

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Meeting, Tuesday, September 17, 2024**

**EXECUTIVE SESSION AGENDA**

**4.1 PERSONNEL**

**A. Leaves of Absence**

	<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Type of Leave</b>	<b>Dates of Leave/Notes</b>
1.	MHS	Kelly	Rafferty-Kneafsey	Teacher/Math TCH.HS.MATH.MG.15	Temporary Disability FMLA/NJFLA Anticipated Return	01/02/2025 – 02/12/2025 (Paid; w/ Benefits) 02/13/2025 – 05/09/2025 (Unpaid; w/ Benefits) 05/12/2025
2.	LMS	Melanie	Dubs	Paraprofessional AID.LM.TIA.EO.11	Leave of Absence Anticipated Return	09/05/2024 – 10/16/2024 (Paid; w/ Benefits) 10/17/2024
3.	LMS	Joseph	Morrison	Teacher/ Grade 6 LA/SS TCH.LM.SOST.06.03	FMLA/NJFLA Anticipated Return	01/13/2025 – 04/04/2025 (Unpaid; w/ Benefits) 04/07/2025
4.	VES	Lauryn	Gregory	Teacher/Grade 3 TCH.VS.TCHR.03.09	Leave of Absence Unpaid Leave Anticipated Return	09/01/2024 – 09/23/2024 (Paid; w/ Benefits) 09/24/2024 – 05/16/2025 05/19/2025
5.	OHES	Gitika	Yadav	Paraprofessional AID.OH.TIA.EO.29	Leave of Absence Anticipated Return	09/16/2024 – 09/27/2024 (Paid; w/ Benefits) 09/30/2024

**B. Appointments/Renewals (Certificated Staff)**

	<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Replacing</b>	<b>Degree</b>	<b>Step</b>	<b>Salary</b>	<b>Pro-rated</b>	<b>Dates of Employment/Notes</b>
1.	OHES	Rebecca	Cardinal	Teacher/Special Education (Leave Replacement) TCH.OH.RCTR.MG.09	Kelly Norland	BA	B	\$68,065	Yes	09/01/2024 – 02/14/2025 - <i>Revised</i>

**C. Appointments (Non-Certificated Staff)**

	Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/ Notes
1.	LMS	Makiko	Davis	Registered Nurse AID.LM.RN.UG.01	Florence Smith	E	\$51,025	Yes	11/18/2024 – 06/30/2025 <i>(or sooner, pending release)</i>

**D. Transfers/Voluntary and In-Voluntary Reassignments**

	New Position/Location	First	Last	Previous Position/Location	Degree	Step	Salary	Dates of Employment/ Notes
1.	Paraprofessional/LMS AID.LM.TIA.EO.13	Lupita	Geivelis	Paraprofessional//OHES AID.OH.TIA.EO.31	N/A	D	\$31,210	09/01/2024 – 06/30/2025

**E. 2024-25 Renewals Transportation**

	Location	First	Last	Assignment	24/25 Step	Additional Hourly Compensation for Years of Service	24/25 Hourly Rate/ Salary
1.	TRANS	Laxmi	Reddy	Bus Attendant	4	N/A	\$25.79 – <i>Revised</i>
2.	TRANS	Linda	Sikorsky	Bus Attendant	4	N/A	\$25.79 – <i>Revised</i>

**F. Appointments – To be Funded by FY25 ESEA Title I**

	Location	First	Last	Position	Salary	Dates of Employment/Notes
1.	MHS	Christian	Lugo	Teacher – Title I MHS Achieve (Not to Exceed 90 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
2.	MHS	Jenna	Lugo	Teacher – Title I MHS Achieve (Not to Exceed 99 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
3.	MHS	Kelly	Rafferty-Kneafsey	Teacher – Title I MHS Achieve (Not to Exceed 99 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
4.	MHS	Kylie	Murphy	Teacher – Title I MHS Achieve (Not to Exceed 99 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025

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5.	MHS	Debra	O'Reilly	Teacher – Title I MHS Achieve (Not to Exceed 66 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
6.	MHS	Paul	Stemmler	Teacher – Title I MHS Achieve (Not to Exceed 66 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
7.	MHS	Katherine	Van Zandt	Teacher – Title I MHS Achieve (Not to Exceed 66 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
8.	MHS	Iryna	Lupak	Teacher – Title I MHS Achieve (Not to Exceed 66 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
9.	MHS	Maureen	Conway	Teacher – Title I MHS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
10.	UMS	Neepa	Patel	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
11.	UMS	Staci	Anderson	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
12.	UMS	Michelle	Feigenwinter	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
13.	UMS	Stefanie	Lachenauer	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
14.	UMS	Wendy	Wachtel	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
15.	UMS	Denita	Davis	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
16.	LMS	Deborah	Bilik	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
17.	LMS	Dana	Vasil	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
18.	LMS	Alyssa	Mentzel	Teacher – Title I LMS Achieve (Not to Exceed 60 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
19.	LMS	Marissa	Fuller	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
20.	LMS	Jennifer	Snyder	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
21.	LMS	Kristin	Kaplan	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
22.	LMS	Erika	Fedo	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
23.	LMS	Daniel	Stevens	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
24.	LMS	Jennifer	Durante	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
25.	LMS	Meghan	Murphy	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025

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26.	VES	Patricia	Pignataro	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
27.	VES	Heather	Geniton	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
28.	VES	Michelle	Barbarasch	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
29.	VES	Casey	Maxwell	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
30.	VES	Donna	Potter	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
31.	VES	Rose	Bauer	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
32.	VES	Karen	Damato	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
33.	VES	Amanda	Bassford	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
34.	VES	Heather	Varela	Monitor – Title I Bluebird Club	\$600.00 stipend	09/27/2024 – 06/13/2025
35.	VES	Lisa	Carrier	Monitor – Title I Bluebird Club	\$600.00 stipend	09/27/2024 – 06/13/2025

**G. Appointments/Substitutes**

	<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Status</b>	<b>Dates of Employment/Notes</b>
1.	DISTRICT	Halah	Alobaidi	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
2.	DISTRICT	Jeremy	Barish	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
3.	DISTRICT	Khudeja	Bilal	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
4.	DISTRICT	Trinity	Connelly	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
5.	DISTRICT	Michele	Eilbacher	Substitute Teacher/Paraprofessional	NEW	09/01/2024-06/30/2025
6.	DISTRICT	Marie	Desir Vernard	Substitute Bus Driver	NEW	09/17/2024-06/30/2025
7.	DISTRICT	Nomisha	Sheth	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
8.	DISTRICT	Kathyn	Sonner	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025

**H. Tuition Reimbursement**

	Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
1.	MHS	Sarah	Bickel	New Jersey City University	2024-2025	3	\$2,570.40	Research Applications in Educational Technology
2.	UMS	Kelli	Kallens	New Jersey City University	2024-2025	3	\$2,551.17	Internship-School Media Center
3.	MHS	Valerie	Kruger	Gratz College	2024-2025	3	\$1,395.00	Social and Emotional Learning in the Classroom
4.	UMS	Michael	Molino	Rutgers University	2024-2025	3	\$2,514.00	Diversity and Oppression
5.	UMS	Michael	Molino	Rutgers University	2024-2025	3	\$2,514.00	Human Behavior and the Social Environment
6.	OHES	Renee	Perovich	University of LaVerne	2024-2025	3	\$420.00	Bridging the Culture & Poverty Gap in Education
7.	OHES	Renee	Perovich	University of LaVerne	2024-2025	3	\$420.00	Co-Teaching the Works! Structures & Strategies for Student Learning
8.	OHES	Renee	Perovich	University of LaVerne	2024-2025	3	\$420.00	ABCs of Effective Mainstreaming and Inclusion
9.	MHS	Katherine	Van Zandt	The College of New Jersey	2024-2025	3	\$1,995.00	Engaging English Language Learners
10.	MHS	Katherine	Van Zandt	The College of New Jersey	2024-2025	3	\$1,995.00	Artificial Intelligence for Educators: Navigating the Future of Learning <i>*Rescind</i>
11.	UMS/MHS	Jamie	Yavorsky	Vandercook College of Music	2024-2025	3	\$1,146.00	Teaching Music to Students with ASD

**I. Co-Curricular 2024 - 2025**

	Location	First	Last	Position	Stipend	Dates of Employment/Notes
1.	MHS	Laura	Doughty	Library Monitor	\$4,335	2024-2025 School Year
2.	MHS	Kapil	Khurana	Robotics Volunteer	\$0	2024-2025 School Year
3.	LMS	Kristin	Kaplan	Class Advisor, 5th & 6th Grade @ 50%	\$1,500	2024-2025 School Year

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4.	LMS	Robert	Skibinski	Class Advisor, 5th & 6th Grade @ 50% - <i>Revised</i>	\$1,500	2024-2025 School Year
5.	LMS	Kristin	Kaplan	Empowering Young Monty @ 50% - <i>Revised</i>	\$977.50	2024-2025 School Year
6.	LMS	Robert	Skibinski	Empowering Young Monty @ 50%	\$977.50	2024-2025 School Year
7.	LMS	Danielle	Gordon	Theater Arts: Stage Director @ 50%	\$1,268	2024-2025 School Year
8.	LMS	Noel	Kitchen	Theater Arts: Stage Director @ 50%	\$1,268	2024-2025 School Year

**J. Extra-Curricular Activities**

	Location	First	Last	Position	Stipend	Dates of Employment/Notes
1.	MHS	Katie	Foster	Field Hockey Coach, JV	\$5,800	2024-25 Fall Season

**K. Other**

	Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
1.	DISTRICT	Substitute	Rate	Bus Mechanic	\$250.00/day <i>Revised</i>	2024-2025 School Year
2.	MHS	Joseph	Bassford	Teaching 1 Additional Period (PE)	\$2,007.90	09/01/2024 – 09/30/2024
3.	MHS	Vincent	Figuroa	Teaching 1 Additional Period (PE)	\$2,007.90	09/01/2024 – 09/30/2024
4.	MHS	Vincent	Ingraffia	Teaching 1 Additional Period (PE)	\$2,007.90	09/01/2024 – 09/30/2024
5.	MHS	Jenna	Lugo	Teaching 1 Additional Period (Math)	\$16,579.20	09/16/2024 – 06/30/2025
6.	MHS	Claire	Scarpa	Teaching 1 Additional Period (PE)	\$2,117.40	09/01/2024 – 09/30/2024
7.	MHS	Richard	Steeb	Teaching 1 Additional Period (PE)	\$2,044.40	09/01/2024 – 09/30/2024
8.	MHS	Michael	Stern	Teaching 1 Additional Period (Honors Geometry)	\$7,940.25	09/01/2024 – 12/20/2024
9.	MHS	Christopher	Villano	Teaching 1 Additional Period (Honors Geometry)	\$0	<i>Rescind</i>
10.	UMS	Kelli	Kallens	Internship with Elizabeth Wasiak	N/A	09/01/2024-12/31/2024
11.	UMS	Lisa	Anastasi	Teaching 1 Additional Period (Special Education)	\$2,429.84	09/16/2024 – 10/25/2024
12.	UMS	Michelle	Feigenwinter	Teaching 1 Additional Period (Special Education)	\$2,913.26	09/16/2024 – 10/25/2024
13.	UMS	Brandi	Gaudiosi	Teaching 1 Additional Period (Special Education)	\$2,186.80	09/16/2024 – 10/25/2024
14.	UMS	Catherine	Mislan	Teaching 1 Additional Period (Special Education)	\$2,964.36	09/16/2024 – 10/25/2024

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15.	UMS	Joanne	Tiu-O'Hara	Teaching 1 Additional Period (Special Education)	\$2,606.80	09/16/2024 – 10/25/2024
16.	LMS	Lindsay	Camarda	Teaching 1 Additional Period (ICS SS)	\$1,862.00	09/01/2024 – 09/30/2024
17.	LMS	Adriana	Gonzalez-Delgado	Teaching 1 Additional Period (ICS SS)	\$1,573.30	09/01/2024 – 09/30/2024
18.	LMS	Alyssa	Mentzel	Teaching 1 Additional Period (ICS SS)	\$1,645.60	09/01/2024 – 09/30/2024
19.	LMS	Jenny	O'Connor	Teaching 1 Additional Period (ICS SS)	\$1,900.90	09/01/2024 – 09/30/2024
20.	OHES	Savita	Galagali	Preschool Paraprofessional 41.72% Salary to be Funded by IDEA \$13,021 - <i>Revised</i> 58.28% District Funded \$18,189 – <i>Revised</i>	\$31,210	09/05/2023 – 06/19/2025

**\* Pending Criminal Background Clearance and Employment History Clearance**

**4.2 Resolution Authorizing Administrative Leave of Employee – Approve the following resolution:**

WHEREAS, the Superintendent of Schools has recommended that employee #6644 be placed on administrative leave with pay;

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 is on administrative leave with pay, effective September 12, 2024; and

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

BE IT FURTHER RESOLVED that the Board Secretary shall provide said employee with notice of the Board's action as set forth in this Resolution forthwith.

**4.3 Resolution Approving Sidebar Agreement – APSMT Sick Bank**

WHEREAS, the Board and Association are parties to a collective negotiations agreement governing the terms and conditions of employment for principals and supervisors for the period beginning July 1, 2020 and ending June 30, 2025 (hereinafter referred to as “CNA”); and

WHEREAS, an administrator, whose name is on file with the Superintendent, who shall be referred to as Employee A is employed by the Board; and

WHEREAS, Employee A has a child with a serious illness that requires Employee A’s continued absence from work; and

WHEREAS, due to Employee A’s extenuating circumstances, the Board and the Association wish to create a temporary sick leave bank (hereinafter referred to as the “temporary bank”) of up to sixty (60) sick days to be used by Employee A during the period of Employee A’s continued absence; and

WHEREAS, to create the temporary bank of sick days, the Board and the Association shall permit members of the Association, the administration, and other unaligned employees to contribute up to sixty (60) days of their accumulated sick leave; and

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WHEREAS, the parties are desirous of entering into a Sidebar agreement to create the temporary sick leave bank of sixty (60) sick days and to enable Employee A to utilize these sick days during the period of Employee A's continued absence once Employee A has exhausted all of Employee A's accumulated sick leave, accrued vacation days and accrued personal days.

IN WITNESS WHEREOF, the Parties hereto have caused this Sidebar Agreement to be executed by the Board and the Association and said Sidebar Agreement is to become effective and operative upon the affixing of the last signature hereto.