

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, October 4, 2016 6:45 P.M. Workshop and Business Meeting**

These minutes were not 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 4, 2016 at 6:45 p.m. in the Upper Middle School Media Center.
- B. Roll Call - The following Board Members were present: Richard Cavalli, Minkyo Chenette (6:50 p.m.), Dharmesh Doshi (6:50 p.m.), Charlie Jacey, Amy Miller (6:51 p.m.) and Christine Witt

Absent: Sandra Donnay, Nicholas Hladick and Dale Huff

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

- C. President Witt 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 7, 2016 and September 29, 2016. 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 Witt then led everyone in the Salute to the Flag.
- E. President Witt welcomed all to the workshop and business meeting.

EXECUTIVE SESSION – A motion was made by Mr. Huff and seconded by Ms. Miller that the board adopt a resolution to go into executive session at 6:45 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 special education litigation will be discussed.
- 2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

Ms. Minky Chenette and Mr. Doshi arrived at 6:50 p.m.

Ms. Amy Miller arrived at 6:51 p.m.

RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:30 p.m.

### COMMITTEE/REPRESENTATIVE REPORTS

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

## Investigations, Trainings, and Programs Report

Harassment Intimidation and  
Bullying-Report Period 2

### HIB: Statutory Definition

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

### Reporting Periods

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

### HIB: Statutory Definition

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

- A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property;
- OR Has the effect of insulting or demeaning any student or group of students;
- OR creates a hostile educational environment for the student by interfering with a student's education or severely or pervasively causing physical or emotional harm to the student.

## Anti-Bullying Specialists

- Anti-Bullying Specialists (ABS) Investigate a Report of HIB
  - OHES-Wendy Senatra and Christine Buber
  - VES-Lauren Fornal and Jolene Schantz
  - LMS- Kevin Armstrong and Leslie Haas
  - UMS-Allison Doyle-Smith and Jeanne Fedun
  - MHS-Keith Glock
  - District-Kelly Mattis, Anti-Bullying Coordinator

## District Data

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	1	0	3	5

## District Data

- 53 Investigations Initiated and Completed within 10 days
- 12 HIB Incidents Affirmed

## Affirmed HIB Incidents

School	Investigated	Affirmed
OHES	7	1
VES	8	0
LMS	18	4
UMS	9	4
MHS	11	3
Grand Total	53	12

## District Data

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

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	3	2	0	2	1	0

## Orchard Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

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

## Orchard Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

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

#11

## Lower Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

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

#12

## Village Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

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

#12

## Lower Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

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

#15

## Village Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

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

#13

## Upper Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	2	1	0	2	1	0

#16



## Upper Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	0	0	1	2

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## Consequences and Remedial Actions

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

• 20

## High School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

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

• 18

## Factors for Determining Consequences- Student Considerations

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

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## High School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

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

• 19

## Factors for Determining Consequences- School Considerations

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

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### Factors for Determining Remedial Measures -School Considerations

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

e.23

### HIB Trainings-Audience

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

e.26

### Factors for Determining Remedial Measures -School Considerations

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

e.24

### HIB Programs

- The Alliance
- Recognition of Black History Month
- Recognition of Women's History Month
- Safe Place Sticker Program
- Empathy Project
- The People Project
- Peer Leadership
- Responsive Classroom
- Pillars of Character
- Public Announcements: stereotypes, acceptance, resilience and service

e.27

### HIB Trainings

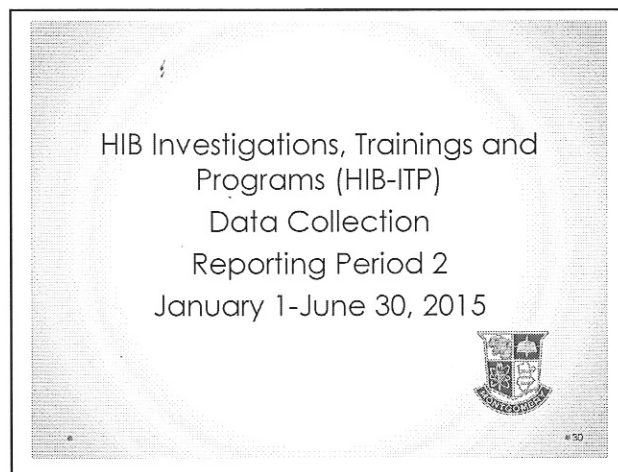
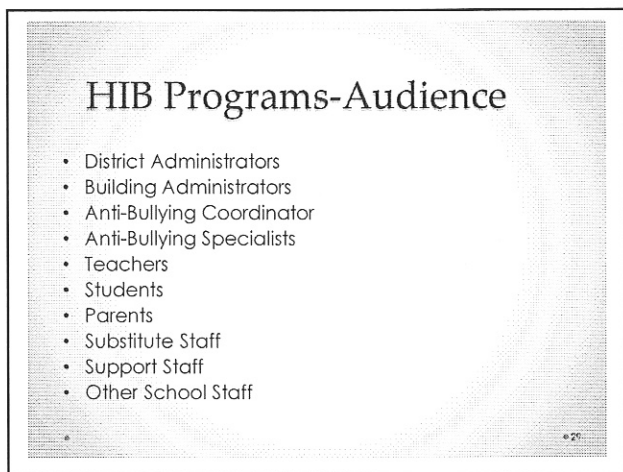
- Anti-Bullying Bill of Rights (ABR)
- HIB Consequences, Prevention, Intervention
- Cyberbullying
- Peer Relationships and Social Norms
- Cultural Competency and Anti-Bias
- Affirmative Action, Sexual Harassment
- HIB and Special Education
- Parent Education
- Board of Education Training
- On-line Training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

e.25

### HIB Programs

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

e.28



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

### Representative Reports

Ms. Helen Zhang, Student Representative, reported that the high school students are becoming well-adjusted to the school year. The Student Council is preparing for the upcoming Spirit Week events such as the pep rally. Students are also busy with college applications. Students have been happy to find that time is spent preparing their application essays in their English classes. Clubs are also working hard to begin their fundraising efforts.

### MTEA Report

Ms. Debra O'Reilly, MTEA president, reported that the MTEA applied for and received grants from the NJEA for \$23,000 to hold events such as Read Across America, Teacher for a Day, Music from the Heart and the Special Olympics graduation ceremony. The MTEA will continue to look to hold new events. The MTEA will also hold a new member dinner in the upcoming weeks.

### Municipal Alliance Report

Ms. Chenette reported that the Municipal Alliance is starting their Kids on the Move program at LMS. This program, which is funded by the county, will bring fitness instructors to the school to teach students about leading healthier lifestyles.

### Assessment, Curriculum and Instruction Committee Report

Mr. Doshi reported that the ACI committee met on September 15<sup>th</sup> to talk about technology in the classroom survey and the world language department survey. The committee also discussed the religion in schools policy, which is on the agenda for a first reading. The committee discussed enrollment in science classes and reviewed with administration the changes that have been made in the Physics First program. The committee will continue to review the Science Department's offerings by looking at enrollment in classes and class choice options.

### Operations, Facilities and Finance Committee Report

Mr. Jacey reported that the OFF committee met on September 16<sup>th</sup> and reviewed the three completed referendum projects. The committee also reviewed the summer maintenance projects and discussed the opening of school. As presented to the board previously, the committee continued their discussion on installing a monopole on the high school property. The committee

will have a separate meeting to discuss budget objectives. A public OFF meeting will be held in November for members of the community to share their thoughts regarding the 2017-2018 budget.

Ms. Miller thanked Mr. Frank Drift and his family for their donation of the flag pole at Cougar Stadium.

#### Human Resources and Negotiations Committee Report

Ms. Witt reported that the HRNC committee met to discuss personnel for the agenda. The committee also discussed upcoming negotiations with the APSMT and CWA. Additionally, the committee reviewed three employment policies to update for statute numbers and codification language.

Ms. Witt asked the Board to provide her with feedback regarding reviewing policies within other committees.

#### Communications Committee Report

Ms. Miller reported that the Communications Committee met to discuss the strategic planning initiative. Ms. Miller thanked all Board members for submitting names of community members who would be interested in helping with strategic planning.

#### President's Report

Ms. Witt reported that she would be meeting with Mr. Jacey, board vice president, to discuss the action plans for the Board's goals. Ms. Witt will also be reaching out to schedule a Committee of the Chairs meeting. Ms. Witt thanked the members who attended the meet and greet with Assemblyman Andrew Zwicker, where various county school board members discussed issues they are having.

#### **BOARD/PUBLIC COMMENTS**

Ms. Phyllis Bursh commented that she was concerned about the monopole being placed on the high school grounds. Ms. Bursh noted that she believed there should be further public input and third party research conducted. Ms. Bursh also asked that the ACI committee review how grades are weighted. In addition, Ms. Bursh asked that parents be included in the HIB investigation process more than they currently are at this time.

Mr. Alan Wirsul commented that the district should look into allowing students to choose their science courses. Mr. Wirsul also asked if the administration had met with Verizon regarding the monopole and whether research and due diligence had been done regarding the monopole. Mr. Wirsul asked why the MTEA did not attend the meet and greet with Assemblyman Zwicker. Mr. Wirsul also shared his concern that the public should see details of Fund 10.

Ms. Witt responded that HIB investigations are all regulated by the state.

Mr. Jacey responded that this is not the first time that the public has been informed about the monopole. Mr. Jacey also clarified that the committee and administration had done in-depth research and due diligence including technical review of emissions reports.

Ms. Witt responded that the MTEA was not invited to the meet and greet with Assemblyman Zwicker as it was for board members only.

**REVIEW OF MINUTES**

The board reviewed the following minutes:

- |                       |                               |
|-----------------------|-------------------------------|
| 1. September 6, 2016  | Executive Session Meeting     |
| 2. September 6, 2016  | Workshop and Business Meeting |
| 3. September 20, 2016 | Executive Session Meeting     |
| 4. September 20, 2016 | Business Meeting              |

The minutes will be approved at the October 18, 2016 business meeting.

**REVIEW OF THE DRAFT OCTOBER 18, 2016 BUSINESS MEETING AGENDA**

The board reviewed the draft agenda for the October 18<sup>th</sup> business meeting.

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

Mr. Wirsul asked if the monopole was one big tower or may small towers. Mr. Wirsul also asked if the district had contacted emergency services to test their coverage on the campus.

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

Ms. Phyllis Bursh commented that during a training she attended, she learned that parents could be in attendance during HIB interviews. Furthermore, Ms. Bursh added that the students accused should be innocent until proven guilty. Ms. Bursh questioned if the OFF committee had reviewed the sound reverberations coming off of a monopole. Ms. Bursh also noted that she wished teachers had more training on Physics First so that they would teach it as a conceptual course not based on math.

Ms. Miller asked how next generation science standards were being addressed at lower grade levels.

Ms. Sarmir responded that training for teachers had already begun at the middle school levels.

Ms. Bursh asked for clarification on the \$4,900 training expense.

Mr. Jacey responded that the tower would be a single, 140 foot tower and that the district had looked at an engineer's reports regarding emissions.

Ms. Wells responded that there is a small financial gain from the monopole but that it is not the motivating factor for installation. Ms. Wells further explained that a coverage study was conducted at the high school.

Ms. Witt noted that HIB is not a criminal procedure.

Ms. Mattis clarified that we are not "charging" students with a crime. The district follows the state's guidelines on reporting HIB. Ms. Mattis explained the investigation process and clarified that students are not considered guilty before an investigation is done. Furthermore, Ms. Mattis explained that parents are notified in writing throughout the HIB process.



Ms. Sarmir clarified that the expense was being paid by the NCLB grant and allowed for administration to be part of an organization that looked at achievement and the learning gap.

### **1.0 ADMINISTRATIVE**

A motion was made by Ms. Miller and seconded by Ms. Chenette to approve agenda items 1.1 and 1.2 as follows:

1.1 Routine Monthly Report – Accept the following report:

Harassment, Intimidation and Bullying (HIB) Report

1.2 Policy First Reading – Accept the following policy as a first reading:

2270 Religion in the Schools

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

### **3.0 FINANCE**

A motion was made by Ms. Miller and seconded by Ms. Chenette to approve agenda items 3.1 and 3.2 as follows:

3.1 Travel Reimbursement – 2016/2017 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Pages 12-13).

3.2 Settlement Agreement– Approve the following resolution pertaining to a special education settlement agreement:

BE IT RESOLVED by the Montgomery Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement and Release between the Board and the Parents of a student whose name is on file in the Superintendent’s office, and which Agreement is located in the student’s file, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release and any other documents necessary to effectuate the settlement.

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

### **4.0 PERSONNEL**

A motion was made by Mr. Doshi and seconded by Ms. Miller to approve agenda items 4.1 (as amended), as attached (see Pages 14-19):

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

**ADJOURNMENT**

A motion was made by Mr. Cavalli and seconded by Ms. Miller that the meeting be adjourned at 9:46 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Annette M. Wells". The signature is fluid and cursive, with the first name being the most prominent.

Annette M. Wells  
School Business Administrator/  
Board Secretary

**Montgomery Township Board of Education  
Travel Reimbursement Requests  
2016/2017**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (-.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Sharon Baller	OHES	11/17 - 11/19/16	NJSAL 2016 Fall Conference		\$6.88			\$262.00		\$268.88	\$268.88
Sean Cary	MHS	10/14/2016	Co-Teach SMART Seminar					\$245.57		\$245.57	\$245.57
Diamond DaBronzo	OHES	10/18 & 12/14/16 & 2/15/17	NGSS District Partnership Program 2016-2017		\$27.90			\$550.00		\$577.90	\$577.90
Lauren Fornal	VES	10/14/2016	NJSCA 2016 Annual School Counselor Conference					\$99.00		\$99.00	\$99.00
Danielle Fraser	UMS	11/3 - 11/4/16	Visualizing and Verbalizing		\$10.54			\$679.00		\$689.54	\$689.54
Joanne Giambertone	VES	10/18 & 12/14/16 & 2/15/17	NGSS District Partnership Program 2016-2017		\$27.34			\$550.00		\$577.34	\$577.34
Jessica Glover	VES	10/18 & 12/14/16 & 2/15/17	NGSS District Partnership Program 2016-2017		\$29.57			\$550.00		\$579.57	\$579.57
Anita LaPorte	VES	11/18/2016	American Speech & Hearing Association National Convention					\$275.00		\$275.00	\$275.00
Meghan Linck	LMS	11/17 - 11/19/16	NJSAL 2016 Fall Conference		\$77.75			\$150.00		\$227.75	\$227.75
Diana Lolocono	VES	10/18 & 12/14/16 & 2/15/17	NGSS District Partnership Program 2016-2017		\$29.02			\$550.00		\$579.02	\$579.02
Kelly Mattis	BO	10/15/2016	Preparing for Bargaining					\$149.00		\$149.00	\$149.00
Kelly Mattis	BO	10/11/16, 1/17/17 & 3/7/17	NJASA 2nd and 3rd Year Superintendent Institute					\$399.00		\$399.00	\$1,273.00
Jamie Meeker	MHS	10/21/2016	The Harry Potter Conference		\$14.07			\$10.00		\$24.07	\$24.07
Marissa Nicholas	VES	11/18/2016	American Speech & Hearing Association National Convention					\$275.00		\$275.00	\$275.00
Damian Pappa	BO	11/17 & 11/30/16 & 1/30 & 3/7/17	NJ Network to Close the Achievement Gaps-Central					\$4,900.00		\$4,900.00	\$4,900.00
Nimisha Patel	MHS	10/14/2016	Co-Teach SMART Seminar					\$245.57		\$245.57	\$245.57
Jennifer Rangnow	LMS	11/7 & 11/14/16	Teachers as Scholars -- Captivity		\$11.78					\$11.78	\$11.78
Jennifer Rangnow	LMS	2/7 & 2/17/17	Teachers as Scholars -- Modern American Cities		\$11.78					\$11.78	\$23.56

**Montgomery Township Board of Education  
Travel Reimbursement Requests (Cont'd)  
2016/2017**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Alma Reyes	MHS	10/5/2016	STAMP Data Review Webinar					\$500.00		\$500.00	
Alma Reyes	MHS	11/9/2016	Avancemos Webinar					\$800.00		\$800.00	\$1,300.00
Colleen Shanahan	MHS	10/14/2016	Co-Teach SMART Seminar					\$245.57		\$245.57	\$245.57
Kristina Shebchuk	MHS	10/14/2016	Co-Teach SMART Seminar					\$245.57		\$245.57	\$245.57
Eric Slettland	OHES	10/18 & 12/14/16 & 2/15/17	NGSS District Partnership Program 2016-2017		\$28.09			\$550.00		\$578.09	\$578.09
Tara Staab	LMS	10/21/2016	NJ Technology & Engineering Educators Association ISTEIM Conference & Expo					\$150.00		\$150.00	\$150.00
Ron Zalika	BO	11/2 - 11/3/16	Designing Authentic Performance Tasks/Rubrics & Professional Development that Supports Differentiation	\$ 40.00	\$105.83	\$138.00	\$341.00	\$486.00		\$1,110.83	\$2,067.11

\*\*Estimated

BOE 10/4/16

\*Excluding Tolls  
\*\*Includes Registrations

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

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Effective</b>	<b>Reason</b>	<b>Dates of Employment/Notes</b>
TRANS	John Rodin TRN.TR.DRVR.NA.30	Bus Driver	11/01/2016	Resignation	09/01/2005 – 11/01/2016

**Leaves of Absence**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Type of Leave</b>	<b>Dates of Leave/Notes</b>
UMS	Kathleen Edmonds TCH.UM.SCNC.MG.03	Teacher/Science	LOA	09/19/2016 – 01/06/2017

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

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Replacing</b>	<b>Step</b>	<b>Salary</b>	<b>Pro-rated</b>	<b>Dates of Employments/Notes</b>
TRANS	Pamela Gara* TRN.TR.DRVR.NA.20	Bus Driver	Ralph Marsciano	3	\$20.17/hr		10/10/2016 – 06/30/2017
TRANS	Linda Smith* TRN.TR.DRVR.NA.17	Bus Driver	Nancy LaVoie	3	\$20.17/hr		10/10/2016 – 06/30/2017
VES	Maritza DeOliveira* AID.FL.TIA.TC.05	Technology Aide	Corey Faas	3-4	\$30,604.00	Yes	11/01/2016 – 06/30/2017
LMS	Gloria Ammerman	Paraprofessional (.48)	New	1-2	\$11,755.00	Yes	10/05/2016 – 06/30/2016



**Transfers/Voluntary Reassignments**

<b>New Position/Location</b>	<b>Name</b>	<b>Previous Position/Location</b>	<b>Step</b>	<b>Salary</b>	<b>Pro-rated</b>	<b>Dates of Employment/Notes</b>
Third Shift Monday-Friday	Drew Gannon CUS.HS.CUST.NA.04	Third Shift Tuesday - Saturday	5	\$27,466.00		09/19/2016 – 06/30/2017
Third Shift Tuesday - Saturday	Raymond Dix CUS.HS.CUST.NA.08	Third Shift Monday-Friday	3-6	\$38,665.00		09/20/2016 – 06/30/2017

**Appointments – Mentor Teachers**

<b>Location</b>	<b>Provisional Teacher/Mentee</b>	<b>Mentor Teacher</b>	<b>Route</b>	<b>Stipend</b>	<b>Pro-rated</b>	<b>Dates of Employment/Notes</b>
OHES	Alyssa Avino	Laura Boss	Traditional	\$220.00	Yes	2016-2017 School Year
LMS	Dana Castronovo	Jenny Honold	Traditional	\$550.00	No	2016-2017 School Year
VES	Megan Corlis	Kellie Cramer	Traditional	\$220.00	Yes	2016-2017 School Year
LMS	Kelsey Davis	Jenny Honold	Alternate	\$233.33	Yes	2016-2017 School Year
LMS	Sarah Drozd	Julie Brenner	Traditional	\$220.00	Yes	2016-2017 School Year
MHS	Bailey Krasovec	Evangelina Thornton	Traditional	\$220.00	Yes	2016-2017 School Year
LMS	Gary Margerum	David Gordon	Traditional	\$165.00	Yes	2016-2017 School Year
MHS	Nneena Parris	Anna Panova-Cicchino	Traditional	\$275.00	Yes	2016-2017 School Year

**Appointments/Substitutes**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Status</b>	<b>Dates of Employment/Notes</b>
DISTRICT	Mark Crawford	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Bonnie Keating	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Melissa May	Substitute Teacher/Substitute Nurse	New	2016-2017 School Year
DISTRICT	Lopamudra Mukherjee	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Deirdre Owen	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Namrata Pandey	Substitute Teacher	New	2016-2017 School Year

DISTRICT	Marianne Skau	Substitute Teacher/TIA	New	2016-2017 School Year
DISTRICT	Rudy Tresvalles	Substitute/Student Teacher	New	2016-2017 School Year

**Tuition Reimbursement**

Location	Name	School	Semester	Credits	Reimbursed Amount	Course
MHS	Scott Pachuta	NJPSA/FEA			\$1,000.00	NJ Leader to Leader Mentoring Fees
LMS	Jody Budoff-Adler	University of LaVerne	Fall	3	\$345.00	Child Behavior Disorders
LMS	Jody Budoff-Adler	University of LaVerne	Fall	3	\$345.00	Understanding & Dealing With Difficult Parents
MHS	Brady Chenot	John Hopkins University	Fall	3	\$1,873.53	Fundamentals of Cognitive Development
VES	Kellie Cramer	Fitchburg State University	Fall	9	\$975.00	WRS Level I Certification
OHES	Kimberly Critelli	The College of New Jersey	Fall	3	\$2,131.68	Advanced Methods of Teaching Reading: Theory, Research & Practice
MHS	Vincent Figueroa	University of LaVerne	Fall	3	\$345.00	Developing a Physical Education Curriculum
MHS	Carla Hampton	Caldwell University	Fall	3	\$1,873.53	Leadership Skill-Development
MHS	Carla Hampton	Caldwell University	Fall	3	\$1,873.53	Policy Analysis & School Reform
OHES	Alexa Komar	Fitchburg State University	Fall	9	\$975.00	WRS Level I Certification
UMS	Stefanie Lachenauer	University of the Pacific	Fall	3	\$279.00	Lesson Plans & Strategies for Success in Teaching
UMS	Stefanie Lachenauer	University of the Pacific	Fall	3	\$279.00	Incorporating Mindful Education into Curriculum
UMS	Maria Pazlopez	University of the Pacific	Fall	3	\$279.00	Establishing Meaningful Timeline & Lesson Plans
OHES	Eric Sletteland	Fitchburg State University	Fall	9	\$975.00	WRS Level I Certification

MHS	Richard Steeb	University of LaVerne	Fall	3	\$345.00	Fit for Life
MHS	Richard Steeb	University of LaVerne	Fall	3	\$345.00	Sports Nutrition that Works
UMS	Joanne Tiu	Thomas Edison University	Fall	3	\$1,575.00	College Algebra
MHS	Deirdre McGrail	Morningside College	Fall	3	\$897.00	Printmaking
MHS	Tina Boyer	Morningside College	Fall	3	\$897.00	Printmaking
LMS	Allison Pungello	Lesley University	Fall	3	\$1,830.00	Constructing Mathematical Understanding for Number Theory
MHS	Dianna Mazaurieta	University of LaVerne	Fall	3	\$ 345.00	Achieving Success for English Language Learners
MHS	Dianna Mazaurieta	University of LaVerne	Fall	3	\$ 345.00	Creating a Mindful Environment
MHS	Dianna Mazaurieta	University of LaVerne	Fall	3	\$ 345.00	Motivating Students Who Don't Care

**Co-Curricular 2016 – 2017**

Location	Name	Position	Stipend	Pro-rated	Dates of Employment/Notes
DISTRICT	Alison Koblin	Wellness Champion @ 50%	\$2,280.00		2016-2017 School Year
DISTRICT	Jennifer Belmont	Wellness Champion @ 50%	\$2,280.00		2016-2017 School Year
UMS	Kristin Doulis	Interact Club Advisor @50% (Revised)	\$1,419.00		2016-2017 School Year
UMS	Jaryd Regner	Interact Club Advisor @50%	\$1,419.00		2016-2017 School Year
LMS	Lesley Haas	Title I Coordinator @ 50%	\$2,890.50		2016-2017 School Year
LMS	Kevin Armstrong	Title I Coordinator @ 50%	\$2,890.50		2016-2017 School Year
LMS	Lesley Haas	Math/Science Grade 5 Enrichment Advisor	\$1,600.00		2016-2017 School Year
LMS	Julie Brenner	Read It Talk It Book Club (Revised from 50% to 100%)	\$1,600.00		2016-2017 School Year
LMS	Caryl Pitt	LMS Grade 6 Science Club @ 50% (Rescind)	\$800.00		2016-2017 School Year

LMS	Elise Ryan	LMS Grade 6 Science Club (Revised from 50% to 100%)	\$1,600.00	2016-2017 School Year
MHS	Brian Summers	Videographer for HS Football Games	\$1,402.00	2016-2017 School Year

**Appointments – To Be Funded by Title I Grant**

Location	Name	Position	Hr. Rate	Dates/Notes
VES	Michelle Barbarasch	Coordinator – Fun Friday Program	\$800/program	10/05/2016 – 06/20/2017
VES	Casey Maxwell	Coordinator – Fun Friday Program	\$800/program	10/05/2016 – 06/20/2017
MHS	Brady Chenot	Coordinator – Achieve MHS Program	\$1600/program	10/05/2016 – 06/20/2017
LMS	Lesley Haas	Coordinator – Period 9 Program	\$800/program	10/05/2016 – 06/20/2017
LMS	Kevin Armstrong	Coordinator – Period 9 Program	\$800/program	10/05/2016 – 06/20/2017
UMS	Stefanie Lachenauer	Coordinator – Block 5 Program	\$1600/program	10/05/2016 – 06/20/2017
OHES	Eric Sletteland	Coordinator – The Bridges Program	\$800/program	10/05/2016 – 06/20/2017
OHES	Jennifer Belmont	Coordinator – The Bridges Program	\$800/program	10/05/2016 – 06/20/2017

**Other**

Location	Name	Assignment	Salary	Dates of Employment/Notes
VES	Allison Rubin	Resource Center	\$33,751.20 (Increase from .4 to .48)	2016-2017 School Year
VES	David Tarantula	Tech. Aide - Overtime	\$48.96 per day	10/14/2016 – 11/14/2016 (Maximum of 18 days)
OHES	Zachary Mortman*	Pre-School Classes	Volunteer	2016-2017 School Year (Mondays & Fridays)

OHES	Ann Messineo	Nurse for an extended day to meet students' needs	\$34.59 p/h	2016-2017 School Year
MHS	Kathleen Logothetis	Nurse for an extended day to meet students' needs	\$48.73 p/h	2016-2017 School Year
MHS	Joe Riccardi	Girl's Lacrosse Coach (Part Time)	\$1,615.00	2015-2016 School Year (Reimbursed by the Booster Club)

Resolution Authorizing Suspension of Employee – Approve the following resolution:

WHEREAS, the Superintendent of Schools has recommended that a teacher be placed on administrative leave with pay, pending the completion of an investigation pursuant to N.J.S.A. 18A:6-8.3; and

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 tenured teacher is on administrative leave with pay, effective September 28, 2016 until further notice; and

BE IT FURTHER RESOLVED that the Board authorizes the Superintendent or her designee to take whatever steps are necessary to effectuate the purposes of the resolution.

**\*Pending Criminal Background Clearance**