

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, February 13, 2017 7:00 P.M. Workshop and Business Meeting**

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

**OPENING OF THE MEETING**

- A. The Montgomery Township Board of Education held a workshop and business meeting on Tuesday, February 13, 2017 at 7:00 p.m. in the Upper Middle School media center.
- B. Roll Call - The following Board Members were present: Phyllis Bursh, Richard Cavalli, Minky Chenette, Dharmesh Doshi (arrived at 7:12 p.m.), Charles F. Jacey, Jr., Dr. Paul Johnson, Amy Miller, Ranjana Rao, and Shreesh Tiwari (arrived at 7:16 p.m.)

Also Present: Elizabeth Nastus, Interim Assistant Superintendent  
Annette M. Wells, Business Administrator/Board Secretary  
Robbin Boehmer, Assistant Business Administrator/Assistant Board Secretary  
Nora Wynn, Student Representative

- C. President Cavalli read the following Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of the meeting on January 10, 2018 and February 9, 2018. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- D. President Cavalli then led everyone in the Salute to the Flag.
- E. President Cavalli welcomed all to the workshop and business meeting.

**EXECUTIVE SESSION-** A motion was made by Ms. Chenette and seconded by Dr. Johnson that the board adopt a resolution to go into executive session at 7:02 p.m.

WHEREAS, the Open Public Meetings Act, Chapter 231 of the Laws of 1975 provides that a public body may exclude the public from that portion of a meeting of which the public body discusses certain matters for which confidentiality is required as permitted in Section 7B of the act.

RESOLVED, by the Board of Education of the Township of Montgomery in the County of Somerset and State of New Jersey as follows:

1. Items related to personnel, harassment, intimidation and bullying incidents, and negotiations with the Montgomery Township Education Association will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

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

NEW BUSINESS FROM BOARD/PUBLIC

Members of the public commented on the following topics:

- Recognizing the potential resources within the community, a suggestion was made to form a community advisory group to provide additional positive influence as it relates to the teaching of physics. It was proposed that students be introduced to physics at younger grade levels, gearing toward the understanding phenomenon rather than associated math.
- The lack of physics homework and graded assignments in 9<sup>th</sup> grade was questioned as was the ability of teachers to focus on the teaching of physics with additional non-physics science classes.
- Whether teachers and staff felt that they had input into the development of curriculum or whether just a select few were part of the process.
- The cost of the new phone system.
- Whether a letter had been written to pharmaceutical companies seeking a solution to the rising cost of the district's prescription benefit program.
- Why the public has not been better informed on the formation of the 2018/19 budget.
- A suggestion was made for the board to become more transparent by scheduling question/answer sessions with the public to discuss school district business.
- Concern was voiced over the starting time for students, especially at the high school. It was noted that Princeton is changing to later starting times, driving accidents decrease with later openings, and students' state of mind would possibly be better for learning with later start times.

Responses:

With regard to physics assignments, Mr. Cavalli asked that teachers be consulted about grading and support of 9<sup>th</sup> grade physics.

In response to start times, Mr. Cavalli responded that the district will monitor Princeton's success with later times. Ms. Wells, together with Ms. Friedlander, will look at the tiered busing, noting that the two-tier busing reduced the budget by approximately \$700,000. Dr. Johnson stated that research suggests that we are not at the optimal start time for students and that start times should not solely be a budgetary issue. Ms. Chenette stated that New Jersey School Boards Association is also looking at this situation, noting that the mental health crisis may also be lowered by delaying the start time of school. Ms. Rao cited the many complexities associated with start times changes including the ability of students to participate in extracurricular activities, especially those that take place outside of the district.

Ms. Wells responded that the phone system proposals during the 2017-18 budget preparation were approximately \$400,000. The system that was approved cost significantly less, although with a higher annual maintenance cost.

Ms. Wells responded that calling pharmaceutical companies regarding drug pricing was not possible due to privacy protection under HIPA laws. She, however, did reach out to the district's insurance advisor to see if there was anything the district might do to reduce the prescription insurance costs.

Mr. Cavalli and Ms. Wells noted that the budget presentations were moved due to the Governor's delay in his speech which will announce state aid. Future board of education meetings will include presentations on the budget with time allotted for public questions. Additionally, the district website is updated to include information about the 2018/19 budget.

Mr. Cavalli spoke about the rising cost of health benefits for the 2018/19 year, remarking that the district's loss ratios, especially in the area of prescription drug coverage, will cause a large increase in costs. In April, the district's insurance broker will be shopping for different programs to see if the district can secure a better rate.

Mr. Cavalli assured the public that the process of the strategic plan has been both bottom up and top down. The district has many teams at all levels and the MTEA is also partnered in many of the groups. This pairing is unique and is seen as putting Montgomery at the forefront of collaborative and integrative partnerships within the state.

On the topic of physics, Mr. Cavalli stated that physics is slowly being integrated at lower grade levels. He asked Mr. Doshi and the ACI committee to investigate ways to include community members in the conversations, noting the rich capabilities of community members and institutions of higher learning within the area that should be part of the district's physics conversations.

**SUPERINTENDENT'S REPORT PRESENTATIONS**

**K-4 Transition to NJSLs - Science**

Ms. Jessica Glover, K-4 Supervisor of Math and Science, gave the following presentation:

Montgomery Township School District

**K-4 Transition to NJSLs-Science**

From Kits to Creation  
February 13, 2018  
Jessica Glover  
K-4 Supervisor of Math and Science


Montgomery Township School District

**Unpacking the Boxes:**

- Years in the making
- 2 Teachers from each grade-level, Kindergarten to 4th grade
  - Piloted 2016-17
  - Full K-4 implementation 2017-18
- From FOSS to MTSD
  - Kit Buy-Back
    - Good-bye rotations!
  - Teacher training
    - 2017-18 PD Days

Montgomery Township School District


## Claim, Evidence, and Reasoning



**Claim:** *The answer you consider the most valid and acceptable*







**Evidence:** *All relevant data that supports your claim*

**Reasoning:** *A statement that explains why your evidence is important or relevant and why it supports the claim*




Montgomery Township School District

## Evidence in Professional Development

Montgomery Township School District







## Claim:



Our Professional Development series has improved K-4 Science instruction.


Montgomery Township School District

## Evidence in the classroom

Montgomery Township School District


## Evidence in Training:



- Started 2 years ago as a district
  - March 2016 District PD
    - Led by district supervisors, teacher leaders, and guest speaker - Mike Heinz, NJ DoE Science Coordinator
- Piloting with in-district lessons tiered for our students, designed by our teachers
- Teachers are the trainers
  - Extensive training for our teachers from in- and out-of-district partnerships
    - Summer SOAR
    - KT3 and STEM Teachers NYC
    - RVCC and Rider
  - 2 teachers from each grade-level piloted these lessons in their own classrooms, made revisions, and then taught the remaining grade-level teachers
  - Making connections between buildings
    - High School teachers helped in the trainings

Montgomery Township School District

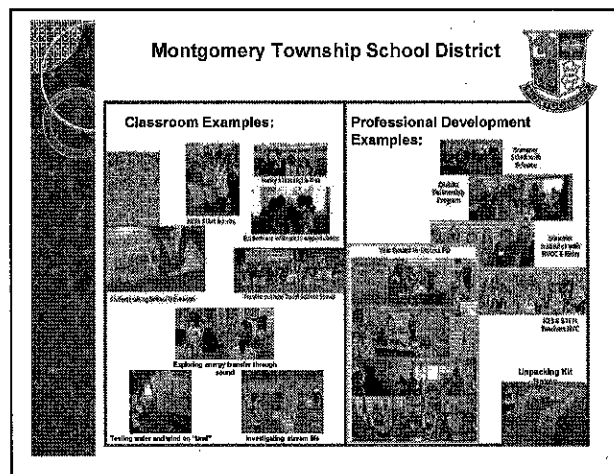
## Claim:



Our Professional Development series has improved K-4 Science instruction.

## Reasoning:

- Multiple Professional Development opportunities
- Support from K-12 administration, and beyond
- Professional Development taught by teachers for teachers
- Students and teachers use evidence to communicate their claims to each other.
- Science directly connects to our district, making it meaningful to all.
  - Students make meaningful connections to Science
- Science is more engaging for not only the teachers,



Visual/Performing Arts Department Projects - Mr. Adam Warshafsky, Supervisor of Visual Performing Arts, informed the board about the following recent initiatives at MHS:

Montgomery High School music students have come together to form two organizations entitled the Red Oak Chamber Orchestra and the Blue Moon Music Group. The Red Oak Chamber Orchestra puts together small chamber ensembles that perform around our community and collect donations. Blue Moon Music is a group of Montgomery High School students that offer private instrumental music lessons to younger students at a very discounted rate. All of these funds are then put together for the purpose of helping a school music program that is in need. This year, our students decided to donate those funds to Rockport-Fulton High School band program just outside of Houston, TX. Rockport-Fulton fell victim to Hurricane Harvey, and their high school was almost destroyed. The band program lost most of their equipment and music library. Our students were able to send them \$2,800 to help rebuild their band program.

The Montgomery High School art department successfully applied for a grant with Artists in Education through Young Audiences. This grant, worth \$10,000, provides for a professional artist to be in residence with Montgomery High School ceramics students for the spring semester. The artist in residence will be working with students to design a tile mosaic that will be installed on the exterior wall of the high school choir room that faces the bus dock. This is the location where a very unfortunate racial slur was painted years ago and has since been covered up with a painted plywood sign. Years later, the plywood sign is now in poor condition, and we will be removing it. With the help of the resident artist, designing and installing a mosaic that focuses on the theme of unity and acceptance.

Mr. Cavalli commended Mr. Warshafsky for his work with the students and the community.

Time was allowed for the board and public comment on the presentations.

## **COMMITTEE/REPRESENTATIVE REPORTS**

### **Student Representative Report**

Ms. Nora Wynn, student representative, reported on the upcoming MHS play "Oklahoma," the success of the Model UN delegation, upcoming senior activities, and several policy reminders including those affecting student behavior on smoking, student driving, and signing out of minors.

### **MTEA Report**

Mr. Scott Mason, MTEA president, reported that the MTEA and the Superintendent will be participating in a symposium at Rutgers University in March that will also include the Governor and the Presidents of the NEA and NJEA on the collaborative process.

### **Board Member Delegate/Representative Reports**

Somerset County Education Services Commission -- Ms. Bursh informed the board of a new career department centered on culinary, kitchen and restaurant management. Cooking classes will also be offered to the public. She also commented on the achievement of one alumnus reminding that "all of our students, no matter the challenges, can do well."

Municipal Alliance -- Ms. Bursh informed the board of upcoming programs including a life planning program on Feb. 22<sup>nd</sup> to educate families of those with a significant disability of the importance of planning for the individual's future support. There will also be a presentation on adverse childhood experiences by Resilient Youth of Somerville on March 15<sup>th</sup>. The Main Community Nursing Ministry of the Montgomery Evangelical Free Church will be hosting Excelability Beyond Disability to empower people to excel and think differently about disabilities. The next Alliance meeting will be March 12<sup>th</sup>.

### **Board Committee Reports**

#### **Assessment, Curriculum and Instruction Committee Report**

Mr. Doshi reported that the last meeting of the ACI was January 24 and focused on the committee's progress toward strategic goals. The committee also updated the course description for the new science offering. It was noted that Title I coordinators and central office staff attended a workshop to ensure that Title 1 guidelines were being followed. Mr. Doshi noted that Mr. Mason will be attending ACI meetings from this point forward. Mr. Cavalli stated that a public meeting of ACI would be held in the near future.

#### **Operations, Facilities and Finance Committee Report**

Mr. Jacey reported that the 2018/19 budget has been the focus of discussions within the OFF committee meetings, with the cost of health benefits being of great concern. The committee has also noted downward movement in the budgeting of special education costs. A presentation of the budget for special education is planned for the full board in the near future.

The shortage of bus drivers continues to plague the district, with the director of transportation and her assistant often driving routes that lack coverage. Ms. Friedlander has suggested that the board consider training employees interested in additional employment to fill the roles. Mr. Mason agreed that this was a possible solution and requested additional information on this proposal. Ms. Miller requested that an email be sent to parents as to the change in bus routes and student arrival times.

Mr. Jacey informed the board that the approximately \$750,000 in identified facilities projects has been pared back to approximately \$250,000. He stated that Mr. Klein is analyzing the list of

projects to determine if any are safety and security related so that they may meet the requirements to be able to be funded through special reserves.

The website improvement has been moved to the Communications Committee, with the OFF committee noting a small budget necessary for significant improvements.

The budget calendar will be changed due to a delay in the Governor's speech and announcement of state aid.

Two water stations are on track for installation. Ms. Chenette arranged for funding of the stations and installation. Ms. Chenette believes the PTO may also handle the cost of maintaining the stations.

Referendum projects are being closed, and any remaining funds will be returned to tax payers through the debt service line in the budget.

Menus will be a topic for discussion for the committee once the food service company has been chosen for the next year. The request for proposal is anticipated to go out in March. Once the decision has been made, the company will be invited to an OFF meeting to discuss improvement of food choices at the elementary schools. Mr. Cavalli requested that parents and the community reach out to the principals concerning food quality, citing the need for the solution to be sensitive to the needs of the community in terms of food quality vs. food cost.

#### Human Resources and Negotiations Committee Report

Ms. Miller reminded the board of required bias training scheduled for February 27. Ms. Mattis will present the human resources budget at the March board meeting. She also noted that Mr. Mason has brought Ms. Jones as a new member of the committee.

#### Communication and Advocacy Committee Report

Ms. Chenette encouraged all to attend an ECRA presentation on March 15<sup>th</sup> at 7 p.m. followed by a mingling/question and answer session with the community. She also spoke about improvement of the website becoming a focus of the committee.

Chairs and Policy Committee Report – Mr. Cavalli reported that the start times of the school day was being discussed and was more of a complex issue than anticipated, with consideration of extracurricular activities, MTEA contractual agreements and fiscal objectives needing to be considered in addition to student well-being. He also stated that the search for the Assistant Superintendent is commencing shortly, with a series of short interview sessions to gather understanding and purpose of candidates scheduled in the near future. Lastly, several new policies are under review including the board use of social media. He requested that the board share any comments with Ms. Miller and Ms. Gartenberg. Ms. Wells reminded the board that there are two readings of policy, with the board adopting the policy on the second reading.

#### President's Report

Mr. Cavalli spoke about the board's requirement on ethics training and that the board's self-evaluation will also be discussed on April 25<sup>th</sup> or 26<sup>th</sup>. He reiterated that the budget calendar will be modified due to the delay in the Governor's address. He commended Mr. Mason's collaborative efforts in adding a colleague to the Human Resources committee.

**REVIEW OF MINUTES**

The board reviewed the following minutes:

1. January 9, 2018 Executive Session Meeting
2. January 9, 2018 Organization and Workshop and Business Meeting
3. January 23, 2018 Executive Session Meeting
4. January 23, 2018 Business Meeting

The minutes will be approved at the February 27, 2018 business meeting.

**REVIEW OF THE DRAFT FEBRUARY 27, 2018 BUSINESS MEETING AGENDA**

The board reviewed the draft agenda for the February 27, 2018 business meeting.

**BOARD/PUBLIC COMMENTS**

Members of the public commented on the following items:

- A concern that Forensics extracurricular events are being eliminated.
- The need for later school start times, especially at the high school level.
- The willingness to pay additional taxes for later start times.
- The willingness to pay more for better quality school lunches.
- The need to reach out to drug companies regarding specific drug costs.
- The need to utilize a consultant to solve busing issues and associated costs.
- The belief that taxes should not be raised for busing and that New Jersey is losing residents due to an increase in taxes.

Mr. Cavalli responded that questions regarding the Forensics team should be addressed to the principal as a first step in acquiring information and answers.

Mr. Cavalli reiterated the complexities facing the board as it considers the well-being of students in the adjustment of school starting times. He noted that in all decisions, the well-being of students is always considered in addition to fiscal responsibility.

Ms. Wells responded that privacy laws prohibit an employer from identifying or advocating for an employee for reimbursement drug costs.

Mr. Cavalli assured the public that the board would review the lunch menus and food offerings at the schools once a company is chosen for the next school year.

Ms. Wells responded that she and Ms. Friedlander would be reviewing transportation costs in the near future as part of the budgetary process.

Mr. Cavalli commented that Mr. Mason and Ms. Riddell have personally told him that "attitude and culture have never been better" within the schools. He noted that while there is always room for improvement, the district has become more "integrated than collaborative" and is better off than it was 18 months ago.



**ACTION AGENDA****1.0 ADMINISTRATIVE**

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

**1.1 Routine Monthly Report – Accept the following report:**

Harassment, Intimidation and Bullying (HIB) Report

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

**2.0 CURRICULUM & INSTRUCTION**

A motion was made by Ms. Chenette and seconded by Ms. Miller to approve agenda items 2.1 through 4.1 as follows:

**2.1 Consultant Approvals 2017-2018**

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

<b>CONSULTANT NAME/ VENDOR</b>	<b>SERVICES PROVIDED</b>	<b>RATES OF SERVICE</b>
Beyond Communication	Speech/Language Presentation: One (1) Two Hour Presentation	\$400.00 Total Cost
Dr. Mesia Austin	Four (4) Professional Development Days for Teachers in the Music Department to Help Design Appropriate Percussion Instruction February – June 2018	\$500.00 Total Cost
Mr. Jacob Winterstein	Provide Professional Development during February for the High School Art Teachers with the AIE artists in residence grant	\$650.00 Total Cost

**3.0 FINANCE**

- 3.1 Travel Reimbursement – 2017/2018– approve the Board member and/or staff conference and travel expenses as per the attached list (see Pages 14 – 15).
- 3.2 Professional Services Agreement – Edwards Engineering Group, Inc. - approve a professional services agreement with Edwards Engineering Group, Inc. for site engineering services and design in connection with referendum projects at the Upper Middle School at a price not to exceed \$43,500.00.
- 3.3 Receipt and Award of Bid – Spring Athletic Awards, Equipment, Supplies and Uniforms for the Montgomery Township School District (Bid #B18-10) – Bids were received on January 24, 2018 for spring athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$40,331.45
Metuchen Center Inc. Sayreville, NJ	\$35,137.15
Leisure Sporting Goods Iselin, NJ	\$31,537.47
Kelly's Sports, Ltd. West Chester, PA	\$23,617.00
Riddell Elyria, OH	\$21,867.85
Extra Innings Mount Laurel Mount Laurel, NJ	\$20,811.55
Triple Crown Sports, Inc. Old Bridge, NJ	\$17,863.80
Longstreth Sporting Goods Spring City, PA	\$14,115.23
Pyramid School Products Tampa, FL	\$13,305.14
Aluminum Athletic Equipment Royersford, PA	\$ 8,772.20
S& S Worldwide Colchester, CT	\$ 3,422.01

MFAC, LLC  
West Warwick, RI

\$ 3,337.70

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

*Baseball: Riddell, Elyria, OH* - The low bid received for baseball jerseys and pants is being rejected because the vendor cannot supply the requested bid item. The vendor substituted the requested bid item for another style and brand of uniform. The uniforms much match the existing uniforms currently being used.

*Softball: Riddell, Elyria, OH* - The low bid received for softball bases is being rejected because the vendor cannot supply the requested bid item. The vendor substituted a lesser brand that is below the specifications requested and not suitable for this level of play.

*Boy's Track: Pyramid, Tampa, FL* - The low bid received for stopwatches is being rejected because the vendor cannot supply the requested bid item. The vendor substituted a lesser brand that is below the specifications requested.

*Boy's Track: Pyramid, Tampa, FL & AAE, Royersford, PA* - The low bids for the Steel Measuring Tape is being rejected because the vendors offered a different brand that does not meet the requested specifications.

*Girl's Track: Pyramid, Tampa, FL* - The low bid received for stopwatches is being rejected because the vendor cannot supply the requested bid item. The vendor substituted a lesser brand that is below the specifications requested.

*Boy's Tennis: Riddell, Elyria OH & Metuchen Center, New Brunswick, NJ* - The low bids received for tennis shirts are being rejected because the vendor cannot supply the requested bid item. The vendor substituted the requested bid item with another brand of uniform that is below the specifications requested. The uniforms much match the existing uniforms currently being used.

*Boy's Golf: BSN Sports, Jenkintown, PA* - The low bid received for golf shirts are being rejected because the vendor cannot supply the requested bid item. The vendor substituted the requested bid item with another brand of uniform that does not match the requested specifications. The uniforms much match the existing uniforms currently being used.

*Boy's Golf: Riddell, Elyria, OH* - The low bid received for boy's golf polo's is being rejected because the vendor cannot supply the requested bid item. The vendor substituted the requested bid item with another brand of uniform. The uniforms much match the existing uniforms currently being used.

*Girl's Golf: Riddell, Elyria, OH* - The low bid received for girls golf polo's is being rejected because the vendor cannot supply the requested bid item. The vendor substituted the requested bid item with another brand of uniform. The uniforms much match the existing uniforms currently being used.

*Middle School Baseball: BSN Sports, Jenkintown, PA* - The low bid received for baseball pants is being rejected because the vendor cannot supply the requested bid item. The vendor substituted the requested bid item for another style of baseball pants. The uniforms much match the existing uniforms currently being used.

*Middle School Softball: Metuchen Center, New Brunswick, NJ* - The low bid received for softball tops is being rejected because the vendor cannot supply the requested bid item. The vendor substituted the requested bid item with another brand of uniform. The uniforms much match the existing uniforms currently being used.

*Middle School Track: Extra Innings Mt. Laurel, NJ & Riddell, Elyria, OH* - The low bids received for boys and girls middle school spring track team shirts is being rejected because the vendor cannot supply the requested bid item. The vendor substituted a different brand that will not match the existing team uniforms.

It is recommended that the Board of Education award Bid #B18-10 for spring athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	
Leisure Sporting Goods Iselin, NJ	\$15,779.08
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$8,902.80
Triple Crown Sports, Inc. Old Bridge, NJ	\$3,734.50
Longstreth Sporting Goods Spring City, PA	\$2,275.18
Kelly's Sports, Ltd. West Chester, PA	\$2,033.50
Pyramid School Products Tampa, FL	\$1,876.24
Aluminum Athletic Equipment Royersford, PA	\$1,206.85
Extra Innings Mount Laurel Mount Laurel, NJ	\$784.00
Riddell Elyria, OH	\$516.30
Metuchen Center Inc. Sayreville, NJ	\$498.35

MFAC, LLC West Warwick, RI	\$448.70
S& S Worldwide Colchester, CT	\$157.40
<b>Total Bids Awarded</b>	<b>\$38,212.90</b>

**4.0 PERSONNEL**

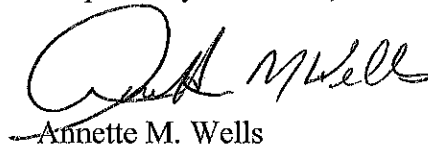
4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 16 - 23).

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

**ADJOURNMENT**

A motion was made by Ms. Chenette and seconded by Dr. Johnson that the meeting be adjourned at 10:15 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**
Kelly Apel	MHS	4/12/2018	Artistic Academy of Hair Design Counselor Tour		\$16.00					\$16.00	\$16.00
Meghan Bauer	OHES	5/30 - 6/1/18	NJ TESOL Conference	\$45.00	\$36.83			\$394.00		\$475.83	\$475.83
Geena Bergen	OHES	2/23 & 5/17/18	The NGSS in NJ					\$30.00		\$30.00	\$30.00
Fiona Borland	BO	6/24 - 6/27/18	International Society of Technology Educators	\$60.00		\$296.00	\$645.00	\$395.00	\$350.00	\$1,746.00	\$2,769.35
Carolyn Casey	MHS	2/28/2017	2018 NJAHPERD Annual Convention		\$31.25			\$80.00		\$111.25	\$111.25
Carlee Dragon	MHS	2/28/2018	2018 NJAHPERD Annual Convention		\$23.44			\$80.00		\$103.44	\$103.44
Jenny Egas	VES	3/15/2018	Scaffolding for Success: Strategies for Supporting Literacy Learning		\$4.34			\$175.00		\$179.34	\$179.34
Jean Evertsen	VES	5/30 - 6/1/18	NJ TESOL Conference	\$21.00				\$394.00		\$415.00	\$415.00
Vincent Figueroa	MHS	2/27/2018	2018 NJAHPERD Annual Convention		\$8.59			\$80.00		\$88.59	\$88.59
Lindsay Fox	OHES	2/23 & 5/17/18	The NGSS in NJ					\$30.00		\$30.00	\$30.00
Kurt Franey	MHS	3/2 - 3/4/18	NJSIAA State Wrestling Championships	\$60.00	\$66.34	\$192.00	\$396.00	\$80.00		\$794.34	\$794.34
Jennifer Furman	VES	2/23 & 5/17/18	The NGSS in NJ					\$30.00		\$30.00	\$30.00
Vincent Ingrassia	MHS	2/26/2018	2018 NJAHPERD Annual Convention		\$9.58			\$70.00		\$79.58	\$79.58
Stefanie Lachenauer	UMS	3/23/2018	Human Rights Institute Conference		\$18.60					\$18.60	\$18.60
Norelis Martinez	LMS	5/30 - 6/1/18	NJ TESOL Conference	\$20.00				\$394.00		\$414.00	\$414.00
kelly Mattis	BO	3/1/2018	Rider University Career Fair Spring 2018					\$50.00		\$50.00	\$624.42
Anna Panova-Cicchino	MHS	3/16/2018	Good Ideas in Teaching Precalculus		\$7.63			\$165.00		\$172.63	
Anna Panova-Cicchino	MHS	5/8/2018	Physics for Math Teachers		\$7.63			\$195.00		\$202.63	\$563.88
Maria Pazlopez	UMS	3/23/2018	Human Rights Institute Conference		\$18.60					\$18.60	\$18.60

**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**
William Pitcher	BO	3/22 - 3/23/18	50th Annual NJ Pupil Transportation Conference & Equipment Show	\$20.00	\$59.75		\$86.00	\$350.00		\$525.75	\$525.75
Michael Richards	LMS	4/19 - 4/21/18 2/23 & 5/17/18	Learning and the Brain	\$15.00	\$3.60	\$188.00	\$550.00	\$549.00	\$37.00	\$1,342.60	\$2,086.72
Lauren Rocha	OHE	5/17/18	The NGSS in NJ	\$3.00	\$4.34			\$30.00		\$37.34	\$37.34
Johanny Rooney	OHE	2/16/2018	Chip Candy Physical Education Workshop		\$7.87					\$7.87	\$7.87
Pete Rosenberg	OHE	4/19/2018	Educating Mindful Minds					\$214.00	\$49.80	\$263.80	\$263.80
Kathy Sinclair	OHE	2/16/2018	Chip Candy Physical Education Workshop		\$7.87					\$7.87	\$7.87
Nitu Sinha	MHS	3/16/2018	Good Ideas in Teaching Precalculus					\$165.00		\$165.00	\$165.00
Marybeth Torralba	MHS	3/23/2018	Facing the Future 26: Hired Blueprint for Employment Success					\$175.00		\$175.00	\$175.00
Tiffany Trockenbrod	MHS	2/27/2018	2018 NJAHPERD Annual Convention		\$27.47			\$80.00		\$107.47	\$107.47
Bryan Upshaw	MHS	2/26/2018	2018 NJAHPERD Annual Convention		\$11.13			\$80.00		\$91.13	\$91.13
Betsy Valenza	UMS	4/13/2018	FLENJ 2018 Annual Conference		\$8.34			\$110.00		\$118.34	\$118.34
Cristina Venetucci	UMS	2/26 - 2/27/18	2018 NJAHPERD Annual Convention		\$30.50			\$160.00		\$190.50	\$190.50
Marci Warboys	UMS	3/12/2018	Dyslexia Workshop		\$11.16			\$99.00		\$110.16	\$350.16

\*Excluding Tolls

\*\*Includes Registrations

BOE 2/13/18

\*\*Estimated

#### 4.1 PERSONNEL Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
LMS	Nicole	Narce	Paraprofessional AID.LM.TIA.EO.14	1/23/2018	Resigned	10/12/2015 – 01/22/2018

#### Leaves of Absence

Location	Name	Lasts	Position	Type of Leave	Dates of Leave/Notes
VES	Lorin	Benke	Teacher – Grade 4 TCH.VS.TCHR.04.03	Leave of Absence Anticipated Return	02/26/2018 – 04/09/2018 (Paid w/ Benefits) 04/10/2018
MHS	Cynthia	Gorman	Paraprofessional AID.HS.TIA.EO.05	Temporary Disability FMLA Anticipated Return	05/14/2018 – 06/21/2018 (Paid w/ Benefits) 09/03/2018 – 11/23/2018 (Unpaid; w/ Benefits) 11/26/2018
MHS	Gina	Iacono	Teacher/Special Education TCH.HS.RCTR.MG.09	Temporary Disability FMLA Anticipated Return	04/12/2018 – 06/07/2018 (Paid w/ Benefits) 06/11/2018 – 09/28/2018 (Unpaid w/ Benefits) 10/01/2018
DISTRICT	Amy	Monaco	Supervisor of Humanities SPV.K4.LASS.NA.01	Leave of Absence Leave of Absence	12/07/2017 – 01/19/2018 (Paid w/ Benefits) 01/22/2018 – 06/30/2018 (Unpaid)
DISTRICT	Shane	Stryker	Grounds GRD.BO.GRND.NA.03	FMLA Anticipated Return	01/16/2018 – 02/23/2018 (Unpaid; waives benefits). Revised 02/26/2018 - Revised

#### Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Amalia	Kanaras*	Teacher – Grade 1 (Leave Replacement) TCH.OH.TCHR.01.03	Colleen Kester	BA	1	\$59,440	Yes	02/27/2018 – 03/29/2018



VES	Claudine	O'Brien*	School Psychologist (Leave Replacement) TCH.VS.PSYC.MG.01	Meghan Knapp	MA+60 (Doc)	9	\$79,410	Yes	02/20/2018 – 06/30/2018
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**Appointments/Renewals (Non-Certificated Staff)**

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Disha	Gupta	Paraprofessional AID.OH.FPS.MG.09	Laureen Westover	1	\$24,700	Yes	02/01/2018 – 06/30/2018

**Transfers/Voluntary Reassignments**

New Position/Location	First	Last	Previous Position/Location	Degree	Step	Salary	Dates of Employment
FT Para/OHES AID.OH.TIA.EO.08	Kristina	Popp	FT Paraprofessional/VES AID.VS.TIA.EO.01	N/A	2-3	\$24,900	09/01/2017 – 02/19/2018 (VES) 02/20/2018 – 06/30/2018 (OHES)

**Appointments/Substitutes**

Location	First	Last	Position	Status	Dates of Employment/Notes
VES	Kaitlyn	Anderson	Student Teacher/Substitute Teacher	NEW	2017-2018
DISTRICT	Allison	Francis	Substitute Teacher	NEW	2017-2018
DISTRICT	Sadhana	Nadkarni	Substitute Secretary	NEW	2017-2018
DISTRICT	Harita	Nelson	Substitute Teacher	NEW	2017-2018

**Salary Advancement**

Location	First	Last	Assignment	Degree	Step	17-18 Salary	Dates of Employment/Notes
OHES	Brenda	Humeryager	Teacher/BSI-Academic Support	MA+45	20-21	\$89,100	02/01/2018 – 06/30/2018
OHES	Jessica	Roberts	Teacher/Resource Program	MA+45	10-11	\$79,150	02/01/2018 – 06/30/2018

**Tuition Reimbursement**

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
OHES	Kimberly	Critelli	TCNJ	Spring 2018	3	\$2314.50	Supervision & Administration of Reading Programs
OHES	Diamond	DaBronzo	University of LaVerne	Spring 2018	3	\$345.00	Child Behavior Disorders
VES	Meredith	Del Guercio	Georgian Court University	Spring 2018	3	\$1950.00	Communication Interventions for Students with ASD
MHS	Carla	Hampton	Caldwell University	Spring 2018	3	\$2031.75	Organizational Leadership
MHS	Carla	Hampton	Caldwell University	Spring 2018	3	\$2031.75	Dissertation Research
MHS	Valeriya	Kotok	University of the Pacific	Spring 2018	3	\$279.00	Develop New Curricula Through Travel
MHS	Valeriya	Kotok	University of the Pacific	Spring 2018	3	\$279.00	Focus on Objectives for Teaching French
MHS	Valeriya	Kotok	University of the Pacific	Spring 2018	3	\$279.00	The History, Art and Culture of France
OHES	Julia	Lee	University of LaVerne	Spring 2018	3	\$345.00	Child Behavior Disorders
DISTRICT	Mary	McLoughlin	Seton Hall University	Spring 2018	3	\$2031.75	Dissertation Advisement X
DISTRICT	Mary	McLoughlin	Seton Hall University	Fall 2017	3	\$2031.75	Dissertation Advisement *Revision to amount
UMS	James	Mulligan	University of LaVerne	Spring 2018	3	\$345.00	Understanding & Dealing with Difficult Parents
UMS	James	Mulligan	University of LaVerne	Spring 2018	3	\$345.00	Classroom Management for Middle & High School Teachers
UMS	James	Mulligan	University of LaVerne	Spring 2018	3	\$345.00	Becoming a More Effective Teacher
UMS	Debra	O'Reilly	Loyola Marymount	Spring 2018	3	\$381.65	Teaching ESL

OHES	Wendy	Senatra	Walden University	Spring 2018	5	\$2175.00	Counseling Theories for School Counselors
MHS	Kristina	Shebchuk	TCNJ	Spring 2018	3	\$2314.50	American Realism & Naturalism
MHS	Glen	Stuart	Rider University	Summer 2017	3	\$2031.75	Teaching & Learning Physical Science <i>*Revision to amount</i>
MHS	Glen	Stuart	Rider University	Summer 2017	3	\$2031.75	Creative Ethical Teacher Leadership <i>*Revision to amount</i>
MHS	Susan	Teza	University of Wisconsin	Spring 2018	3	\$1323.00	Methods of Teaching Middle School Math
UMS	Elizabeth	Wasiak	University of Pacific	Spring 2018	3	\$279.00	Stress Management Strategies to Enhance Student Learning
VES	Laurie	Winer	UCAL San Diego	Spring 2018	5	\$374.00	Math Problem Solving Strategies 3-6th

**Appointments – Mentor Teachers**

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
OHES	Amalia Kanaras	Julie Santoro	Traditional	\$55.00	Yes	02/27/2018-03/29/2018
MHS	Yannick Smith	Brian Santaniello	Traditional	\$165.00	Yes	03/23/2018-06/30/2018

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

Location	First	Last	Position	Salary/Stipend	Dates/Notes
LMS	Kevin	Armstrong	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Lesley	Haas	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Jennifer	Romano	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Deborah	Bilik	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Megan	Murphy	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)

LMS	Kaitlin	Hill	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Damaris	Botero	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Erika	Fedo	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Kristin	Kaplan	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Caryl	Pitt	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Enrica	Pirone	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Jennifer	Rangnow	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
LMS	Alyssa	Juniak	Teacher – Period 9	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 50 hours (Revised)
OHES	Eric	Sletteland	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Laura	Sapnar	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Julia	Santoro	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Jamie	Davison	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Jessica	Roberts	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Julia	Lee	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Genifer	Leimbacher	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Meghan	Bauer	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Allison	Koblin	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Pete	Rosenberg	Teacher – The Bridges Program	\$59.98/hour	02/14/2018 – 06/22/2018 Not to Exceed 67 hours (Revised)
OHES	Rosemarie	D'Allegro	Monitor – The Bridges Program	\$400.00/program (Revised)	11/08/2017 – 06/22/2018 Not to Exceed 40 hours

OHES	Rangini	Mohan	Monitor – The Bridges Program		\$400.00/program (Revised)	11/08/2017 – 06/22/2018
VES	Meredith	DeGuercio	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Mary(Lisa)	Pliskin	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Veronica	Gadhok	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Karen	Damato	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Laura	Bell	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Odenis	Goris	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Joe	Bassford	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Melissa	Sandler	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Jillian	Chianese	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Jean	Evertsen	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Max	Rodriguez	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Marlene	Biava	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Jim	Dolan	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Samantha	Borelli	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Colleen	Cullinane	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Scott	Furfaro	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Faith	Springsteen	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)
VES	Donna	Potter	Teacher – Fun Fridays		\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 35 hours (Revised)

**Appointments – Curriculum Writing – 2017-2018**

MHS	Susanne	Asral	Curriculum Development – Spanish 4 Honors	\$34.00/hour	07/01/2017- 06/30/2018 Not to Exceed \$2,856.00 (Revised)
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**Other**

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
MHS	Temmy	Olivi	Teaching 1 Additional Block	\$5,206.74	02/01/2018 – 05/08/2018 (Revised)
MHS	Susanne	Asral	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
MHS	Philip	Chao	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
MHS	Clarisa	Lescano	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
MHS	Elsa	Licinski	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
MHS	Kim	Marshall	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
MHS	Eliana	Molano	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
MHS	Georgina	Simons	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
UMS	Staci	Anderson	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
UMS	Jessica	Giboyeaux	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
UMS	Alejandro	Quiroz	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
LMS	Damaris	Botero	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
LMS	Jessica	Clarke	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year

VES	Jenny	Egas	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
VES	Odenis	Goris	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
VES	Max	Rodriguez	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
OHES	Gloria	Stuart	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year
BOE	Gloria	Rivera	Interpreter	\$20/hour or hourly rate based on salary	2017-2018 School Year

**\*Pending Criminal Background Clearance**

1. Resolution Authorizing Reduction in Force – Approve the following resolution:  
 WHEREAS, the Superintendent of Schools has recommended that an employee’s assignment be eliminated due to a reduction in force;  
 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 employee assignment will be eliminated, effective February 23, 2018;  
 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.
2. Resolution Authorizing Sidebar between the Montgomery Township Board of Education and the Montgomery Township Education Association—Approve the following resolution:  
 WHEREAS, the Superintendent of Schools has recommended that MTEA Schedule B MHS – Band: Basketball Band stipend in the amount of \$2,060 be eliminated and MHS – Band: Chamber Music Ensemble stipend in the amount of \$2,060, be approved.