

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, August 16, 2016 5:00 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, August 16, 2016 at 5:00 p.m. in the Board Office Conference Room.
- B. Roll Call - The following Board Members were present: Richard Cavalli, Minkyo Chenette, Dharmesh Doshi (arrived at 5:30 p.m.), Charles F. Jacey, Jr., Amy Miller, and Christine Witt

Absent: Sandra Donnay, Nicholas Hladick and Dale Huff

Also Present: Nancy Gartenberg, Superintendent
Deborah Sarmir, Assistant Superintendent
Nicole Petrone, Assistant Business Administrator/ Assistant Board Secretary

- C. President Witt read the following Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of the meeting on January 6, 2016 and August 12, 2016. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- D. President Witt then led everyone in the Salute to the Flag.
- E. President Witt welcomed all to the workshop and business meeting.

BOARD SELF- EVALUATION

The board participated in their annual self-evaluation. Board members were split into small groups to discuss key areas to improve the effectiveness of the board. Board members were then lead in a discussion by Ms. Fiona Borland, Director of Instructional Technology, and Ms. Debbie Sarmir to create Board of Education goals that were intentionally designed to improve the deficiencies noted in the evaluation discussion.

Mr. Doshi arrived at 5:30 p.m.

EXECUTIVE SESSION- A motion was made by Ms. Chenette and seconded by Ms. Miller that the board adopt a resolution to go into executive session at 7:00 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 and harassment, intimidation and bullying incidents 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 7:30 p.m.

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

MTEA Report

Ms. Karen Kevorkian, MTEA vice president, reported that the MTEA would host a lunch at New Staff Academy. Ms. Kevorkian also discussed a recent conference that members attended on Collaboration. Members of the MTEA won a scholarship to attend the conference and were asked to participate in panel discussion. The MTEA plans to continue their collaboration efforts.

Board Committee Reports

Operations, Facilities and Finance Committee Report

Mr. Jacey reported that the committee discussed the MTEA's request to approve an additional 403b vendor. The committee also reviewed the parking spots at the High School upon request from the July board meeting. Upon reviewing parking lot studies, the committee does not believe that additional action should be taken at this time. The committee asked that administration look into working with local law enforcement to keep students from parking at Skillman Park. The committee was not able to receive more information on the Upper Middle School Tennis Courts project as the Township Committee would not be discussing the project until their September meeting. Mr. Jacey reported that the committee was reviewing plans to place a monopole on the high school grounds near the back of the tennis courts. Mr. Jacey stressed that the monopole would help increase the safety and security of students by reducing "dead spots" of wireless coverage on campus. The district utilizes an emergency drill service which requires wireless coverage. Mr. Jacey also explained that the committee met with Mr. Larry Koplick of the Share Tree Commission and will consider his suggestions in the future year budget. Mr. Jacey shared with the full board the committee's budget goals for the 2017-2018 budget.

Committee of the Chairs

Ms. Witt reported that the committee met to discuss taking negotiations responsibilities out of the HRNC committee. The committee decided not to take action on this but to ensure the substitutes are available for any meetings that members of the HRNC cannot attend. The committee decided to pause the Policy committee for the rest of the calendar year and to revisit the committee upon the reorganization. The chairs asked the all materials for committee meetings be made at least 48

hours in advance of all committee meetings. Ms. Witt also suggested that the board members respond to the “Week in Review” emails when they deem appropriate.

Human Resources and Negotiations Committee Report

Ms. Witt reported that the committee met and discussed recruitment efforts for teachers. Ms. Mattis shared with the committee that the district attends various job fairs, including those that focus on minority groups and veterans. Ms. Witt shared that the committee also discussed the keynote speaker for convocation and learned of the various staff training sessions going on over the summer.

Communications Committee Report

Ms. Miller reported that the committee met to discuss board members attending back to school nights. Furthermore, the committee will continue to work on referendum updates for the public.

President’s Report

Ms. Witt recapped the board self-evaluation that was held earlier in the meeting. Board members briefly discussed individual comments that were left on the board self-evaluation. Ms. Witt reminds board members to take positive goals from the experience.

NEW BUSINESS FROM BOARD/PUBLIC COMMENTS

Mr. Frank Drift of Dutchtown Nursery discussed his desire to donate a 40 foot flag pole to be installed next to the scoreboard at the high school stadium. Mr. Drift offered to install the pole himself but asked that installation be completed for the first home football game.

Mr. Jacey expressed his desire to accept the donation at the current meeting.

Ms. Witt asked what the usual procedures would be to accept a donation.

Ms. Petrone explained that in accordance with board policy, donations are first brought to the superintendent’s office at which point they are passed along to the appropriate school or department to review if the donation is appropriate and feasible for the district. After the district has vetted the donation, it is then put on the board agenda for approval.

Mr. Jacey expressed that he would like to make a motion tonight.

APPROVAL OF MINUTES

A motion was made by Mr. Cavalli and seconded by Mr. Doshi to approve the following minutes:

1. July 19, 2016 Executive Session Meeting
2. July 19, 2016 Workshop and Business Meeting

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

APPROVAL OF CORRESPONDENCE

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

1. Email dated 7/20/16 from A. Wirsul regarding student parking
2. Email dated 7/30/16 from T. Lee regarding school calendar

- Email dated 8/3/16 from S. Bhattacharya regarding transportation

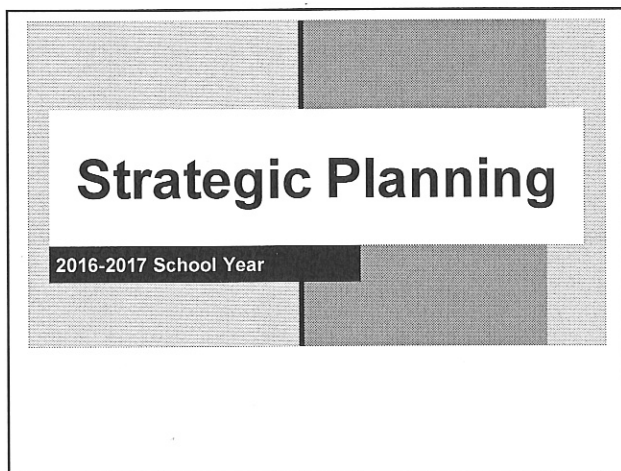
Upon call of the roll, the motion carried with a unanimous vote recorded.

SUPERINTENDENT’S REPORT

Ms. Gartenberg shared with the Board that the three referendum projects that were awarded for this summer were going as planned. Furthermore, the Orchard Hill Elementary School window replacement project was in planning stages, and the architect is working on specifications. Planning on other projects for next summer was also underway.

Ms. Gartenberg reported that new staff academy was taking place. Over fifty new teachers and paraprofessionals have been hired to begin September 1. Vanderbilt University visited the district and invited area families to learn about their school. The guidance and counseling department also had a new website available to the district.

Ms. Gartenberg made the following presentation regarding Strategic Planning:



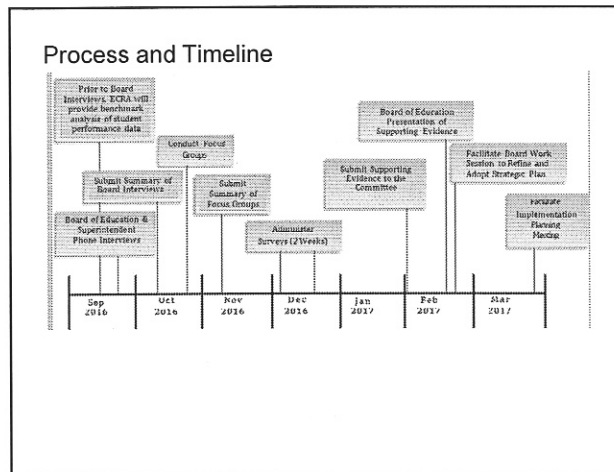
Consultant Selection Committee

- Rick Cavalli, BOE
- Charlie Jacey, BOE
- Cory Delgado, Principal UMS
- Nancy Gartenberg, Superintendent

Committee Structures

Standing Committee

Cory Delgado	Principal UMS	Debby Sarmir	Assistant Superintendent
Debbie O'Reilly	MTEA	Scott Mason	MTEA
Rick Cavalli	BOE	Jennifer Riddell	Supervisor MHS
Charlie Jacey	BOE		
Nancy Gartenberg	Superintendent		



Mr. Cavalli added further detail to the timeline created for Strategic Planning. Ms. Miller added that she would be reaching out to board members to obtain their list of participants for Strategic Planning groups. Ms. Miller asked the lists be submitted by Labor Day.

Mr. Cavalli commented that he was impressed by the Buildings & Grounds Director, David Klein.

ACTION AGENDA

1.0 ADMINISTRATIVE

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

1.1 2016-2017 District Goals – Approve the following District Goals for the 2016-2017 school year:

- Goal 1: Growth in Achievement for All Students
- Goal 2: Cultivating a Culture that Emphasizes Student Resilience, Perseverance, Self-Awareness, and Growth
- Goal 3: Planning for Growth While Employing Fiscal Responsibility
- Goal 4: Develop Three-to-Five Year Strategic Plan for District

1.2 Professional Development Plan Fiscal Impact - In accordance with the 2016-2017 district goals, the Board hereby approves the District's Professional Development Plan Fiscal Impact in the amount of \$258,409, as presented and approved in the District's Annual Budget.

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

A motion was made by Mr. Jacey and seconded by Ms. Miller to accept the gift of a flag pole from Mr. Frank Drift as described at the high school athletic field subject to district due diligence while being sensitive to Mr. Drift's timeline.

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

2.0 CURRICULUM & INSTRUCTION

A motion was made by Ms. Miller and seconded by Ms. Chenette to approve agenda items 2.1 through 2.7 as follows:

2.1 FY2017 NCLB, Title I, Title IIA, Title III and Title III-Immigrant Grant Application – Approve submission of the proposed program plan and budget for the ESEA/NCLB FY2017 in the amount of:

Title I	\$134,816
Title IIA	\$ 43,249
Title III	\$ 18,373
Title III-Immigrant	\$ 20,918

2.2 Out-of-District Placements 2016-2017

Approve the following Out-of-District placements for the 2016/2017 school year.

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
102328	Hunterdon Preparatory School	7/13/16-6/16/17	\$6,357.50	\$45,774.00	\$52,131.50
158805	Somerset County Education Services Commission	7/5/16-8/15/16	\$5,875.00		\$5,875.00
102313	Children's Day School	7/11/16-6/16/17	\$6,115.20	\$36,691.20	\$42,806.40
181471	Grove School	7/1/16-6/30/17			\$75,099.96
181939	Eden Autism School-Extended Day	7/5/16-6/21/17	\$798.00	\$8,778.00	\$9,576.00
102438	Newgrange School ½ days	9/6/16-6/21/17		\$27,856.68	\$27,856.68

2.3 Consultant Approvals - 2016/2017:

Approve the following consultants for the 2016/2017 school year.

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Embrace Kids Foundation	Bedside Instruction	\$45.00/hour
Douglass Developmental Disabilities Center	Psycho-Educational Evaluations: Complete Evaluation Psychological Speech Educational Evaluation @ School (travel time) Call-Back meeting @ School Only Function Behavior Assessment Additional Follow-Up Meeting + travel School Based: Consult to School District BCBA Consultant + travel Consultant + travel Behavioral Observation Program Evaluation (school or home) Program Evaluation (school + home) Workshop - Full Day (6 hours) Workshop - Half Day (3 hours) Home Based: BCBA Program Coordinator Program Coordinator Consultant/Tutor	\$3,200.00 \$1,200.00 \$1,000.00 \$1,000.00 \$150.00/hour \$250.00/hour \$2,800.00/each \$200.00/hour \$160.00/hour \$150.00/hour \$1900.00/each \$2,500.00/each \$2,800.00/each \$1,550.00/each \$800.00/each \$100.00/hour \$95.00/hour \$65.00/hour

	Speech	\$150.00/hour
	Parent Training - BCBA + travel	\$160.00/hour
	Parent Training - Program Coordinator + travel	\$150.00/hour
Robert Wood Johnson University Hospital	Medical Bedside Instruction	\$47.00/hour
MDW Educational Services, LLC	Educational services for visually impaired	\$120.00/hour

2.4 FY2017 IDEA Grant – Accept and approve the funding allocation and submissions of the FY2017 IDEA Grant in the following amounts:

Basic	\$821,282.00
PreSchool	\$23,825.00

2.5 Out-of-District Tuition Student Acceptance – Accept A.J. as a 7th grade student at Montgomery Upper Middle School for the 2016-2017 school year at the Board approved tuition rate.

2.6 Donation Acceptance – Accept the donation of \$6,000.00 from Bristol-Myer Squibb to Montgomery High School Robotics Team 1403.

2.7 Trip Proposal – Approve the Montgomery High School cheerleading team’s trip proposal for the cheerleading team and coaches to attend cheer camp in Honesdale, Pennsylvania from August 24-27, 2016 at no cost to the Board.

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

3.0 FINANCE

A motion was made by Mr. Doshi and seconded by Ms. Miller to approve agenda items 3.1 through 3.16 as follows:

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 July 31, 2016:

- 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 July 31, 2016

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 July 31, 2016 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 July 31, 2016 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 August – approve the monthly bills as follows:

General Operating	\$4,903,393.77
Food Services	\$563.40

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

3.7 Approval for “Share911.com” –approve the “Share911.com” system entered into on behalf of the Educational Services Commission of New Jersey Cooperative Pricing System #65MCESCCPS, “Share911.com” Bid #MRESC 15/16-80.

<u>Vendor</u>	<u>Contract Title and MRESC Contract #</u>	<u>Total</u>
OnScene Technologies, Inc. Ramsey, NJ	“Share 911.com” Bid #MRESC 15/16-80	\$18,000.00

3.8 Receipt/Award of Quote – 2016 Ford F250 Regular Cab 4 X 4 Pickup Truck (Q17-24) – Quotes were received for a 2016 Ford F250 Regular Cab 4 X 4 Pickup Truck as follows:

<u>Vendor</u>	<u>Base Bid</u>
Ditschman/Flemington Ford Flemington, NJ	\$35,138.50
Flemington Buick, Chevrolet, GMC & Cadillac Flemington, NJ	\$40,166.00

It is recommended that the Board of Education award quote Q17-24 for a 2016 Ford F250 Regular Cab 4 X 4 Pickup Truck as follows:

<u>Vendor</u>	<u>Base Bid</u>
Ditschman/Flemington Ford Flemington, NJ	\$35,138.50

- 3.9 Approval for the Purchase of Managed Print Services and Equipment – approve the purchase of managed print services and equipment entered into on behalf of the State of the Division of Purchase and Property pursuant to N.J.S.A. 18A:18A-10 under the New Jersey State Contract Title, GSA/FSS Reprographics Schedule Use (#T-2075):

<u>Vendor</u>	<u>State Contract #</u>	<u>Total</u>
Xerox Corporation c/o Stewart Business Systems Burlington Twp., NJ	#51145	\$23,304.00

- 3.10 Approval for the Purchase of Managed Print Services and Equipment – approve the purchase of managed print services and equipment entered into on behalf of the State of the Division of Purchase and Property pursuant to N.J.S.A. 18A:18A-10 under the New Jersey State Contract Title, Copiers, Maint., and Supplies (#G-2075):

<u>Vendor</u>	<u>State Contract #</u>	<u>Total</u>
Xerox Corporation c/o Stewart Business Systems Burlington Twp., NJ	#40469	\$32,484.00

- 3.11 Receipt/Award of Quote – Purchase of Cafeteria Appliances for the Montgomery High School (Q17-29) – Quotes were received for cafeteria appliances for the Montgomery High School as follows:

<u>Vendor</u>	<u>Base Bid</u>
Automatic Ice Maker Co., Inc. Middlesex, NJ	\$38,845.00
JWJ Restaurant Equipment Outlet Middlesex, NJ	\$41,540.00

It is recommended that the Board of Education award quote Q17-29 for cafeteria appliances for the Montgomery High School as follows:

<u>Vendor</u>	<u>Base Bid</u>
Automatic Ice Maker Co., Inc. Middlesex, NJ	\$38,845.00

- 3.12 Approval of Security Benefit 403(b) Retirement Plan – approve the following resolution regarding the 403(b) retirement plan:

RESOLVED, that the Board approve the appointment of Security Benefit, to provide to district’s employees a 403(b) retirement plan offering in accordance with district policy 6520 Payroll Deductions.

3.13 Approval of change order- approve the following change order:

Contract: Kitchen Piping Repairs at the Upper Middle School
 Contractor: Tri-Form Construction, Inc.
 Change Order Number: 002
 Change Order Amount: Material not to exceed \$311.84

Description: Additional materials necessary to address the existing floor sink conditions follows:

- Supply and install a new floor sink and associated pipe and fittings for the three bay sink

3.14 Approval of change order - approve the following change order:

Contract: Kitchen Piping Repairs at the Upper Middle School
 Contractor: Tri-Form Construction, Inc.
 Change Order Number: 003
 Change Order Amount: Time and Material not to exceed \$1,391.25

Description: Additional labor and materials necessary to address the condition of the remaining existing pipe as follows:

- Insert a camera at the point where the remaining existing pipe extends out to the sewer line
- Insert a camera where the remaining existing pipe extends upstream into the building
- Provide recommendations for future repairs
- This change order will add one day to the original project completion date

3.15 Approval of ECRA Group, Inc. – approve the following resolution:

WHEREAS, the Montgomery Township Board of Education (hereinafter referred to as the “Board”) desires to retain the professional services of ECRA Group, Inc. (hereinafter referred to as “ECRA”) to provide research, evaluation, and strategic planning services to the Montgomery Township School District (hereinafter referred to as “Strategic Planning Services”); and

WHEREAS, pursuant to N.J.S.A. 18A:18A-5, the awarding of contracts for the provision of extraordinary unspecifiable services are exempt from the bidding requirements of the Public School Contract Law; and

WHEREAS, the Board solicited competitive quotations for the Strategic Planning Services and received three (3) quotations; and

WHEREAS, the quotation submitted by ECRA is advantageous to the Board, price and other factors considered; and

WHEREAS, based upon its experience, ECRA is prepared to and desires to furnish research, evaluation, and strategic planning services to the Board; and

WHEREAS, the Board is desirous of awarding the contract to ECRA.

NOW, THEREFORE, BE IT RESOLVED that a contract is hereby awarded to ECRA Group, Inc. to provide research, evaluation, and strategic planning services for the following reasons:

1. ECRA possesses the necessary experience, resources and qualifications;
2. The fee structure proposed by ECRA is advantageous to the Board, price and other factors considered; and
3. The reputation and responsibility of ECRA are satisfactory.

BE IT RESOLVED that the terms, stipulations and conditions as set forth in the Agreement between the Board and ECRA, which is annexed to this Resolution, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Agreement and any other documents necessary to effectuate the terms of this Resolution. A Notice of Award should be posted in the Board's official newspaper.

- 3.16 Renewal of Contract/Non-Public Student Transportation Services – To and From School (Bid #B16-06) – renew for the 2016-2017 school year the following bid: B16-06 of 2015-2016 awarded on August 25, 2015 in accordance with N.J.S.A. 18A:18A-42.

Vendor

First Student
Hillsborough, NJ

Route #NP1 - \$45,799.57

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

4.0 PERSONNEL

A motion was made by Mr. Cavalli and seconded by Ms. Miller to approve agenda items 4.1 and 4.2 as attached (see Pages 13 - 23).

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

PRESIDENT'S REPORT

Ms. Witt reminded the board that the next meeting would be held on September 6th.

ADJOURNMENT

A motion was made by Mr. Cavalli and seconded by Mr. Doshi that the meeting be adjourned at 9:00 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Nicole M. Petrone
Assistant School Business Administrator/
Assistant Board Secretary

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

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (-.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Lynn Blakemore	UMS	10/25/2016	New Jersey Science Convention		\$ 4.28			\$175.00		\$179.28	\$179.28
Eileen Cappabianca	LMS	10/18/2016	NJAAP School Health Conference					\$150.00		\$150.00	\$150.00
Patricia Cizin	VES	10/18/2016	NJAAP School Health Conference					\$150.00		\$150.00	\$150.00
Mary Ellen Foley	MHS	10/18/2016	NJAAP School Health Conference					\$150.00		\$150.00	\$150.00
Nancy Gartenberg	BO	2/28 - 3/5/17	AASA National Conference	\$ 95.00	\$ 25.42	\$256.00	\$848.00		\$600.00	\$1,824.42	\$3,197.84
Corie Gaylor	MHS	10/14/16	NJSCA Annual School Conference					\$99.00		\$99.00	
Corie Gaylor	MHS	10/26 - 10/28/16	2016 College Board Forum	\$95.30	\$15.81		\$807.00	\$490.00	\$220.00	\$1,628.11	\$1,727.11
Georgianna Kichura	LMS	10/20 - 10/21/16	2016 FEA/NJPSA Fall Conference	\$1.50	\$17.73			\$275.00		\$294.23	\$294.23
Kathleen Logothetis	MHS	10/18/2016	NJAAP School Health Conference					\$150.00		\$150.00	\$150.00
Alison Pankowski	OHES	10/14/16	NJIDA - Identifying Struggling Readers		\$2.29			\$190.00		\$192.29	\$192.29
Anna Panova-Cicchino	MHS	11/1 - 11/2/16	NCTM Regional Conference	\$26.00	\$58.78			\$340.00		\$424.78	\$1,374.88
Denise Salvatore	LMS	10/18/16	NJAAP School Health Conference					\$150.00		\$150.00	\$150.00
Pamela Schrum	OHES	10/18/16	NJAAP School Health Conference					\$150.00		\$150.00	\$150.00
Susan Teza	MHS	11/1 - 11/2/16	NCTM Regional Conference	\$26.00	\$58.78			\$340.00		\$424.78	\$424.78
Ron Zalika	BO	10/20/16	2016 FEA/NJPSA Fall Conference					\$149.00		\$149.00	\$956.28

BOE 8/16/16

**Estimated

*Excluding Tolls
**Includes Registrations

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

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
UMS	Patricia Sowa TCH.UM.SCNC.MG.04	Teacher/Science	10/28/2016 (11/09/2016)	Resignation	09/01/2003 – 10/28/2016
LMS	Justin Goetzmann AID.LM.TIA.LD.01	Paraprofessional	06/30/2016	Resignation	09/01/2015 – 06/30/2016
MHS	Yasotha Thillainathan AID.HS.TIA.LD.04	Teacher/Aid	08/02/2016	Resignation	03/04/2015 – 08/02/2016
LMS	Lauren McGinley (Leave Replacement)	Teacher/Music	07/21/2016	Rescission	09/01/2016 – 11/23/2016
UMS	Helen Olah LOA.UM.ENGL.MG.03	Teacher/English	03/01/2016	Retirement	09/01/2002 – 03/01/2016
TRANS	Sharon Hague TRN.TR.DRVR.NA.12	Bus Driver	12/22/2016	Retirement	09/06/1984 – 12/22/2016

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
OHES	Jessica Cesario TCH.OH.SPCH.MG.03	Speech Language Pathologist	Temporary Disability FMLA Anticipated Return	12/14/2016 – 01/12/2017 (Paid; With Benefits) 01/13/2017 – 03/31/2017 (Unpaid; With Benefits) 04/03/2017
VES	Danielle Teeple LOA.VS.TIA.EO.01	Paraprofessional	Temporary Disability FMLA Anticipated Return	03/11/2016 – 05/06/2016 (Paid; With Benefits) 05/07/2016 – 10/14/2016 (Unpaid; With Benefits) (Revised) 10/17/2016 (Revised)
LMS	Bobbi Wheaton TCH.LM.LASS.05.08	Teacher/Grade 5	Unpaid Leave Anticipated Return	09/01/2016 – 01/02/2017 (Unpaid; No Benefits) 01/03/2017

Transfers/Voluntary Reassignments

New Position/Location	Name	Previous Position/Location	Step	Salary	Pro-rated	Dates of Employment/Notes
10 Month Clerk (Media)/OHES	Antoinette Presutto AID.OH.ESA.UG.01	ESA (48%)/OHES	1	\$29,717.00		09/01/2016-06/30/2017
Special Ed. – LLD/UMS	Cathie Mislan TCH.UM.RCTR.MG.04	Resource Center – Special Ed./UMS	MA+60 19-20	\$89,580.00		09/01/2016-06/30/2017
Pupil Services/Pre-School/OHES	Cherylann Brown TCH.VS.RCTR.MG.09	ICS/Pre-School/VES	BA 24	\$83,820.00		09/01/2016-06/30/2017

Appointments/Reinstatements (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
MHS	Nneena Parris (Leave Replacement) TCH.HS.MATH.MG.05	Teacher/Math	Dana Buccì	BA 1-2	\$58,885.00	Yes	09/01/2016 – 01/31/2017
OHES	Ashley Rose Sherman (Leave Replacement)	Teacher/Grade 1	Kathy Grover (Revised)	MA 3-4	\$65,585.00		09/01/2016 – 06/30/2017
OHES	Alyssa Avino (Leave Replacement) TCH.OH.TCHR.KD.01	Teacher/Kindergarten	Jessica Kotch	BA 1-2	\$58,885.00	Yes	09/01/2016 – 12/23/2016
VES	Laura McGill (Leave Replacement) TCH.VS.TCHR.03.07	Teacher/Grade 3	Dawn Cresap	MA 1-2	\$64,885.00	Yes	09/01/2016 – 12/23/2016
VES	Erin Brown (Leave Replacement) TCH.VS.TCHR.04.15	Teacher/Grade 4	Amanda Bassford	MA 5-6	\$66,580.00	Yes	09/01/2016 – 12/31/2016
VES	Erin Brown (Leave Replacement) TCH.VS.TCHR.04.15	Teacher/Grade 4	Jen Yulo	MA 5-6	\$66,580.00	Yes	01/01/2017 – 06/30/2017

VES	Jennifer Snyder* (Leave Replacement) TCH.VS.BSI.MG.05	Teacher/Grade 3	Kristen Gluck	BA 1-2	\$58,885.00	Yes	11/14/2016 – 06/30/2017
VES	Megan Cortis* (Leave Replacement) TCH.VS.TCHR.03.01	Teacher/Grade 3	Brienne Rodriguez	MA 1-2	\$64,885.00	Yes	09/01/2016 – 12/23/2016
VES	Antoinette Slavin (Leave Replacement) TCH.VS.PSYC.MG.01	School Psychologist	Meghan Knapp	MA+30 1-2 (Revised)	\$69,385.00	Yes	09/01/2016- 11/18/2016
VES	Catherine Marencik (Leave Replacement) TCH.VS.RCTR.MG.13	Pupil Services/ Grade 3 ICS	Jennifer Shockey	BA 1-2	\$58,885.00	Yes	10/24/2016 – 06/30/2017
LMS	Kelsey Davis (Leave Replacement)	Pupil Services/ Grade 5	Debra O'Reilly	BA 1-2	\$58,885.00		09/01/2016 – 06/30/2017
LMS	Gary Margerum* (Leave Replacement) TCH.LM.MUSC.MG.01	Teacher/Music	Jocelyn Keefe	BA 1-2	\$58,885.00	Yes	09/01/2016 – 11/23/2016
LMS	Dana Castronovo TCH.LM.RCTR.MG.01	Pupil Services/ Grade 5	Gina Attanasio	BA 1-2	\$58,885.00		09/01/2016 – 06/30/2017
UMS	Michael Razzoli TCH.UM.RCTR.MG.04	Pupil Services/ Grade 7	Cathie Mislán	MA 1-2	\$64,885.00		09/01/2016 – 06/30/2017

Appointments/Reinstatements (Non-Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
MHS	Cynthia Gorman AID.HS.TIA.EO.05	Paraprofessional	Kathleen Walsh	3-4	\$24,690.00		09/01/2016 – 06/30/2017
LMS	Camille Powers AID.LM.TIA.LD.01	Paraprofessional	Justin Goetzmann	1-2	\$24,490.00		09/01/2016 – 06/30/2017

LMS	Susan Craven AID.VS.TIA.EO.01	Paraprofessional	Hillary Stein	1-2	\$24,490.00		09/01/2016 – 06/30/2017
LMS	Elizabeth Pierrot*	Paraprofessional (.48)	Pam Booth	1-2	\$11,755.00	Yes	09/01/2016 – 06/30/2017
OHES	Brittiany Green*	Paraprofessional (.48)	New	1-2	\$11,755.00	Yes	09/01/2016 – 06/30/2017
OHES	Regina Fernandes* AID.OH.ESA.UG.03	ESA (.48)	Gerri Starr- Basak	1-2	\$10,134.00	Yes	09/01/2016 – 06/30/2017
OHES	Kaitlin Groves	Paraprofessional (.48)	New	1-2	\$11,755.00	Yes	09/01/2016 – 06/30/2017

Appointments – Curriculum Writing 2016-2017

Location	Name	Position	Hr. Rate	Dates/Notes
MHS	Kristin DiPietro	Curriculum Development – PreCalculus CP	\$32.00/hour	8/17/16 – 6/30/17 – Not to Exceed \$160.00
MHS	Kelly Rafferty	Curriculum Development – PreCalculus CP	\$32.00/hour	8/17/16 – 6/30/17 – Not to Exceed \$240.00
MHS	Ashley Williams	Curriculum Development – PreCalculus CP	\$32.00/hour	8/17/16 – 6/30/17 – Not to Exceed \$240.00
MHS	Anna Panova	Curriculum Development – Algebra 1	\$32.00/hour	8/17/16 – 6/30/17 – Not to Exceed \$320.00
MHS	Susan Teza	Curriculum Development – Algebra 1	\$32.00/hour	8/17/16 – 6/30/17 – Not to Exceed \$320.00
MHS	Jenna Enos	Curriculum Development – Calculus CP	\$32.00/hour	8/17/16 6/30/17 – Not to Exceed \$256.00
OHES	Jennifer Belmont	Curriculum Development – Pre-K	\$32.00/hour	8/17/16 – 6/30/17 – Not to Exceed \$608.00
OHES	Amanda Vaccarella	Curriculum Development – Pre-K	\$32.00/hour	8/17/16 – 6/30/17 – Not to Exceed \$608.00

Appointments ESY and CST Summer Work 2016

Location	Name	Position	Hourly Rate	Dates of Employment/Notes
MHS	Monica Noda-Olszyk	Occupational Therapist	\$58.79 per hour	7/6/16 – 8/11/16 (100 hours) (Revised)
MHS	Alison Koblin	Occupational Therapist	\$58.79 per hour	7/6/16 – 8/11/16 (80 hours) (Revised)
MHS	Jaclyn Lucarelli	Teacher – Supplemental Prep	\$58.79 per hour \$30.00 per hour	8/1/16-8/11/16 (18 hours) 8/1/16 – 8/11/16 (4 hours)

MHS	Renee Perovich	Substitute Paraprofessional	\$15.00 per hour	8/11/2016
District	Brady Chenot	LDTc	\$405.60 Per Diem	CST Evaluations/Meetings Approval up to 12 days (Revised)
District	Meghan Knapp	School Psychologist	\$366.65 Per Diem	CST Evaluations/Meetings Approval up to 10 days (Revised)
District	Jennifer Rogers	Social Worker	\$392.32 Per Diem	CST Evaluations/Meetings Approval up to 18 days (Revised)
District	Ellen Rousseau	LDTc	\$445.20 Per Diem	CST Evaluations/Meetings Approval up to 9 days (Revised)

Co-Curricular 2016 – 2017

Location	Name	Position	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Sarah Bickel (Revision)	National Honor Society Advisor	\$3,400.00		2016-2017 School Year
DISTRICT	Pam Schrum	Nurse Team Leader	\$2,809.00		2016-2017 School Year
UMS	Vicki Giunta	Intramural Volleyball	\$1,955.00		2016-2017 School Year (Spring)
UMS	Keith Fritz	Intramural Frisbee	\$1,955.00		2016-2017 School Year (Fall)
UMS	Scott Ramsay	Intramural Flag Football	\$1,955.00		2016-2017 School Year (Fall)
UMS	Scott Ramsay	Intramural Basketball	\$1,955.00		2016-2017 School Year (Spring)
UMS	Mark Accardi	Videographer & Camp Mason Coordinator @ 25% (Revised)	\$975.00		2016-2017 School Year

UMS	Meghan Moore	Videographer & Camp Mason Coordinator @ 25% (Revised)	\$975.00	2016-2017 School Year
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Appointments – Summer 2016

Location	Name	Position	Salary	Dates of Employment/Notes
UMS	Jeanne Fedun (Revised)	Guidance Counselor	\$393.00/Per Diem	07/01/2016 – 08/31/2016 – Not to exceed 7 days
UMS	Elizabeth Wasiak	Media Center Specialist	\$381.75/Per Diem	07/01/2016 – 08/31/2016 – Not to exceed 4 days
UMS	Jim Reed	Proctor – Student Placement Assessment	\$58.79/Hour	08/17/2016 – 08/31/2016 – Not to exceed 31 hours (Revised)
VES	Jolene Schantz	Guidance Counselor	\$371.17/Per Diem	07/01/2016 – 08/31/2016 – Not to exceed 4 days
VES	Lauren Fornal	Guidance Counselor	\$360.60/Per Diem	07/01/2016 – 08/31/2016 – Not to exceed 4 days
VES	Barbara Antoniewicz	Librarian	\$449.10/Per Diem	07/01/2016 – 08/31/2016 – Not to exceed 5 days
OHES	Sharon Baller (Additional Hours)	Media Center Specialist	\$425.40/Per Diem	07/01/2016 – 08/31/2016 – Not to exceed 1 day & 5.5 hours
District	Technology Aide	Summer Help	\$15.00/hour	8/25/16 – 9/2/16 – Not to Exceed 15 hours
District	Technology Aide	Summer Help	\$15.00/hour	8/25/16 – 9/2/16 – Not to Exceed 15 hours
District	Technology Aide	Summer Help	\$15.00/hour	8/25/16 – 9/2/16 – Not to Exceed 15 hours

Tuition Reimbursement

Location	Name	School	Semester	Credits	Reimbursed Amount	Course
OHES	Karen Dudley	NJPSA/FEA			\$1,500.00	NJ Leader to Leader Mentoring Fees

District	Mary McLoughlin	Seton Hall University	Fall	3	\$3,513.00	Dissertation Advisement
MHS	Stacy Westhusin	Rowan University	Fall	3	\$1,995.00	Curriculum Evaluation
UMS	Mark Accardi	The College of New Jersey	Fall	3	\$2,084.76	Group Dynamics for Educational Leaders
MHS	Jason Sullivan	Rutgers University	Fall	3	\$2,067.00	Design-Based Research
MHS	Jason Sullivan	Rutgers University	Fall	3	\$2,067.00	Learners & Learning II

Appointments/Substitutes

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Joan Accatatta	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Gloria Ammerman	Substitute Teacher/Paraprofessional	New	2016-2017 School Year
DISTRICT	Melissa Anderson	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Barbara August	Substitute Nurse	Renewal	2016-2017 School Year
DISTRICT	Emily Bauer	Substitute Teacher/Student Teacher	New	2016-2017 School Year
DISTRICT	Steven Caputo	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Jennifer Dambeck	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Erin Egan	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Julianne Erdi	Substitute Teacher/Student Teacher	New	2016-2017 School Year
DISTRICT	Emily Hansen*	Substitute Teacher/Student Teacher	New	2016-2017 School Year
DISTRICT	Samantha Hering	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Emily Ippolito	Substitute Teacher/Secretary/Clerk/ESA	New	2016-2017 School Year
DISTRICT	Cristina Knehr	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Maria Larkin	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Sarah Loeffler*	Substitute Teacher/Student Teacher	New	2016-2017 School Year
DISTRICT	Kerriann Manziano	Substitute Teacher	New	2016-2017 School Year

DISTRICT	Sapna Mehta	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Emily Mirabella	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Nicole Narce	Substitute Secretary/Clerk/ESA	New	2016-2017 School Year
DISTRICT	Angela Ostrowski	Substitute Teacher/Paraprofessional/ Secretary/Clerk/ESA	Renewal	2016-2017 School Year
DISTRICT	Preeti Rastogi	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Andrew Roberto	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Nicole Rocha	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Jessica Saleem	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Marisa Scarlata	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Kathleen Dahl Schramm	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Joy Ann Sharkey	Substitute Teacher/Paraprofessional	Renewal	2016-2017 School Year
DISTRICT	Kristen Shlossberg	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Meenadsh Sundar	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Michele Sweeny	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Yasotha Thillainathan	Substitute Teacher/Paraprofessional	Renewal	2016-2017 School Year
DISTRICT	Shruti Tyagi*	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Shruti Udeshi	Substitute Teacher	Renewal	2016-2017 School Year
DISTRICT	Judy Wansor	Substitute Teacher	Renewal	2016-2017 School Year

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment/Notes
LMS	Katie Bond	Claire Solonick	Traditional	\$366.67	YES	2016-2017 School Year
LMS	Yasmine Burd	Jennifer Demuth	Traditional	\$550.00		2016-2017 School Year
VES	Emily Gill	Lynn Carro	Traditional	\$550.00		2016-2017 School Year

UMS	Molly Girt	James Reed	Traditional	\$550.00	2016-2017 School Year
VES	Chandni Gupta	TBD	Traditional	\$550.00	2016-2017 School Year
UMS	Armondo Quiroz	Staci Anderson	Traditional	\$550.00	2016-2017 School Year
UMS	Michael Molino	Lale Saatchi	Traditional	\$550.00	2016-2017 School Year
UMS	Michael Razzoli	Deb Smith	Alternate	\$700.00	2016-2017 School Year
UMS	Brian Santaniello	Rickey Steeb	Traditional	\$73.33	2016-2017 School Year
MHS	Meagan Crawford	Nathalie Bogen	Alternate	\$400.00	2016-2017 School Year

Salary Advancement

Location	Name	Assignment	16/17 Degree & Step	16 -17 Salary	Pro-Rated	Dates of Employment/Notes
UMS	Violet Markmann	Computer Literacy	MA+60 19-20	\$89,580.00		09/01/2016 – 06/30/2017
VES	Cherylan Brown	Resource Center – Special Education	MA 24	\$89,820.00		09/01/2016 – 06/30/2017
MHS	Georgina Simons	Teacher/Spanish	MA 9-10	\$70,315.00		09/01/2016 – 06/30/2017
MHS	Jamie Meeker	Teacher	MA+15 5-6	\$68,830.00		09/01/2016 – 06/30/2017

Other

Location	Name	Position	Salary/Stipend	Dates/Notes
OHES	Edward Robinson	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
UMS	Cory Weingart	Part-time Baseball Coach	\$1,500.00	2015-2016 Season – Reimbursed by the Booster Club
BD	Donald Chamberlain	Maintenance/Grounds	\$500.00	Custodial Bonus for Excellent Attendance (Rescind)

***Pending Criminal Background Clearance**

4.2 PERSONNEL

Appointments/Reinstatements (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
OHES	Jennifer Malik Lawson*	Pupil Services/ Speech & Language Therapist (.5)	New	MA 19-20	\$40,290.00	Yes	09/01/2016 – 06/30/2017
MHS	Kenneth Llori** (Leave Replacement) TCH.HS.SCNC.MG.08	Teacher/Biology	Meredith Sferra	MA 5-6	\$66,580.00	Yes	09/01/2016 – 12/02/2016

Appointments/Reinstatements (Non-Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
MHS	Jacqueline Gomes* AID.HS.TIA.LD.03	Paraprofessional (.48)	Cynthia Gorman	1-2	\$11,755.00	Yes	09/01/2016 – 06/30/2017
MHS	Katelyn Brandmaier* AID.HS.TIA.LD.04	Paraprofessional (.48)	Yasotha Thillainathan	1-2	\$11,755.00	Yes	09/01/2016 – 06/30/2017
LMS	Anna Matticoli* AID.LM.ESA.UG.02	ESA (.48)	Camille Powers	1-2	\$10,134.00	Yes	09/01/2016 – 06/30/2017
DISTRICT	Charles Armstead*	Security Officer (29.5 hrs)	New		\$27,500.00	Yes	09/06/2016 – 06/30/2017

Appointments Summer Work 2016

Location	First Name	Last Name	Position	Hourly Rate	Dates of Employment/Notes
District	Cherylann	Brown	Special Education Teacher	\$30.00 per hour	CST Meetings "As Needed"

Appointments/Substitutes

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Carron Kohn	Substitute Teacher	Renewal	2016-2017 School Year

Co-Curricular 2016 – 2017

Location	Name	Position	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Kristi Cordier	Soccer, Girls Freshman Coach	\$4,437.00		2016-2017 School Year – Fall Season
MHS	Meghan Pyle Molinaro	Volunteer Girls Soccer Coach	\$0		2016-2017 School Year – Fall Season

Other

Location	Name	Assignment	Salary Addition	Dates/Notes
UMS	Vickie Giunta	Teaching 1 Additional Block	\$16,224.00	09/01/2016 – 06/30/2017
UMS	Tom Huelbig	Teaching 1 Additional Block	\$8,958.00	09/01/2016 – 06/30/2017 (1/2 of Year; Marking Periods 2 & 3)
UMS	Erin Kobylarz	Teaching 1 Additional Block	\$7,873.00	09/01/2016 – 06/30/2017 (1/2 of Year; Marking Periods 1 & 4)

*Pending Criminal History Clearance or Approval from Office of the County Superintendent.

**Pending issuance of NJ Certification.