

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, November 10, 2015 7:00 P.M. Workshop and Special Meeting

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

The Montgomery Township Board of Education held a Workshop and Special Meeting on Tuesday, November 10, 2015 at 7:00 p.m.

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held a workshop and special meeting on Tuesday, November 10, 2015 in the Upper Middle School media center.
- B. Roll Call - The following Board members were present: Sandra Donnay, Dharmesh Doshi (arrived at 7:12 p.m.), Humberto Goldoni, Nicholas Hladick, Dale Huff, Charles F. Jacey, Jr., Amy Miller and Christine Witt

Absent: Shreesh Tiwari

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

- C. EXECUTIVE SESSION – A motion was made by Mr. Jacey and seconded by Mr. Huff that the board adopt a resolution to go into executive session at 7:01 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, student disciplinary matters and an employee disciplinary matter will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

- D. RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:34 p.m.
- E. President Goldoni read the following Statement of Open Meeting and Public Participation – In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on January 7, 2015 and November 4, 2015. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- F. President Goldoni then led everyone in the Salute to the Flag.
- G. President Goldoni welcomed all to the workshop and special meeting.

SUPERINTENDENT REPORT

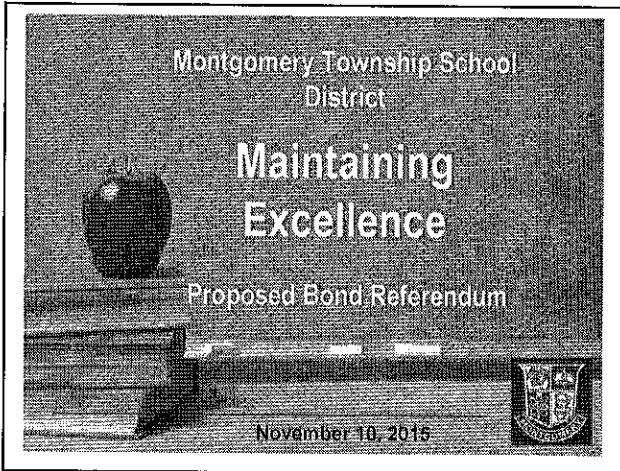
Ms. Gartenberg made the following announcement:

“When Francis Scott Key wrote the “Star Spangled Banner,” almost 200 years ago, he called America “the land of the free and the home of the brave.” Those words are as true today as they were then. Through this Nation’s history, America’s soldiers, sailors, airmen, Marines and coastguardsmen have bravely answered the call to defend our freedom, to aid our friends and allies and turn back aggressors. We can never fully repay our debt of gratitude to the more than 650,000 American service members who died in battle or the 1.4 million who were wounded. We can, however, recognize and thank the 25 million veterans still living today. These words are inscribed on the Korean War Memorial in Washington, D.C.: “Our nation honors her sons and daughters who answered the call to defend a country they never knew and a people they never met.” Those words apply equally to many of our World War I, World War II, Vietnam War and Gulf War Veterans as well. They apply to today’s active duty service members- tomorrow’s veterans – who are helping to maintain peace throughout the world. Today, it is our privilege to say “thank you” to all of America’s veterans, to let them know that we appreciate them for their service and honor them for their sacrifices. The price of freedom is high. We cannot afford to forget those willing to pay it. Today, we celebrate America’s veterans for keeping this Nation “the land of the free and the home of the brave.”

Please join me in a moment of silence as we remember Lt. Ashley Henderson Huff, a Montgomery High School class of 2000 graduate, who was killed by a suicide bomber in Iraq. She was the first woman from New Jersey to die in the war.


PRESENTATIONS

Ms. Gartenberg and Ms. Wells presented to the board the Proposed Referendum Presentation:




Why a referendum?

- Required to maintain a Long Range Facility Plan
- Consulted architect to conduct a facilities needs assessment in July 2014
- Assessment identified numerous facility projects in need of attention
- Increasing pressure on the annual budget/limited state funding and inability to address all capital needs within the 2% tax levy cap
- Opportunity for up to 40% debt service aid from State

Maintaining Excellence 2016  4


On Tuesday, March 8, 2016 Montgomery Township and Rocky Hill residents will be asked to vote on a very important bond referendum proposal for approximately \$18.5 million that will update and improve our School District facilities.

Like many homeowners, the District needs to periodically invest in its "school home" to ensure that our buildings and grounds are safe, clean, code compliant and conducive to teaching and learning.

Maintaining Excellence 2016  2


Referendum process

- Presented needs assessment findings to board committees fall/winter 2014-2015
- Committees narrowed scope/prioritized project list
- Projects selected based upon emergent need (within 5-year time period)
- Projects categorized by health, safety, wellness and instructional needs to maintain district excellence

Maintaining Excellence 2016  5


What is a Bond Referendum?

- Seeks public approval by vote for the financing of major school construction projects. The referendum will specify the amount of money to be raised.
- If approved, bonds are issued and are typically paid back over a number of years.

Maintaining Excellence 2016  3

Referendum process

- Preliminary presentation of projects for referendum at March 2015 board meeting
- Board authorizes architect to prepare and file Project Applications with NJDOE in April 2015
- Presentation and Board authorizes additional referendum projects based on district needs in September 2015
- State informed district in August through November 2015 of preliminary eligibility cost determinations for state debt service aid

Maintaining Excellence 2016  6

What is Debt Service Aid?

- A partial payment of a bond is made by the state based on eligible costs. The State of NJ determines eligible costs by reviewing the proposed projects submitted by the district.
- This payment is made annually over the life of the bond issue to cover a portion of the cost of principal and interest due each year.
- Our debt service aid is based on 40% of the eligible project costs.



What's the Plan?



Why Now?

- *It's smart.* Our goal is to use today's favorable economic climate to make necessary updates and renovations to our school facilities that will serve us well into the future.
- *It's financially prudent.* The District is taking advantage of low interest rates. Funding will also come from New Jersey Department of Education Debt Service Aid - 40% of eligible costs



Project Types

- Health and Safety
 - Age
 - Wear
 - Wellness
- Instructional
 - Learning Spaces
 - Social and Emotional



Why Now?

- *It's about time.* Although our schools are well maintained, many of the schools' infrastructure systems are reaching the end-of-life cycle and it is no longer fiscally responsible to continue making repairs to the aging systems. Improvements will provide long-term energy savings.
- *It's what we do.* This plan, which involves all of our school buildings; both inside and out, as well as our instructional and learning spaces, is designed to benefit every child in our District and to keep pace with students' growing educational and recreational needs.



Orchard Hill School Projects

Year Constructed 1955/1966/2006


Project Highlights	Estimated Cost
● Rear Asphalt Replacement	\$ 168,825
● Media Carpet Replacement	75,000
● Boiler Replacement	459,150
● Partial Roof Replacement	879,020
● Restroom Renovations	462,500
● Replacement of Gym Floors	432,065
● Window Replacement	2,898,050
● Gymnasium Floor Gym Dividers	111,200
Total Orchard Hill Projects	\$5,485,810



Orchard Hill School Projects

Window Replacement


- Seals and caulking have deteriorated
- Rain and air can penetrate
- Windows are not energy efficient

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Orchard Hill School Projects

Bathroom Renovation Project


- Kindergarten bathrooms- over 40 years old.
- Toilet and sink heights do not meet ADA requirements.
- Fixtures are worn and are difficult to clean.
- New flushometer and sink fixtures will reduce water usage.

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Orchard Hill School Projects

Roof Replacement


- Roof is 20 years old (Average life = 20 years)
- Expensive to continually patch and repair
- Roof leaks damage:
 - Ceiling tiles
 - Carpet
 - Furniture
 - Computers

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Village Elementary School Projects

Year Constructed 1970/1999/2012


Project Highlights	Estimated Cost
• Roof Replacement	\$1,401,547
• Music Room Alteration	974,739
• Bathroom Renovation	218,300
• Installation of Second Exit in Rear Parking Lot	78,600
Total Village Elementary Projects	\$2,673,186

Maintaining Excellence 2016  17

Orchard Hill School Projects


Gymnasium Partition and Floor Replacement

- Rubberized floor is no longer resilient
- Cracking
- Movable partition doors are over 30 years old
- Door mechanism is worn out
- Primary instructional location for all students PK-2

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Village Elementary School Projects


- Music Room Alteration (band/orchestra held in cafeteria)

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Lower Middle School Projects

Year Constructed 1997

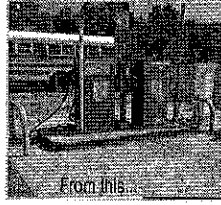

Project Highlights	Estimated Cost
● Roof Replacement Project	\$3,649,166
● Boiler Replacement	459,150
● Chiller Replacement	843,900
● Replacement of Media Center Carpet	62,333
● Installation of Playground	211,480
Total Lower Middle School Projects	\$5,226,029

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Upper Middle School Projects

Removal of Underground Storage Tanks and Installation of Aboveground Tanks

- Tanks are old and costly to maintain


From this... to this

Maintaining Excellence 2016  22

Upper Middle School Projects

Year Constructed 1968/1995

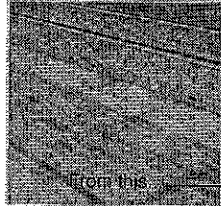
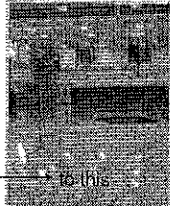
Project Highlights	Estimated Cost
● Bathroom Renovations	\$ 626,300
● Media Center Renovation	391,923
● Gymnasium Divider Replacement	40,900
● Bleacher Replacement	175,400
● Gymnasium Floor Renovation	30,000
● Roof Replacement Project	444,000
● Renovation of Home Economics Room to Art Room	426,500

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Upper Middle School Projects

Gymnasium Projects (original to school)

- Floor, bleachers and movable partition are 47 years old

From this... to this


Maintaining Excellence 2016  23

Upper Middle School Projects

Year Constructed 1958/1995

Project Highlights	Estimated Cost
● Installation of Parking and Drop-Off/Pick-Up	\$ 232,775
● Resurfacing of Tennis Courts*	152,000
● Replacement of Running Track	563,482
● Paving of Transportation Parking Lot	384,400
● Removal of UST's and Install Above Ground Tanks	605,400
Total Upper Middle School Projects	\$4,073,080


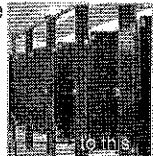
*cost shared with Montgomery Township

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Upper Middle School Projects

Bathroom Renovation Project

- Partitions are warped and rusted
- Sink surfaces are worn and porous
- Bathrooms do not meet ADA requirements
- Ventilation not adequate


From this... to this

Maintaining Excellence 2016  24

Upper Middle School Projects


Resurfacing of Tennis Courts (cost to be shared with Montgomery Twp.)

- Cracking of asphalt base
- Discoloration and fading of field paint
- Worn netting/hardware

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High School Projects


Installation of Walkway to 601 at Main Entrance Project

Maintaining Excellence 2016  28

High School Projects

Year Constructed 2005


Project Highlights	Estimated Cost
• Replacement of Bathroom Epoxy Floors	\$ 442,675
• Resurfacing of Track at Cougar Stadium	312,200
• Sidewalk Replacement Project	119,600
• Installation of Walkway to 601 at Main Entrance	46,800
• Installation of Asphalt at Cougar Stadium Entrance	123,200
Total High School Projects	\$1,044,475

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High School Projects

Track Resurfacing Project


- Exceeded 10 year life expectancy
- All resilient surfaces wear down
- Surface edges are delaminating

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High School Projects

Replacement of Epoxy Flooring


- Epoxy floors are cracking and delaminating
- Potential tripping hazard
- Difficult to properly clean and sanitize

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Project Costs


	Total	State Debt Service Aid	Local Share
Orchard Hill	\$ 5,485,610	\$ 2,194,324	\$ 3,291,486
Village	\$ 2,673,186	\$ 869,531	\$ 1,803,655
Lower Middle	\$ 5,226,029	\$ 2,090,412	\$ 3,135,617
Upper Middle	\$ 4,073,080	\$ 1,594,504	\$ 2,478,576
High School	\$ 1,044,475	\$ 417,790	\$ 626,685
Total	\$18,502,580	\$ 7,166,560	\$11,336,020

*Project costs do not include bond interest

Maintaining Excellence 2016  30


What does this mean for me?

- Our children will benefit from the improved educational facilities throughout all district schools
- Community members will benefit from improved health and recreational spaces
- Maintains facilities of high performing District which supports property values of Montgomery and Rocky Hill

Maintaining Excellence 2016  31


What's next following 11/10/15 BOE approval ?

- Notify State of Board acceptance of Preliminary Eligible Cost Letters
- State issues Final Eligible Cost letters
- Bond Counsel Develops Ballot Question
- Adopt final form of question to appear on ballot
- Continual sharing of project information with the community


Maintaining Excellence 2016  34

What will the referendum cost me?

- Assumption on interest rate at 15-20 years is 3 - 3.4%
- Based on 2015 Somerset County Abstract of Ratables
- Based on unchanged ratables for life of bonds
- Debt structured to increase in years where current debt declines


Maintaining Excellence 2016  32

Referendum Vote March 8, 2016

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What will the referendum cost me?

- Distribution based on 2015-16 State determined percent share
- Average Montgomery Township taxpayer with a home assessed value of \$499,206 will see an average annual property tax increase of between \$103 and \$126.
- Average Rocky Hill taxpayer with a home assessed value of \$439,562 will see an average annual property tax increase of between \$60 and \$74.

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What happens after referendum approval?

- Project design and specifications
- Advertise Bids
- Award contracts
- Construction period: approximately summer 2016 through 2018


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Coming Soon

- Information regarding bond maturities, interest rates, bond sale process
- Referendum Webpage link on District Website
- Information on referendum at school entrances
- Future Public information

Maintaining Excellence 2016  37

Questions?

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

Public Comments

Mr. Alan Wirsul asked about the costs of various maintenance projects included in the plan. Mr. Wirsul also inquired about the age of various systems not included in the plan.

Ms. Phyllis Bursh inquired about the division of cost between Rocky Hill and Montgomery.

Mr. David Klein, Director of Facilities, responded regarding the age of boilers not being replaced.

Ms. Wells provided an explanation to how the division percentage is obtained by the state and what components affect it.

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

Student Representative Report

Ms. Helen Zhang, student representative, reported that the Montgomery High School student council is working on introducing a "Battle of the Classes" event to bring the classes closer together as well as raise school spirit. Ms. Zhang also reported on the recent Facebook campaign, "I am more than my grades." The campaign focused on the joy for learning decreasing as levels of stress related to grades increase. Ms. Zhang requested that the board consider no homework nights at Montgomery as a step toward decreasing the stress many students face.

MTEA Report

Ms. Debra O'Reilly, Montgomery Township Education Association President reported the following:

- The MTEA thanked our Veterans and acknowledged Diwali, an Indian holiday.
- The MTEA also thanked all of the community members who participated in the Teach for a Day event on October 29th.

- The Classroom Close-Up segment on the Skybox program will air on December 27th on NJN News. The MTEA will also hold a viewing event to show the full program as well as outtakes on December 18th.

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

Municipal Alliance

Ms. Donnay reported that there are three scholarships being made available by Somerset County Youth Services. Operation Shoebox is also looking for volunteers for upcoming events.

Educational Services Commission

Mr. Hladick reported that the last meeting was held October 14th. Districts across the county shared ideas about social media usage by school boards. Additionally, Mr. Hladick suggested that the board consider asking for district email addresses.

Mr. Goldoni suggested that the External Affairs/Communications Committee look into district email addresses.

Ms. Miller discussed the school boards conference in Atlantic City. Ms. Miller commented that she liked hearing about how other districts are collaborating with local governments for cost savings options. Additionally, Ms. Miller noted that many sessions focused on the importance of strategic planning.

Board Committee Reports

Assessment, Curriculum and Instruction Committee Report

Mr. Doshi reported that the next meeting will be held on November 12th.

Operations, Facilities and Finance Committee Report

Mr. Jacey reported that the last meeting was held November 5th. The committee reviewed the referendum presentation that was given tonight and approved administration to move forward. Additionally the committee discussed public input options for the budget and referendum. The next meeting will be held on November 20th.

Human Resources and Negotiations Committee Report

Mr. Goldoni reported that the next meeting will be held on November 13th.

Policy Committee Report

Ms. Donnay reported that the committee met on October 23rd and worked on changes to the substance abuse policy. The committee reviewed guidance from the board attorney and broadened the scope of the policy as well as changed the sanctions imposed on offenders. The policy will be up for first reading at the November 24th meeting.

External Affairs/ Communications Committee Report

Mr. Goldoni reported that he has reorganized the committee. Ms. Witt will now take over as chairperson of the committee.

Mr. Goldoni also apologized for using the wrong wording at the October 13th meeting.

ACTION AGENDA

PUBLIC COMMENTS

Mr. Paul Blodgett congratulated the new board members and thanked all for a good campaign. Mr. Blodgett expressed his dissatisfaction when a flyer was distributed with negative comments about some of the candidates. Mr. Blodgett believes the community should not stand for such actions and that higher standards should be set.

Ms. Christine Petrane read a statement from Ms. Shannon Dahl regarding her belief that three of the ten points in the NJ Department of Education Code of Ethics were broken by Mr. Hladick. Ms. Petrane expressed that she felt disappointed by the example Mr. Hladick set for our children and that his choices should have consequences.

Ms. Michelle Parise commented that she agreed with Ms. Petrane. She noted that she felt Mr. Hladick's actions were disrespectful. Ms. Parise shared an article with the Board members regarding the Bayonne Board of Education.

Mr. Alan Wirsul saluted the Veterans. Mr. Wirsul asked that the Board further review tri-generation systems. Mr. Wirsul also questioned how many windows were being replaced at Orchard Hill Elementary School through the referendum and questioned the ownership of the Green Acres property where the tennis courts are located. Furthermore, Mr. Wirsul questioned whether there was a policy regarding committee attendance rates for Board members.

Mr. Charles Horn requested that all students be provided with their class rank.

Mr. Richard Specht expressed that he felt the Board should move on from the election issues and should raise the level of the board. Mr. Specht also suggested appointing a tri-generation research committee.

Mr. Goldoni thanked Mr. Blodgett for his comments and volunteering. Mr. Goldoni additionally thanked Ms. Petrane and Ms. Parise. Mr. Goldoni noted that Mr. Wirsul brought up a good point regarding attendance but that he needed to recognize all the hard work the Board members put into their roles outside of the public meetings.

Mr. Klein commented that the windows for Orchard Hill Elementary School in both of the two older buildings would be replaced.

Ms. Wells commented that the Board owned the Green Acres land where the tennis courts are located.

Mr. Goldoni noted that class rank had already been discussed at length both within the policy committee and by the board and that the subject should be put to rest.

REVIEW OF MINUTES

The board reviewed the following minutes:

- | | |
|---------------------|------------------------------|
| 1. October 13, 2015 | Executive Session Meeting |
| 2. October 13, 2015 | Workshop and Special Meeting |
| 3. October 20, 2015 | Executive Session Meeting |
| 4. October 20, 2015 | Business Meeting |

There were no comments for changes to the minutes. The minutes will be approved at the November 24th business meeting.

REVIEW DRAFT BUSINESS MEETING AGENDA FOR NOVEMBER 24, 2015

The Board reviewed the draft agenda for the November 24, 2015 Business Meeting.

PUBLIC COMMENTS

Mr. Alan Wirsul requested that the board provide the top three expenditures every month.

Mr. Goldoni commented that the Operations, Facilities & Finance Committee would consider this request.

1.0 ADMINISTRATION

A motion was made by Ms. Miller and seconded by Mr. Doshi to approve agenda item 1.1 as follows:

- 1.1 Harassment, Intimidation and Bullying (HIB) Report – Accept the Harassment, Intimidation and bullying Report dated 11/4/2015 and noted for acceptance.

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

2.0 CURRICULUM & INSTRUCTION

A motion was made by Ms. Donnay and seconded by Mr. Hladick to approve agenda items 2.1 and 2.2 as follows:

- 2.1 New Jersey Quality Single Accountability Continuum Review (NJQSAC) – Approve the New Jersey Quality Single Accountability Continuum Statement of Assurance for submission to the New Jersey Department of Education.
- 2.2 Trip Proposal/MHS – Approve the MHS Science Olympiad Team's Overnight Trip Proposal to the Yale University Science Olympiad Invitational in New Haven, Connecticut from January 29 – 30, 2016.

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

3.0 FINANCE

A motion was made by Mr. Hladick and seconded by Mr. Jacey to approve agenda items 3.1 and 3.2 as follows:

- 3.1 Travel Reimbursement – 2015/2016 – approve the Board Member and/or staff conference and travel expenses as per the attached list (see Page 15).
- 3.2 Approval of Preliminary Eligible Costs as Final Eligible Costs – approve the following resolution:

The Montgomery Township Board of Education hereby acknowledges receipt from the Department of Education of the PEC letters as listed below (together the “Projects”); confirms its election to receive debt service aid for the Projects, determines to accept the Preliminary Eligible Costs determined by the Department of Education as Final Eligible Costs and not to appeal the determination of Preliminary Eligible Costs, and agrees to locally fund any excess costs of the Projects. The Superintendent is authorized to notify the Department of Education of these determinations and elections.

<u>Letter Dated</u>	<u>School</u>	<u>State Project Number</u>
August 5, 2015	Orchard Hill Elementary	3320-080-15-1000
October 14, 2015	Orchard Hill Elementary	3320-080-16-1000
October 21, 2015	Village Elementary	3320-105-15-1000
September 30, 2015	Lower Middle School	3320-045-15-1000
November 2, 2015	Upper Middle School	3320-070-15-1000
October 16, 2015	Montgomery High School	3320-030-15-2000

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

4.0 PERSONNEL

A motion was made by Mr. Jacey and seconded by Mr. Doshi to approve agenda item 4.1 as attached (see Pages 16 - 23).

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

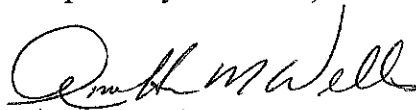
ANNOUNCEMENTS BY THE PRESIDENT

Mr. Goldoni reported the while an individual’s actions may have affected the entire Board, it was not Board business. Mr. Goldoni noted that the Board would continue to grow. Furthermore Mr. Goldoni noted that the reorganization of the External Affairs/Communications Committee was in response to the individual’s actions and asked that all members support Ms. Witt as she becomes chairperson.

ADJOURNMENT

A motion made by Mr. Hladick and seconded by Ms. Miller that the meeting be adjourned at 10:55 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Annette M. Wells".

Annette M. Wells
School Business Administrator/
Board Secretary

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

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Barbara Antoniewicz	VES	5/18/16	WINNERS! Workshop		\$8.99			\$199.00		\$207.99	\$207.99
Fiona Borland	BO	1/28 - 1/29/16	Techspo	\$10.00	\$24.18		\$99.00	\$420.00		\$553.18	\$553.18
Vincent Figueroa	MHS	2/22 - 2/23/16	2016 NJ AHPERD Annual Convention		\$27.03			\$100.00		\$127.03	\$127.03
Nancy Gartenberg	BO	1/28 - 1/29/16	Techspo	\$10.00	\$50.22		\$120.00	\$420.00		\$600.22	\$3,170.89
Keith Glock	MHS	12/10/15	Finding the Line: Tough Coach or Bully		\$1.80			\$60.00		\$61.80	\$61.80
Fred Godeit	MHS	12/11/15	JCC Special Needs Symposium		\$5.18			\$150.00		\$155.18	\$155.18
Tony Maselli	MHS	12/10/15	Finding the Line: Tough Coach or Bully		\$11.78			\$60.00		\$71.78	\$71.78
Kelly Mattis	BO	11/16/15	Legal One - Addressing Staff Mental Health Issues					\$150.00		\$150.00	
Kelly Mattis	BO	12/10/15	Legal One - Substitute Teacher Issues					\$75.00		\$75.00	\$2,674.77
Jaime Meeker	MHS	11/23 & 12/7/15	T.S. Eliot's Personal Wasteland		\$0.99					\$0.99	\$0.99
Gale Murphy	MHS	12/4/15	NJ Council for History Education Annual Conference		\$1.31			\$75.00		\$76.31	\$76.31
Damian Pappa	BO	11/20/15	NJAFPA Computer Based Access Training					\$30.00		\$30.00	\$179.00
Alma Reyes	District	11/30/15	Avant Stamp Data On-Line Training					\$500.00		\$500.00	\$500.00
Tiffany Trockenbrod	MHS	2/22 - 2/23/16	2016 NJ AHPERD Annual Convention		\$55.80			\$100.00		\$155.80	\$155.80
Bryan Upshaw	MHS	2/22 - 2/23/16	2016 NJ AHPERD Annual Convention		\$46.25			\$100.00		\$146.25	\$146.25
Ron Zalika	BO	2/18 - 2/19/16	Rubicon Atlas Workshop	\$50.00	\$90.77	\$69.00	\$106.00	\$225.00		\$540.77	\$2,366.00

*Excluding Tolls

**Includes Registrations

**Estimated

BOE

11/10/15

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

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
LMS	Luann Ausen TCH.LM.RCTR.MG.11	Teacher/Resource Center	02/01/2016	Retirement	09/01/1992 – 01/31/2016
OHES	Gabrielle Marion TCH.OH.RCTR.MG.09 TCH.OH.PSD.MG.04	Teacher/Resource Center & ICS	02/01/2016	Resignation	03/12/2014 – 01/31/2016

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
MHS	Katherine Tessein TCH.HS.MATH.MG.09	Teacher/Math	Temporary Disability FMLA Unpaid Leave Anticipated Return	02/01/2016 – 03/11/2016 (Paid with Benefits) 03/12/2016 – 06/10/2016 (Unpaid with Benefits) 06/13/2016 – 06/23/2016 (Unpaid without Benefits) 09/01/2016
LMS	Lauren Smith LOA.LM.MASC.05.01	Teacher/Math/ Science/Grade 5	Temporary Disability FMLA Unpaid Leave Anticipated Return	09/01/2015 – 11/20/2015 (Paid with Benefits) (revised) 11/23/2015 – 02/19/2016 (Unpaid with Benefits) (revised) 02/22/2016 – 04/03/2016 (Unpaid without Benefits) (revised) 04/04/2016 (revised)
OHES	Lisa Bullard LOA.OH.TCHR.01.10	Teacher/Grade 1	Temporary Disability FMLA Unpaid Leave Anticipated Return Date	09/01/2015 – 10/08/2015 (Paid w/Benefits) 10/09/2015 – 01/08/2016 (Unpaid w/Benefits) 01/09/2016 – 06/30/2016 (Unpaid w/o Benefits) (revised) 09/01/2016 (revised)
VES	Danielle Teeple AID.VS.TIA.EO.01	Paraprofessional	Temporary Disability FMLA Anticipated Return	03/01/2016 – 05/06/2016 (Paid w/Benefits) 05/07/2016 – 06/21/2016 (Unpaid w/Benefits) 09/01/2016

Appointments/Reinstatements (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
LMS	Kelsey Davis (Leave Replacement) TCH.LM.RCTR.MG.08	Teacher/Resource Center	Tiffany Riley	BA 1	\$57,440.00		09/01/2015 – 02/12/2016 (revised)
LMS	Jennifer Severs* TCH.LM.L.ASS.05.02	Teacher/Grade 5/ LA/SS	Jay Glassman	BA 4-5	\$59,185.00	Yes	01/04/2016 – 06/30/2016
OHES	Priya Doshi (Leave Replacement) TCH.OH.TCHR.01.10	Teacher/Grade 1	Lisa Bullard	MA 2-3	\$64,190.00		09/01/2015 – 06/30/2016 (revised)

Appointments/Reinstatements (Non-Certified Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates/Notes
OHES	Johana Soto CUS.OH.CUST.NA.05	Custodian		2	\$37,326.00		11/01/2015 – 06/30/2016
OHES	Mary Smith*	Paraprofessional @ 48%	Katelyn Fleming	1	\$11,387.00	Yes	On or about 11/18/2015 – 06/30/2016
OHES	Deborah Casisa*	Paraprofessional	Kelsey Davis	1	\$23,723.00	Yes	On or about 11/18/2015 – 06/30/2016
LMS	Margaret Davis (Leave Replacement) SEC.LM.VPRN.UG.01	Secretary	Elisabeth Colombero	1	Per Diem Rate of \$187.17		11/17/2015 – 12/18/2015 – Not to exceed 13 days

Appointments-Substitute Teachers

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Farzana Ahmed	Substitute Teacher	New	2015-2016 School Year
DISTRICT	Kenneth DiGraziano	Substitute Teacher	Renewal	2015-2016 School Year
DISTRICT	Christine Isola	Substitute Teacher	Renewal	2015-2016 School Year

DISTRICT	Sushma Kaushik	Substitute/Student Teacher	New	2015-2016 School Year
DISTRICT	Nancy Neary	Substitute Teacher	New	2015-2016 School Year
DISTRICT	Vaishali Pandkar	Substitute Teacher/TIA/Secretary/Clerk/Aide	New	2015-2016 School Year
DISTRICT	Kakoli Paul	Substitute Teacher	New	2015-2016 School Year
DISTRICT	Matthew Pogue	Substitute Teacher	New	2015-2016 School Year
DISTRICT	Carolina Pontes	Substitute Teacher/Student Teacher/Intern	New	2015-2016 School Year
DISTRICT	Neepta Sheth	Substitute Teacher	New	2015-2016 School Year
DISTRICT	Kakali Sinha	Substitute Teacher	New	2015-2016 School Year

Appointments (To be funded by Title I Grant)

Location	Name	Position	Hr. Rate	Dates/Notes
VES	Michelle Barbarasch	Teacher – Fun Friday Program	\$58.47	12/4/16 – 3/18/16 – Not to Exceed 14 hours
VES	Joe Bassford	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Laura Bell	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Meredith Berkowitz	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Marlene Biava	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Julia Brocker	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Cherylann Brown	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Jillian Chianese	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Colleen Cullinane	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours

VES	Jim Dolan	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Odenis Goris	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Casey Maxwell	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Lisa Pliskin	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Donna Potter	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Melissa Sandler	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Kaitlin Uhaze	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Adam Austerlitz	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Erika Fedo	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Jolene Schantz	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Kim Vanatta	Teacher – Fun Friday Program	\$58.47	12/4/15 – 3/18/16 – Not to Exceed 14 hours
VES	Adam Austerlitz	Monitor – Fun Friday Program	\$200.00/program	12/4/15 – 3/18/16
VES	Juliana Fragulis	Monitor – Fun Friday Program	\$200.00/program	12/4/15 – 3/18/16
VES	Amanda Bassford	Coordinator – Fun Friday Program	\$800.00/program	12/4/15 – 3/18/16
VES	Jennifer Furman	Coordinator – Fun Friday Program	\$800.00/program	12/4/15 – 3/18/16
UMS	Whitney Stanek	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 15.75 hrs.
UMS	Stefanie Lachenauer	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours

UMS	Morgan Sterling	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Joanne Tiu	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Kristen Doulis	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Ina DiGangi	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Lauren Horowitz	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Catherine Mislán	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Marci Warboys	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Michelle Feigenwinter	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Kelsey Donovan	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Debra Smith	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Violet Markmann	Teacher – Block 5 Program	\$58.47	12/1/15 – 4/12/16 – Not to Exceed 36 hours
UMS	Stefanie Lachenauer	Coordinator – Block 5 Program	\$1,600.00/program	12/1/15 – 4/12/16
OHES	Heather Thompson	Monitor – The Bridges Program	\$200.00/program	11/1/15 – 3/16/16
OHES	Pete Rosenberg	Teacher – The Bridges Program	\$58.47	11/11/15 – 3/16/16 – Not to Exceed 26 hours

Co-Curricular 2015-2016

Location	Name	Position	Stipend	Pro-rated	Dates /Notes
UMS	Christine Isola	Musical Production: Choreographer	\$2,536.00 (revised)		2015 – 2016 School Year
UMS	Kathy Young	Robotics Team Advisor	\$4,090.00 (revised)		2015 – 2016 School Year
UMS	Mike Girvan	Basketball, Girls Head Coach @ 50% (revised)	\$2,203.50 (revised)		2015 – 2016 Winter Season
UMS	Norm Gebhart	Basketball, Girls Head Coach @ 50% (revised)	\$2,203.50 (revised)		2015 – 2016 Winter Season
MHS	Katherine Tessein	Senior Class Advisor @ 20% (revised)	\$ 927.60 (revised)		2015 – 2016 School Year
MHS	Colleen Shanahan	Senior Class Advisor @ 80% (revised)	\$3,710.40 (revised)		2015 – 2016 School Year
MHS	Tyler Loiser	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Kelly Chung	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Beth Reimer	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Aubrey Malakoff	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Collin McManus	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Arthur Sokoloff	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Kaitleigh Witten	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Jerry Zhang	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Crystalina Guo*	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Trent Kettelkamp*	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Austin Fan*	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Danielle Corsan*	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Rishi Yerram*	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Michael Poiriere*	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Audrey Lee*	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year
MHS	Liam Dwyer*	Student Lifeguard	\$ 10.00 p/hr		2015 – 2016 School Year

MHS	Lauren Yoon*	Student Lifeguard	\$ 10.00 p/hr	2015 - 2016 School Year
MHS	Brian Santaniello	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Lauren Horowitz	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Lauren Levin	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Brian Upshaw	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Tiffany Trockenbrod	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Richard Steeb	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Johanna Snedeker	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Vincent Ingrassia	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Mike Girvan	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Andrew Carfley	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Vincent Figueroa	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Katie Foster	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Matt Fleming	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Claire Scarpa	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Noelle Keller	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Meghan Moore	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Kristen Prentice	Staff Lifeguard	\$ 20.00 p/hr	2015 - 2016 School Year
MHS	Joe Gargione	Football, Part-time Coach	\$3,100.00	Reimbursed by Booster Club
MHS	Matt Bastardi	Football, Part-time Coach	\$3,100.00	Reimbursed by Booster Club
MHS	Mike Holinko	Cross Country, Part-time Coach	\$1,000.00	Reimbursed by Booster Club

Tuition Reimbursement

Location	Name	School	Semester	Credits	Reimbursed Amount	Course
OHES	Karen Dudley	NJPSA/FEA			\$ 800.00	NJ Leader to Leader

Other

Location	Name	Assignment	Salary	Dates of Employment/Notes
MHS	Mary Ellen Foley, CSN	Nurse for extended day to meet student's needs	\$50.03 p/h	2015 – 2016 School Year
UMS	Lisa Vanzino, RN	Nurse for extended day to meet student's needs	\$27.38 p/h	2015 – 2016 School Year
UMS	Eileen Cappabianca, CSN	Nurse for extended day to meet student's needs	\$45.92 p/h	2015 – 2016 School Year
LMS	Florence Smith, RN	Nurse for extended day to meet student's needs	\$27.38 p/h	2015 – 2016 School Year
LMS	Denise Salvatore, CSN	Nurse for extended day to meet student's needs	\$50.03 p/h	2015 – 2016 School Year
VES	Patricia Cizin, CSN	Nurse for extended day to meet student's needs	\$54.42 p/h	2015 – 2016 School Year
VES	Jamie Woodard, RN	Nurse for extended day to meet student's needs	\$27.38 p/h	2015 – 2016 School Year
OHES	Pamela Schrum, CSN	Nurse for extended day to meet student's needs	\$55.19 p/h	2015 – 2016 School Year
OHES	Ann Messineo, RN	Nurse for extended day to meet student's needs	\$27.38 p/h	2015 – 2016 School Year
LMS	Annette LaCanna AID.L.M.ESA.UG.01	ESA	\$54.92 Per Diem	11/17/2015 – 12/18/2015 – Not to exceed 9.5 days

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