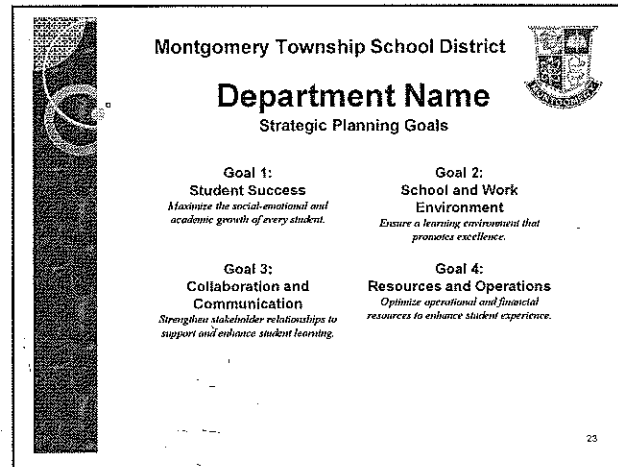
Montgomery Township School District

Trends



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

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SUPERINTENDENT'S REPORT

None

NEW BUSINESS FROM BOARD/PUBLIC

Members of the public commented on the following:

- The withholding of commentary by the public during presentations
- Question on what the proposals to the MTEA were and what was turned down
- Whether data addresses changing demographics of the town
- The need for immediate opportunities for the public to address transportation issues
- The superintendent's increase and whether the public was made aware that this was a motion for tonight's meeting
- Concern over transportation issues, who to contact regarding future transportation issues, whether the Q&A would be posted online, and how and when a parent task force would be taking place
- Whether the HIB figures reported are truly accurate and whether a climate survey could be done to confirm what the presentation reported

Mr. Cavalli responded to public comment:

- There is a prescribed bureaucracy by the state that school board meetings are required to follow. This includes the section on public comment. Public comment provides a venue for the public to address any issues or comments to the board for consideration.
- The agreement with the MTEA prohibits the board from sharing negotiations with the public. The bargaining method goes from negotiation to impasse to fact finding. The district is currently in impasse. The analysis made thus far, in Mr. Cavalli's opinion, far surpasses what will be asked for in fact finding.
- Diversity is inherent in the data presented and well represented within the district as evidenced by the selection of members of the board of education.
- The board is looking for ways to collaborate with the public regarding transportation. A task force will be set up and dates communicated in the near future. Ownership of transportation is mainly with the Operations, Facilities and Finance Committee and Ms. Wells with a small portion also under the auspices of the Pupil Services and SEL Committee and Ms. McLoughlin. The superintendent's compensation is three parts: salary, performance goals, and merit goals. Goals will be shared in the future to create

greater transparency. Mr. Cavalli will investigate in executive session if and how information regarding the superintendent's contract became publicly available.

- Agree that a climate survey may be valuable, noting some constraints that need to be assessed in surveying students.

Ms. Wells added that the transportation question and answer handouts at tonight's meeting would also be posted online. The transportation department has already added additional office personnel to ensure that calls could be answered. All bus drivers are now calling in to the transportation department to inform that they have arrived.

Mr. Jacey requested that the parent advisory task force be set up within a week. Ms. Nastus was asked to oversee the formation of this group. The board was asked to email Ms. Nastus with suggestions on the formation of this group. Ms. Nastus stated that two weeks would be a better timeline for this to occur.

Representative Reports

- Board Member Delegate/Representative Reports – None
(SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.)

Board Committee Reports

- Assessment, Curriculum and Instruction Committee Report – None
- Board of Education Executive Council – None
- Human Resources Committee Report – None
- Operations, Facilities and Finance Committee Report – Mr. Jacey reported that the committee is developing committee goals. A main focus has been on the improvement of the transportation department. An additional objective has been to formulate a five-year financial plan that could be presented to the board at the November 13th board of education meeting. The five-year plan that will be discussed shows a flawed financial model that will be difficult to implement with the same standard of academic excellence that has come to be expected by the community.

The Safe Havens report has been reviewed by administration, who reports that there are not any serious security or safety problems. An executive summary is being prepared by Safe Havens for presentation to the board. Mr. Chris Penna, Director of Athletics, met with the committee and presented an outline of co-curricular costs. He has been asked to prepare a ranking and give recommendations should his budget be cut by 20%. It was noted that the district runs high in this area in comparison to its peers. Additional departments and programs will be looked at in the same manner. The district needs to be sure that all are "excellent and highly effective" before considering asking the community for additional support.

- Policy and Communications Committee Report – The committee needs additional time in reviewing transportation policy.
- Pupil Services and SEL Committee – None

EXECUTIVE SESSION- A motion was made by Mr. Doshi and seconded by Ms. Chenette that the board adopt a resolution to go into executive session at 12:12 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, harassment, intimidation and bullying incidents, and negotiations with the Montgomery Township Education Association will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

RETURN FROM EXECUTIVE SESSION- The Board returned from Executive Session at 12:48 p.m.

APPROVAL OF MINUTES

A motion was made by Mr. Tiwari and seconded by Ms. Bursh to approve the following minutes:

September 11, 2018	Executive Session Meeting
September 11, 2018	Workshop and Business Meeting

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

A motion was made by Mr. Doshi and seconded by Ms. Chenette to approve the following minutes:

September 25, 2018	Executive Session Meeting
September 25, 2018	Business Meeting

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

ACCEPTANCE OF CORRESPONDENCE

A motion was made by Ms. Bursh and seconded by Ms. Chenette to approve the following correspondence:

1. Email dated 9/24/18 from A. Grayson regarding Route 14R Running Late
2. Email dated 9/24/18 from S. Andolino regarding Montgomery Ordinance for Prohibition of Marijuana
3. Email dated 9/26/18 from S. Gupta regarding Bus Issues with 5UM and 18LM
4. Email dated 9/27/18 from I. Samarasekera regarding Transportation

5. Email dated 9/29/18 from S. Cunningham regarding 20H Bus on Friday, Sept. 28
6. Email dated 10/9/18 from J. Sangiovanni regarding Did Not Receive this Important Information

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

ACTION AGENDA

1.0 ADMINISTRATIVE

A motion was made by Mr. Doshi and seconded by Mr. Tiwari to approve agenda items 1.1 through 4.1 excluding 1.2 and the resolution under 4.1 for additional compensation for the superintendent as follows:

- 1.1 Routine Monthly Reports – Accept the following reports:
 - a. Student Control Report
 - b. Fire/Security Drill Report
 - c. Harassment, Intimidation and Bullying (HIB) Report
 - d. Student Safety Data System (SSDS) Report, Period 2: 2017 – 2018

- 1.3 HIB Self-Assessment 2017-2018

WHEREAS, the Superintendent of Schools has recommended that the Board of Education approves the schools' completed Harassment, Intimidation, and Bullying Self-Assessment Scores for the 2017-2018 school year;

WHEREAS; the Board of Education finds that it is in the best interest of the school district to accept the Superintendent's recommendation;

NOW, THEREFORE BE IT RESOLVED, that the HIB School Self-Assessment is approved by the Board of Education on October 16, 2018.

2.0 CURRICULUM & INSTRUCTION

2.1 Consultant Approvals 2018-2019 - Approve the following consultants for the 2018-2019 school year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Dr. Colleen Sears	One (1) Day of Site-Based Professional Development for K-12 Visual and Performing Arts Faculty: November 7, 2018	\$400.00
Helene Mazur Princeton Performance Dynamics	DISC Assessment for District Administration (3)	\$500.00
Close Up Washington	One (1) Day of Site-Based Professional Development for Grades 9-12 Social Studies Faculty: February 15, 2019	\$350.00 To Be Funded by ESEA Title II Grant Funds
Achieve 3000	One (1) Day of Site-Based Professional Development for Title I Faculty During 2018-2019 School Year	\$2,200.00 To Be Funded By ESEA Title I Grant Funds
Edward Fergus Collaborative Equity Solutions	Five (5) Days Professional Workshops: Equity Leadership Sessions	\$2,000.00

2.2 Out-of-District Placements 2018-2019 - Approve the following Out-of-District Placements for the 2018-2019 School Year:

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
000254	Hunterdon Preparatory School	9/17/18-6/18/19		\$45,029.60	\$45,029.60
106704	CPC High Point High School	10/10/18-6/21/19		\$58,776.00	\$58,776.00
102423	Somerset County Vo-Tech Academy of Health & Sciences	9/1/18-6/30/19		\$1,300.00	\$1,300.00
103271	Somerset County Vo-Tech Academy of Health & Sciences	9/1/18-6/30/19		\$1,300.00	\$1,300.00
000219	Somerset County Vo-Tech Academy of Health & Sciences	9/1/18-6/30/19		\$1,300.00	\$1,300.00
103868	Somerset County Vo-Tech School Full Time	9/1/18-6/30/19		\$1,300.00	\$1,300.00

100781	Somerset County Vo-Tech School Full Time	9/1/18-6/30/19		\$1,300.00	\$1,300.00
101608	Somerset County Vo-Tech School Full Time	9/1/18-6/30/19		\$1,300.00	\$1,300.00
181958	Somerset County Vo-Tech School Full Time	9/1/18-6/30/19		\$1,300.00	\$1,300.00
001253	Somerset County Vo-Tech School Shared Time	9/1/18-6/30/19		\$650.00	\$650.00
105505	Somerset County Vo-Tech School Shared Time	9/1/18-6/30/19		\$650.00	\$650.00
105709	Somerset County Vo-Tech School Shared Time	9/1/18-6/30/19		\$650.00	\$650.00
101318	Somerset County Vo-Tech School Shared Time	9/1/18-6/30/19		\$650.00	\$650.00
000973	Somerset County Vo-Tech School Shared Time	9/1/18-6/30/19		\$650.00	\$650.00
100273	Somerset County Vo-Tech School Shared Time	9/1/18-6/30/19		\$650.00	\$650.00

2.3 Chapters 192/193 Funding 2018-19 – Approve original funding under the provisions of Chapters 192/193, Nonpublic Auxiliary and Handicapped Services, in the amount of \$24,087.00 for the 2018-19 school year to be allocated as follows:

Chapter 192 Compensatory Education	\$ 2,538.00
Chapter 192 E.S.L.	<u>\$ 0.00</u>
Chapter 192 Total	\$ 2,538.00
Chapter 193 Exam and Classification	\$ 9,649.00
Chapter 193 Corrective Speech	\$ 7,142.00
Chapter 193 Supplementary Instruction	<u>\$ 4,758.00</u>
Chapter 193 Total	\$21,549.00
Grand Total	\$24,087.00

3.0 FINANCE

3.1 Financial Reports - As prepared by the School Business Administrator and Treasurer of School Moneys which are in agreement, and presented by the Superintendent, approve the following preliminary reports as of September 30, 2018:

- Board Secretary’s Report
- Treasurer’s Report
- Investment Report
- Food Services Report

3.2 Ratification of Transfers - ratify the transfer of funds among the general, special revenue and capital projects funds’ line items as of September 30, 2018

3.3 Receipt of Certification from Board Secretary - Pursuant to NJAC 6A:23-2.12 (c) 3, I, Annette M. Wells, certify that as of September 30, 2018 no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of 6A:23-2.12 (a).

Board Secretary

Date

3.4 Certification of Board of Education - Pursuant to NJAC 6A:23-2-12 (c) 4, we certify that as of September 30, 2018 after review of the Board Secretary's and Treasurer's monthly financial reports, in the minutes of the board each month that no major account or fund has been over expended in violation of NJAC 6A:23-2.12 (b).

3.5 Approval of Monthly Bills for October – approve the monthly bills as follows:

General Operating	\$8,784,876.66
Food Service	\$234,114.99

3.6 Travel Reimbursement –2018/2019 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Pages 30-31).

3.7 Submission of Comprehensive Maintenance Three-Year Plan – approve the following resolution regarding the approval and submission of the district’s comprehensive maintenance plan:

Whereas, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting “required” maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the Montgomery Township School District are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

Whereas, specific proposed expenditures will be subject to review and approval by the Board of Education prior to the commitment of any funds,

Now, therefore, be it resolved, that the Montgomery Township School District hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan for the Montgomery Township School District in compliance with Department of Education requirements.

3.8 Maximum Capital Reserve Deposit – That the Montgomery Township Board of Education adopt the following statement:

Whereas, the Montgomery Township School District has 53 projects identified in its current Long-Range Facility Plan that have not been initiated or advanced, and

Whereas, the 53 projects have an estimated total cost over the five-year period of \$14,796,475 and

Whereas, it is estimated that projects totaling the amount of \$2,383,115 have been identified as Other Capital Projects that are not eligible for State funding in the form of debt service aid or NJSCC grant funds, and

Whereas, it is estimated that the district has remaining projects in the amount of \$12,413,360 that are eligible for State funding in the form of debt service aid or NJSCC grant funds in the amount of \$4,965,344 and

Whereas, the estimated local share of these eligible projects is \$7,448,016,

Now, therefore be it resolved, that the **maximum** amount the Montgomery School District may deposit in its capital reserve for the local share of eligible projects is \$7,448,016.

3.9 Addendum to Bid – Student Transportation Services – To and From School (Bid B19-07) – Route TT4 is being deleted from the bid received on June 19, 2018 for student transportation services to and from school as follows:

<u>Vendor</u>	<u>Base Bids</u>
	Irvin Raphael, Inc. East Brunswick, NJ
TT4/6H	\$25,000.00
TT4/3LM	\$25,000.00
TT4/13R	\$25,000.00
+/- Adjustment Cost	+/- \$1.95
Tier Cost	\$75,000.00

Irvin Raphael Inc. offered a 10% discount if awarded all routes, therefore total award for student transportation services to and from school was \$607,500.00. The total contract is being decreased by \$66,750. The total amended award is \$540,750.

- 3.10 Approval of Joint Transportation Agreement - approve joint transportation agreement with Bound Brook as the host and Montgomery as the joiner at a total cost of \$423 to Montgomery for the 2018-2019 school year as follows:

<u>Route#</u>	<u>Destination</u>	<u># Bound Brook Students</u>	<u># Montgomery Students</u>	<u>Joiner Cost</u>
VTA/PM	Somerset County Votech	35	1	\$423

- 3.11 Receipt and Award of Bid – Winter Athletic Awards, Equipment, Supplies and Uniforms for the Montgomery Township School District (Bid #B19-10) – Bids were received on October 2, 2018 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
Leisure Sporting Goods Iselin, NJ	\$20,827.44
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$19,093.95
Metuchen Center, Inc. Sayreville, NJ	\$11,660.08
Riddell/All American Elyria, OH	\$11,127.48
Pyramid School Products Tampa, FL	\$3,836.51
Absolute Fencing Gear Bridgewater, NJ	\$2,878.30
Blue Gauntlet Fencing Gear, Inc. Saddle Brook, NJ	\$2,836.90
Longstreth Sporting Goods Spring City, PA	\$2,694.60
Aluminum Athletic Equipment Co. Royersford, PA	\$1,990.00
S & S Worldwide Colchester, CT	\$1,290.58
MFAC, LLC (M-F Athletic) West Warwick, RI	\$553.85

It is recommended that the Board of Education award bid B19-10 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	
Leisure Sporting Goods Iselin, NJ	\$16,010.88
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$2,766.78
Blue Gauntlet Fencing Gear, Inc. Saddle Brook, NJ	\$2,512.90
Riddell/All American Elyria, OH	\$1,988.27
Metuchen Center, Inc. Sayreville, NJ	\$1,500.00
Pyramid School Products Tampa, FL	\$1,236.20
Absolute Fencing Gear Bridgewater, NJ	\$312.90
MFAC, LLC (M-F Athletic) West Warwick, RI	\$286.00
Total Award	\$26,613.93

4.0 PERSONNEL

- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 32 - 37).

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

A motion was made by Mr. Jacey and seconded by Mr. Doshi to approve agenda item 1.2 as follows:

1.2 Policy Second Reading – Accept and adopt the following policy following a second reading:

2431 Athletic Competition

Ms. Bursh commented that in her opinion taxpayers within the community should have some rights to having their homeschooled students participate in extracurricular activities.

Upon call of the roll, the motion carried with seven members voting in favor and Ms. Bursh voting against.

A motion was made by Mr. Doshi and seconded by Ms. Rao to approve agenda item 4.1 as follows:

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/ Notes
DISTRICT	Nancy	Gartenberg	Superintendent of Schools SPT.BO.SUPT.NA.01	N/A	N/A	N/A	\$188,421		07/01/2018 – 06/30/2019

Upon call of the roll, the motion carried with six members voting in favor, Ms. Chenette voting against and Mr. Tiwari abstaining.

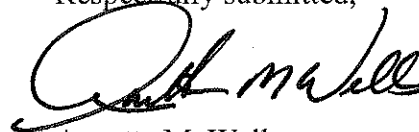
ANNOUNCEMENTS BY THE PRESIDENT

Mr. Cavalli outlined several accomplishments of the October 6th retreat with Dr. Adams. Mr. Tiwari and Ms. Gartenberg have already met and are developing an operating plan for 2018-19. Each committee is considering risk management in its administration. The 2018-19 committee objectives are being linked with district objectives. Draft agendas are to be attached to meeting notes along with items under consideration and updates on items for upcoming votes. Strategic goal committees have each been assigned to a committee to oversee progress.

ADJOURNMENT

A motion was made by Mr. Tiwari and seconded by Ms. Chenette that the meeting be adjourned at 12:53 a.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
2018/2019**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (-.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Philip Chao	MHS	10/18 & 12/6/18	NGSS Engineering Design 2018-19					\$30.00		\$30.00	\$30.00
Tara Dec	LMS	10/19/2018	NJ Technology & Engineering Educators Assoc. Fall Conference	\$10.00	\$29.88			\$150.00		\$189.88	\$189.88
Kelly Ferrante	UMS	10/24/2018	NJ Science Convention		\$4.34			\$175.00		\$179.34	\$179.34
Lisa Franey	VES	12/2 - 12/4/18	NJASL 2018 Fall Conference		\$64.54	\$14.00		\$175.00		\$253.54	\$253.54
Robyn Friedlander	BO	12/13/2018	Breaking Bad Communication Habits					\$199.00		\$199.00	\$199.00
Corie Gaylord	MHS	11/20 & 11/29/18	Student Mental Health Issues Certificate Program					\$300.00		\$300.00	
Corie Gaylord	MHS	11/30/2018	Crisis Prevention and Preparedness: Comprehensive School Safety Planning		\$2.60			\$250.00		\$252.60	\$2,342.36
Kelli Kallens	UMS	11/12 - 11/14/18	Book Clubs in Middle and High Schools Institute	\$15.00				\$650.00	\$112.50	\$777.50	\$777.50
Jocelyn Keefe	LMS	10/17/2018	From Page to Stage						\$28.00	\$28.00	\$28.00
Tara Lawler	UMS	10/24/2018	NJ Science Convention					\$175.00		\$175.00	\$175.00
Meghan Linck	LMS	12/2 - 12/4/18	NJASL 2018 Fall Conference	\$16.50	\$75.33	\$14.00		\$175.00		\$280.83	\$280.83
Kevin Lonergan	UMS	11/12 - 11/14/18	Book Clubs in Middle and High Schools Institute	\$15.00				\$650.00	\$112.50	\$777.50	\$777.50
Megan Mastil	MHS	10/17/2018	Transition Coordinator Network Meeting		\$14.88					\$14.88	\$14.88
Casey Maxwell	VES	11/28/2018	Starlab Training		\$2.64					\$2.64	
Casey Maxwell	VES	1/25/2019	Engineering Workshop		\$6.51					\$6.51	
Casey Maxwell	VES	3/13/2019	Planning NGSS Aligned Lessons (K-5)		\$2.64					\$2.64	\$288.45
Mary McLoughlin	BO	10/31/18, 2/11 & 2/22/19	Special Ed Litigation Certification Program		\$17.86						\$467.86
Zoran Milich	MHS	10/22/2018	NJ Council for the Social Studies					\$100.00		\$100.00	\$100.00
Gale Murphy	MHS	11/30/2018	NJ Council for History Education					\$80.00		\$80.00	\$80.00
Jessica Pagodin	MHS	10/18 & 12/6/18	NGSS Engineering Design 2018-19					\$30.00		\$30.00	\$30.00

**Montgomery Township Board of Education
Travel Reimbursement Requests (Cont'd)
2018/2019**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Betsy Randolph	UMS	11/12 - 11/14/18	Book Clubs in Middle and High Schools Institute	\$15.00				\$650.00	\$112.50	\$777.50	\$777.50
Meredith Sfera	MHS	10/18 & 12/6/18	NGSS Engineering Design 2018-19					\$30.00		\$30.00	\$30.00
Jennifer Snyder	LMS	11/28 - 11/30/18	Writing to Learn in Social Studies Institute 2018					\$650.00	\$100.50	\$750.50	\$750.50
Morgan Sterling	UMS	11/12 - 11/14/18	Book Clubs in Middle and High Schools Institute	\$15.00				\$650.00	\$112.50	\$777.50	\$777.50
Chu Velazquez	BO	11/1/2018	Excelling as a Manager/Supervisor					\$99.00		\$99.00	
Chu Velazquez	BO	12/12/2018	Breaking Bad Communication Habits					\$199.00		\$199.00	\$298.00

*Excluding Tolls

**Includes Registrations

BOE

10/16/18

4.1 PERSONNEL

Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
OHES	Ewa	Choldy	Custodian CUS.OH.CUST.NA.06	09/16/2018	Resignation	07/01/2005 – 09/15/2018

Leaves of Absence

Location	Name	Lasts	Position	Type of Leave	Dates of Leave/Notes
VES	Samantha	Borelli	Teacher/Special Education TCH.VS.RCTR.MG.10	Temporary Disability FMLA Unpaid Leave Anticipated Return	01/02/2019 – 02/27/2019 (Paid w/ Benefits) 02/28/2019 – 05/24/2019 (Unpaid w/ Benefits) 05/27/2019 – 06/30/2019 09/01/2019
MHS	Melissa	Fattorusso	Teacher/English TCH.HS.ENG.MG.09	Temporary Disability FMLA Anticipated Return	02/19/2019 – 03/29/2019 (Paid waives Benefits) 04/01/2019 – 06/28/2019 (Unpaid waives Benefits) 09/01/2019
MHS	Alison	Karp	Paraprofessional AID.HS.TIA.EO.04	Temporary Leave to fill a LR Teaching Position Return to Position	11/05/2018 – 03/01/2019
OHES	Erica	McGlynn	Paraprofessional AID.OH.FPS.MG.04	Temporary Leave to fill a LR Teaching Position Return to Position	03/04/2019 09/01/2018 – 12/07/2018 - Revised 12/10/2018 - Revised

Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Cynthia	Gorman	Teacher/Special Education TCH.HS.RCTR.MG.03	Barbara Levenstein	BA	1	\$59,440	Yes	11/26/2018 – 06/30/2019

MHS	Jason	Gray **	Teacher/Special Education TCH.HS.RCTR.MG.10	Michael Holinko	BA	22	\$78,340	Yes	12/17/2018 – 06/30/2019 (or sooner, pending release)
OHES	Sarah	Holland **	Teacher/Special Education TCH.OH.TVLMG.01	New Position	MA	1	\$65,440	Yes	10/16/2018 – 06/30/2019
UMS	Joanna	Javeline	Teacher/Special Education (Leave Replacement) TCH.UM.RCTR.MG.01	Jacquelyn Butler	BA	1	\$59,440	Yes	11/07/2018 – 02/11/2019
MHS	Alison	Karp	Teacher/ESL (Leave Replacement) TCH.HS.ESLMG.03	Iryna Lupak	BA	1	\$59,440	Yes	11/05/2018 – 03/01/2019
OHES	Erica	McGlynn	Teacher – Autism (Leave Replacement) TCH.OH.AUT.MG.01	Lisa Gravier	BA	1	\$59,440	Yes	11/26/2018 – 12/07/2018

Appointments/Renewals (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Irene	Dala **	Paraprofessional (.48) AID.OH.TIA.RC.09	Vanathi Raghupathy	1	\$11,856	Yes	10/29/2018 – 06/30/2019
OHES	Madison	Malave	Paraprofessional (Leave Replacement) AID.OH.FPS.MG.04	Erica McGlynn	1	\$24,700	Yes	11/26/2018 – 12/07/2018
TRANS	Nicholas	Mistretta	Bus Driver TRN.TR.DRVR.NA.40	Albert Cumba	1	\$20.67 p/h	Yes	10/16/2018 – 06/30/2019
OHES	Aparna	Nakka	Paraprofessional (.48) AID.OH.TIA.RC.11	Pinky Goyal	1	\$11,856	Yes	10/17/2018 – 06/30/2019

Appointments – Summer Work 2018

Location	First	Last	Position	Salary	Dates of Employment/Notes
LMS	Meghan	Linck	Media Center Specialist (Not to exceed 5 days)	\$335.23/per diem	07/01/2018 – 08/31/2018

Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Tamara	Harrington	Substitute Teacher	NEW	2018-2019
DISTRICT	Donna	Ligor	Substitute Nurse/Teacher	NEW	2018-2019
DISTRICT	Celine	Mileham	Student Teacher/Substitute Teacher	NEW	2018-2019
DISTRICT	Gena	Simpson	Substitute Nurse	NEW	2018-2019
DISTRICT	Rohini	Tewary	Substitute Teacher	NEW	2018-2019

Renewals/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	William	Dominick	Substitute Teacher	RENEW	2018-2019
DISTRICT	Mona	Kishore	Substitute Teacher	RENEW	2018-2019

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
OHES	Sarah Holland	Kelly Thorp	Traditional	\$550.00	NO	10/16/2018-06/30/2019
UMS	Joanna Javeline	Michelle Feigenwinter	Traditional	\$165.00	YES	11/07/2018-02/11/2019
MHS	Alison Karp	Staci Anderson	Traditional	\$220.00	YES	11/01/2018-03/01/2019
OHES	Erica McGlynn	Tara Folmer	Alternate	\$350.00* <i>Revision</i>	YES	9/1/2018-12/7/2018 * <i>Revision</i>

Appointments – To Be Funded by FY2019 Title I Funds

Location	First	Last	Position	Salary/ Stipend	Dates/Notes
OHES	RoseMarie	D'Allegro	Monitor – The Bridges Program	\$400/program	10/17/2018 – 06/25/2019
VES	Julianna	Fragulis	Monitor – The Bluebird Program	\$200/program	10/17/2018 – 06/25/2019
OHES	Rangini	Mohan	Teacher – The Bridges Program	\$400/program	10/17/2018 – 06/25/2019
LMS	Alyssa	Juniak	Teacher – Period 9 Program	\$59.98 p/h	10/17/2018 – 06/25/2019 Not to exceed 84 hours
LMS	Megan	Murphy	Teacher – Period 9 Program	\$59.98 p/h	10/17/2018 – 06/25/2019 Not to exceed 84 hours
LMS	Kristen	Kaplan	Teacher – Period 9 Program	\$59.98 p/h	10/17/2018 – 06/25/2019 Not to exceed 84 hours
LMS	Bianca	Olsen	Teacher – Period 9 Program	\$59.98 p/h	10/17/2018 – 06/25/2019 Not to exceed 84 hours

Appointments – To Be Funded by FY2019 Title III Funds

Location	First	Last	Position	Salary/ Stipend	Dates/Notes
UMS	Staci	Anderson	Teacher – ELL Parent Meetings (Not to exceed 6 hours) - <i>Revised</i>	\$30.00 p/h	09/12/2018 – 06/30/2019
MHS	Alison	Karp	Prep (Not exceed 18 hours) - <i>Revised</i> Teacher – ELL Parent Meetings (Not to exceed 1.5 hours) Prep (Not to exceed 1 hour)	\$30.00 p/h	11/05/2018 – 03/01/2019

Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
UMS	Jody	Adler	University of LaVerne	Fall 2018	3	\$345.00	Motivating Students Who Don't Care
UMS	Jody	Adler	University of LaVerne	Fall 2018	3	\$345.00	The Differentiated Classroom

LMS	Kadie	Bond	Andrews University	Fall 2018	3	\$449.00	Teaching Classical Music History & Appreciation
UMS	Lauren	Horowitz	Marygrove College	Fall 2018	3	\$1770.00	Instructional Strategies for Successful Learning
OHES	Erica	McGlynn	Rutgers University	Fall 2018	3	\$2106.00	Assessment and Measurement for Special Education
UMS	Michael	Razzoli	TCNJ	Fall 2018	3	\$2372.37	Graduate Practicum in Special Education
VES	Max	Rodriguez	Loyola Marymount University	Fall 2018	3	\$404.10	Making Thinking Visible
OHES	Wendy	Senatra	Colorado State University	Fall 2018	3	\$395.00	Emotional Intelligence: Why It Can Matter
OHES	Daniel	Van Hise	NJPSA/FEA	-	-	\$800.00	Leader to Leader Mentoring Fee
OHES	Krista	Van Nostrand	Colorado State University	Fall 2018	3	\$395.00	Emotional Intelligence: Why It Can Matter
OHES	Krista	Van Nostrand	Colorado State University	Fall 2018	3	\$395.00	Boys and Girls Learn Differently

Co-Curricular 2018-2019

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Norman	Gebhart	Football, Volunteer Coach	\$6,200	2018-19 Fall Season (Reimbursed by the Booster Club)
MHS	Joe	Riccardi	Football, Volunteer Coach	\$6,200	2018-19 Fall Season (Reimbursed by the Booster Club)
MHS	Cheyanna	Sullivan	Theater Arts: Choreographer	\$0	Rescind

Other

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
VES	Tammie	Fischer	Additional Hours for Extended Coverage	\$24.54 p/h	2018-19 School Year Not to exceed 3.75 hours per week
VES	Maureen	Ocleppo	Additional Hours for Extended Coverage	\$28.77 p/h	2018-19 School Year Not to exceed 3.75 hours per week
MHS	Jennifer	Amberson	Teaching 1 Additional Period	\$1,766.50	11/01/2018 – 11/30/2018
MHS	Sarah	Bickel	Teaching 1 Additional Period	\$2,533.68	10/08/2018 – 11/30/2018
MHS	Michele	Caltiere	Teaching 1 Additional Period	\$1,821.80	11/01/2018 – 11/30/2018
UMS	Denita	Davis	Teaching 1 Additional Period	\$2,480.60	11/01/2018 – 12/31/2018
UMS	Chris	Herte	Teaching 2 Additional Periods	\$8,963.04	11/01/2018 – 12/31/2018
VES	Cheryl	Housten	Teaching 1 Additional Period	\$14,678.18	09/20/2018 – 06/03/2018
MHS	Valerie	Kruger	Teaching 1 Additional Periods	\$2,390.40	10/08/2018 – 11/30/2018
MHS	James	Lopez	Teaching 1 Additional Periods	\$2,413.62	10/08/2018 – 11/30/2018
MHS	Christopher	Runion	Teaching 1 Additional Period	\$1,520.90	11/01/2018 – 11/30/2018
MHS	Rachel	Sitar	Teaching 1 Additional Period	\$2,678.04	10/08/2018 – 11/30/2018
MHS	Corinne	Skelton	Teaching 1 Additional Period	\$1,405.30	11/01/2018 – 11/30/2018
MHS	Karen	Stalowski	Teaching 1 Additional Period	\$3,715.31	10/08/2018 – 11/30/2018
MHS	Marybeth	Torralba	Teaching 1 Additional Period	\$1,385.90	11/01/2018 – 11/30/2018
DISTRICT	BE IT RESOLVED, that the Montgomery Township Board of Education approves the revised Director of Pupil Services Job Description.				

*Pending Criminal Background Clearance

**Pending Criminal Background Clearance and Employment History Clearance



New Jersey
Department of Education

Student Safety Data System

35 SOMERSET

3320 MONTGOMERY TWP

District-level User: Lewis

July 18, 2018

Your Student Safety Data System report to the NJDOE has been successfully certified for 2017-18 School Year.

2017-18 School Year

School Name	Incidents*	Other Incidents Leading to Removal	HB Alleged	HB Trainings	HB Programs
030-MONTGOMERY HIGH	15	68	6	12	11
045-MONTGOMERY LOWER MID SCH	4	17	19	5	29
070-MONTGOMERY UPPER MID SCH	10	32	3	4	14
080-ORCHARD HILL ELEM SCH	1	0	10	7	3
105-VILLAGE ELEM SCHOOL	4	0	10	5	3
District-Wide				11	0

* Violence, Vandalism, Substances, Weapons and HB Confirmed

Confirmation of District Certification

First Name: Kelly

Last Name: Mattis

Position Title: District Anti-Bullying Coordinator

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