

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, November 21, 2017 6:15 P.M. 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 business meeting on Tuesday, November 21, 2017 at 6:15 p.m. in the Upper Middle School media center.
- B. Roll Call - The following Board Members were present: Richard Cavalli, Minky Chenette, Dharmesh Doshi (arrived at 7:30 p.m.), Dale Huff, Charles F. Jacey, Jr., Amy Miller and Shreesh Tiwari (arrived at 7:02 p.m.)

Absent: Phyllis Bursh and Christine Witt

Also Present: Nancy Gartenberg, Superintendent
Elizabeth Nastus, Interim Assistant Superintendent
Annette M. Wells, Business Administrator/Board Secretary
Robbin Boehmer, Assistant Business Administrator/Assistant Board Secretary
Stephen Fogarty, Esq., Board Attorney
Nora Wynn, Student Rep.

- 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 5, 2017 and November 16, 2017. 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 business meeting.

EXECUTIVE SESSION- A motion was made by Mr. Huff and seconded by Ms. Chenette that the board adopt a resolution to go into executive session at 6:17 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, negotiations and the Board's self-evaluation 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.

Mr. Tiwari arrived at 7:02 p.m.

Mr. Doshi arrived at 7:30 p.m.

RETURN FROM EXECUTIVE SESSION- The Board returned from Executive Session at 7:34 p.m.

SUPERINTENDENT'S REPORT

Ms. Gartenberg introduced Dr. Saul Rubinstein, Rutgers University representative on NJ Public School Labor-Management Collaborative, who presented information on Union-Management Partnerships, Educator Collaboration, Student Performance and Education Policy.

The board asked Dr. Rubinstein questions and shared comments regarding the presentation.

Ms. Gartenberg commented on the relevance of shared decision making and collaboration for the Montgomery district.

Ms. Gartenberg introduced Mr. Paul Popadiuk, Montgomery High School Principal, and Ms. Elizabeth Nastus who updated the board on physics initiatives including the implementation of a transitional unit for 9th grade students. They also spoke of an alternate pathway being developed of a non-physics science class.

Ms. Gartenberg commented on the following:

- New challenges being met within the district in regard to smoking options being utilized by students, including vaping and liquid nicotine.
- District initiatives being developed for teachers and the community to help understand and protect students from harm resulting from online computer usage.
- The district's ongoing efforts to ensure that the premises and schools are safe and secure.
- The overall success of the district and asked that the board highlight successes in addition to areas being improved.

NEW BUSINESS FROM BOARD/PUBLIC

Members of the public commented on the following:

- Dr. Rubinstein's graphics found within the presentation
- Timing of the November board meetings
- Whether diversity is being well addressed within the district
- Superintendent's compensation, employment, and whether the vote on the amendment to her contract should be deferred until after reorganization
- Was contract amendment being rushed because the superintendent threatened to resign
- Whether senior citizens are involved in the budgeting process
- Whether all budget lines were adequately explained during the November public Operations, Facilities and Finance meeting
- Whether board has been transparent as well as accountable in its actions

- Whether public information regarding the superintendent's contract has been easily available to access, including information relating to merit bonuses, key performance indicators, and whether the district's management principles and standards are being met at the highest levels of leadership
- Social media concerns for students, especially those in the elementary schools

Mr. Cavalli responded that the superintendent has never threatened to leave the district. He introduced Mr. Fogarty to explain the legal implications of the amendment. Mr. Fogarty stated that the board does have the authority and that it is within "best practice" to vote on this issue. Mr. Cavalli commented that the superintendent's salary was directly aligned to the objectives and goals of the district.

Dr. Rubinstein further explained the graphical analysis within his presentation.

Mr. Cavalli addressed the issue on the timing of meetings, citing the conditional approvals required by the county superintendent which dictated November's meeting dates. He also noted that the board was working toward increased transparency which is also part of the strategic plan and will be looking to improve the district's website in the future. Regarding diversity, Mr. Cavalli acknowledged the issue and said that the district will look to further embrace and respect the diversity within the community.

Mr. Jacey assured the community that the senior population was being represented in discussions.

In response to the comments on the November public OFF committee meeting, Mr. Cavalli spoke of the committee's commitment to fiscal responsibility including the savings in moving from the state health plan to a private insurer. The savings were reflected in many ways including the elimination of activity fees for MHS students, free access to sporting events, and the lack of increase in student lunch prices.

Ms. Miller warned about rumors on social media and the need to access the validity information found on the internet.

APPROVAL OF MINUTES

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

- October 10, 2017 Executive Session Meeting
- October 10, 2017 Workshop and Business Meeting

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

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

- October 17, 2017 Executive Session Meeting
- October 17, 2017 Business Meeting

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

ACCEPTANCE OF CORRESPONDENCE

A motion was made by Ms. Witt and seconded by Mr. Jacey to approve the following correspondence:

1. Email dated 11/7/17 from A. Iati regarding salary increase request by superintendent
2. Email dated 11/8/17 from A. Wirsul regarding BOE meeting of 11/7/17
3. Email dated 11/10/17 from B. Borowski regarding difficulty with engagement
4. Email dated 11/11/17 from L. Youngberg regarding Finance and Facilities Committee meeting
5. Email dated 11/11/17 from P. Dwyer regarding letter regarding a coach
6. Email dated 11/13/17 from C. Hamer regarding Superintendent's salary increase
7. Email dated 11/13/17 from B. Borowski regarding To Vote or Not to Vote

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

PUBLIC COMMENTS

Members of the public questioned and commented on the following:

- The amendment to the superintendent's contract
- Mr. Scott Mason, MTEA President, voiced concerns with the superintendent's contract amendment
- Whether the calendar and food service align with respecting the diversity within the community
- Further questions regarding Dr. Rubinstein's presentation
- The need to make the district website more user friendly so that public information is easily accessible
- The need for greater communication to the public including seniors and those who do not have students within the district

Mr. Cavalli responded that the superintendent's merit goals were approved at a prior board meeting.

Ms. Wells responded that the OFF committee will be looking at the food service program in the near future.

Mr. Jacey concurred and added that the OFF committee will further discuss the food service program and serving more diverse meals. Ms. Chenette asked that the committee investigate whether the elementary schools can opt out of the subsidized program so that the quality of the choices could be improved.

EXECUTIVE SESSION- A motion was made by Mr. Huff and seconded by Mr. Jacey that the board adopt a resolution to go into executive session at 10:06 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, negotiations and the Board's self-evaluation 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.

ACTION AGENDA

1.0 ADMINISTRATIVE

A motion was made by Mr. Huff and seconded by Mr. Jacey to approve agenda items 1.1 through 4.3 excluding 4.2 as follows:

- 1.1 Routine Monthly Reports – Accept the following reports:
 - a. Student Control Report
 - b. Fire/Security Drill Report
- 1.2 Policy First Reading – Accept the following policies and regulations as a first reading:

0000.02	Introduction
1240	Evaluation of Superintendent
1240R	Evaluation of Superintendent
2415.06	Unsafe School Choice Option
2418	Section 504 of the Rehabilitation Act of 1973 – Students
2418R	Section 504 of the Rehabilitation Act of 1973 – Students
2622	Student Assessment
2700	Services to Nonpublic School Students
3160	Physical Examination for Teaching Staff Members
3160R	Physical Examination for Teaching Staff Members
3221	Evaluation of Teachers
3221R	Evaluation of Teachers
3222	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
3222R	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
3223	Evaluation of Administrators, Excluding Principals, Vice Principals and Assistant Principals
3223R	Evaluation of Administrators, Excluding Principals, Vice Principals and Assistant Principals
3224	Evaluation of Principals, Vice Principals and Assistant Principals
3224R	Evaluation of Principals, Vice Principals and Assistant Principals
3240	Professional Development for Teachers and School Leaders
3240R	Professional Development for Teachers and School Leaders

4160	Physical Examination for Support Staff
4160R	Physical Examination for Support Staff
5330.04	Administering an Opioid Antidote
5339	Screening for Dyslexia
5460	High School Graduation
5465	Early Graduation
5610	Suspension
5610R	Suspension Procedures
5620	Expulsion
7100	Long-Range Facilities Planning
7100R	Long-Range Facilities Planning
8330	Student Records
8330R	Student Records
8441	Care of Injured and Ill Persons
8441R	Care of Injured and Ill Persons
8505	Local Wellness Policy/Nutrient Standards for Meals and Other Foods
8630	Bus Driver Responsibility
8630R	Emergency School Bus Procedures

2.0 CURRICULUM & INSTRUCTION

2.1 Out-of-District Placements 2017-2018

Approve the following Out-of-District placements for the 2017-2018 school year:

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
100590	Midland School Withdrawal	10/18/2017		-\$45,836.18	-\$45,836.18

2.2 Consultant Approvals 2017-2018

Approve the following consultants for the 2017-2018 school year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Learning Ally	Institution Site License	\$6750.00
Visions and Pathways School	Home Instruction	\$43.00/hour
Union County ESC Trinitas Regional Medical Center	Medical Bedside Instruction	\$98.00/hour
Bridges to Employment	Transportation to/from Job Sites	\$75.00/trip
Project U.S.E. (Urban Suburban Environments)	Training for Grades 9 – 12 teachers on the challenge course and inspection of the course	\$2,100.00 One Day

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 reports as of October 31, 2017:

- 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 October 31, 2017

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 October 31, 2017 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 October 31, 2017 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 November – approve the monthly bills as follows:

General Operating	\$9,693,895.48
Food Services	\$191,732.88

3.6 Travel Reimbursement – 2017/2018– approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 9).

3.7 Approval of Joint Transportation Agreement - approve joint transportation agreement with Franklin as the host and Montgomery as the joiner at a total cost of \$1,000 to Montgomery for the 2017-2018 school year as follows:

<u>Route#</u>	<u>Destination</u>	<u># Franklin Students</u>	<u># Montgomery Students</u>	<u>Joiner Cost</u>
570.001	St Joseph HS	52	1	\$1,000

4.0 PERSONNEL

4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 10 - 14).

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

A motion was made by Mr. Doshi and seconded by Mr. Tiwari to approve personnel agenda item 4.2 as follows (see Page 15):

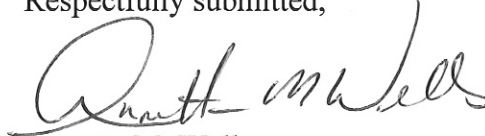
Upon call of the roll, the motion carried with six members voting in favor and Ms. Chenette voting against.

ANNOUNCEMENTS BY THE PRESIDENT

ADJOURNMENT AND EXECUTIVE SESSION

A motion was made by Mr. Huff and seconded by Mr. Tiwari that the meeting be adjourned at 10:37 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Annette M. Wells
School Business Administrator/
Board Secretary

**Montgomery Township Board of Education
Travel Reimbursement Requests
2017/2018**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Jeff Brooks	MHS	1/25 - 1/26/18	Techspo 2018	\$15.00	\$53.44	\$64.00	\$104.28	\$425.00		\$661.72	\$661.72
James Dolan	VES	1/25 - 1/26/18	Techspo 2018	\$18.00	\$65.10	\$25.00	\$120.00	\$425.00		\$653.10	\$653.10
Nancy Gartenberg	BO	12/5/2017	NJPSA Inter-District Learning Network Meeting		\$10.97					\$10.97	\$4,261.27
Kelly Mattis	BO	12/1/2017	Pensions Workshop Strengthen Your Guided Math Instruction		\$25.42			\$99.00		\$124.42	\$124.42
Casey Maxwell	VES	1/11/2018	Strengthen Your Guided Math Instruction		\$9.70			\$249.00		\$258.70	\$258.70
Mary McLoughlin	BO	12/5/2017	NJPSA Inter-District Learning Network Meeting		\$10.88					\$10.88	\$10.88
Patricia Pignataro	VES	1/11/2018	Strengthen Your Guided Math Instruction	\$3.00	\$4.46			\$249.00		\$256.46	\$256.46
Paul Popadiuk	MHS	12/5/2017	NJPSA Inter-District Learning Network Meeting		\$10.97					\$10.97	\$1,679.54
Paul Popadiuk	MHS	1/25 - 1/26/18	Techspo 2018	\$15.00	\$54.19	\$64.00	\$104.28	\$425.00		\$662.47	\$1,679.54
Andrew Weickel	BO	12/15/2017	G Suite EDU for Tech Admins		\$10.48			\$199.00		\$209.48	\$209.48
Annette Wells	BO	12/1/2017	Pensions Workshop		\$25.42			\$99.00		\$124.42	\$878.56

**Estimated BOE 11/21/17

*Excluding Tolls
**Includes Registrations

4.1 PERSONNEL

Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
VES	Barbara	Antoniewicz	Media Specialist	06/30/2018	Retirement	09/01/1992 – 06/30/2018

Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Denise	De Camp	Teacher - BSI/Academic Support (Leave Replacement) TCH.OH.BSL.MG.06	Lisa Gappa	MA	1	\$65,440	Yes	11/09/2017 – 12/08/2017
MHS	Ronald	Dolenti	Teacher - Financial Literacy (Leave Replacement) TCH.HS.CCNT.MG.01	Karen Cohen	MA	1	\$65,440	Yes	11/18/2017 - 01/12/2018
VES	Barbara	Hannmann*	School Psychologist (Leave Replacement) TCH.VS.LDTC.MG.01 TCH.VS.PSYC.MG.01	Debra Rothwell/ Meghan Knapp	MA+30	8	\$73,485	Yes	11/27/2017 – 06/30/2018
DISTRICT	David	Klein	Director of Facilities DIR.BO.FACS.NA.01	N/A	N/A	N/A	\$132,632	Yes	11/16/2017 – 06/30/2018 (Revised Salary)
MHS	Preeti	Rastogi	Teacher - Science - Chemistry (Leave Replacement) TCH.HS.SCNC.MG.13	Lisa Chedid	MA	1	\$327.20 per diem	Yes	11/13/2017 - 01/12/2018 (B days only)

Appointments/Renewals (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Roseann	Oldenburg	Paraprofessional (Leave Replacement) AID.HS.TIA.EO.07	Gloria Ammerman	1	\$24,700	Yes	11/13/2017 – 12/22/2017

Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Matthew	Angyal	Substitute Teacher	NEW	2017-2018
DISTRICT	Evan	Greenberg	Substitute Teacher	NEW	2017-2018
DISTRICT	Theresa	Josephson	Substitute Teacher	NEW	2017-2018
DISTRICT	Jyothermai	Kumar	Substitute Teacher	NEW	2017-2018
DISTRICT	Gina	Mykytyn	Substitute Teacher	NEW	2017-2018
DISTRICT	Ashley	Santos	Student Teacher/Substitute Teacher	NEW	2017-2018
DISTRICT	Peter	Lieggi	Substitute Teacher	RESCIND	Effective 11/6/2017

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
OHES	Denise DeCamp	Brenda Huneryager	Traditional	\$165.00	Yes	10/3/2017-12/22/2017

Appointments – To Be Funded by Title 1 Grant 2017-18

Location	First	Last	Position	Salary/Stipend	Dates of Employment/Notes
OHES	Kevin	Jacoutot	Teacher – Bridges Program	\$59.98/hour	12/01/2017 – 06/22/2018 Not to Exceed 4 hours
OHES	Michelle	Pender	Teacher – Bridges Program	\$59.98/hour	12/01/2017 – 06/22/2018 Not to Exceed 4 hours

Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
LMS	Lynn	Powers	University of LaVerne	Spring 2018	3	\$345.00	Understanding Aspergers
OHES	Nicole	Coffey	University of LaVerne	Spring 2018	3	\$345.00	Motivating Students Who Don't Care
OHES	Nicole	Coffey	University of LaVerne	Spring 2018	3	\$345.00	Understanding & Dealing with Difficult Parents
DISTRICT	Lia	Camuto	NJExcel/Thomas Edison University	Spring 2018	3	\$1398.00	Organizational Leadership for Educational Change & Improvement
DISTRICT	Lia	Camuto	NJExcel/Thomas Edison University	Spring 2018	3	\$1398.00	Leading Educational Change & Improvement
MHS	Kellye	Statz	Penn State	Spring 2018	3	\$2031.75	Learning Processes in Relation to Educational Practices

Co-Curricular 2017-2018

Location	First	Last	Position	Stipend	Dates of Employment/Notes
UMS	Arleigh	Closser*	Volunteer Wrestling Coach	\$0	2017-18 Winter Season

Other

Location	First	Last	Assignment/Position	Salary/Stipend	Dates of Employment/Notes
MHS	Mike	Razzoli	Boys Soccer Coach (Part Time)	\$3,500	2017-18 School Year (Reimbursed by the Booster Club)
MHS	Yannick	Smith	Boys Soccer Coach (Part Time)	\$1,375	2017-18 School Year (Reimbursed by the Booster Club)
VES	Jenny	Egas	Interpreter	\$20.00 p/h	2017 – 2018 School Year
VES	Odenis	Goris	Interpreter	\$20.00 p/h	2017 – 2018 School Year
VES	Max	Rodriguez	Interpreter	\$20.00 p/h	2017 – 2018 School Year
MHS	Paul	Spinelli	Teaching 1 Additional Block	\$3,376.88	11/27/2017 – 01/12/2018
MHS	Glen	Stuart	Teaching 2 Additional Block	\$4,217.06	11/27/2017 – 01/12/2018
MHS	James	Pendleton	Teaching 1 Additional Block	\$2,731.22	11/27/2017 – 01/12/2018
MHS	Philip	Chao	Teaching 1 Additional Block	\$2,651.49	11/27/2017 – 01/12/2018
MHS	Stacy	Westhusin	Teaching 2 Additional Block	\$5,543.60	11/13/2017 – 01/12/2018
TRANS	Eugene	Pantozzi	Bus Driver	\$500.00	Referral Bonus-Transportation

Student Lifeguards for the 2017-2018 Winter Season

Location	First	Last	Position	Salary	Dates of Employment/Notes
MHS	Elise	Randolph	Lifeguard	\$10.00 p/h	2017 – 2018 School Year

***Pending Criminal Background Clearance**

4.3 Resolution to Approve the Superintendent’s Quantitative Merit Goal #3 for 2017-2018

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

Whereas, the Montgomery Township Board of Education has now developed a set of annual goals for the 2017-2018 school year that will be included in its contract with the Superintendent, now, therefore, be it

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

Quantitative Goal 3: To improve equity and access to upper level classes for students transitioning from the Upper Middle School to Montgomery High School, an analysis will be developed to identify the factors and patterns behind student placement at MHS.

4.2

RESOLUTION

WHEREAS, the Montgomery Township Board of Education (hereinafter referred to as the "Board") and Nancy Gartenberg are parties to an Employment Agreement for the period beginning July 21, 2015 and ending June 30, 2020 (hereinafter referred to as the "Employment Agreement"); and

WHEREAS, the parties have agreed upon modifications to the terms of the Employment Agreement, which are set forth in an Addendum to the Employment Agreement between Nancy Gartenberg, Superintendent of Schools and the Montgomery Township Board of Education (hereinafter referred to as the "Addendum"); and

WHEREAS, the Addendum has been submitted to and approved by the Executive County Superintendent, in accordance with N.J.S.A. 6A:23A-3.1.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the Addendum, which is attached to this Resolution and made a part hereof.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Board Secretary/Business Administrator to execute the Addendum and any other documents necessary to effectuate same.