

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, January 13, 2015 6:30 P.M. Workshop and Special Public Meeting

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

The Montgomery Township Board of Education held a Workshop and Special Public Meeting on Tuesday, January 13, 2015 at 6:30 p.m.

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held a workshop and special public meeting on Tuesday, January 13, 2015 in the Upper Middle School Media Center.
- B. Roll Call - The following Board members were present: Dharmesh Doshi, Sandra Donnay, Humberto Goldoni, Nicholas Hladick, Judy Humza, Adelle Kirk-Csontos, Anne Michaelson, Amy Miller and Christine Witt

The following Board members were absent: None

Also Present: Nancy Gartenberg, Superintendent
Deborah Sarmir, Assistant Superintendent
Thomas M. Venanzi, Business Administrator/
Board Secretary
Annette M. Wells, Associate School Business Administrator/
Assistant Board Secretary
Anjali Ravichandran, Student Representative

- C. EXECUTIVE SESSION – A motion was made by Ms. Michaelson and seconded by Ms. Humza that the board adopt a resolution to go into executive session at 6:32 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. Student Disenrollment Hearing will be discussed.
- 2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

- D. RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:12 p.m.

- E. President Kirk-Csontos then read the following Statement of Open Meeting and Public Participation – In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on January 7, 2015. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- F. President Kirk-Csontos then led everyone in the Salute to the Flag.
- G. President Kirk-Csontos welcomed all to the workshop and special public meeting.

PRESENTATION

Ethics Presentation

Stephen Fogarty, Esq. of Fogarty & Hara, Esqs., Board Attorney, gave the following Ethics Training for the Board of Education members:

**The School Ethics Act:
Advisory Opinions &
Decisions**

PRESENTED TO THE MONTGOMERY TOWNSHIP
BOARD OF EDUCATION
JANUARY 13, 2015

STEPHEN R. FOGARTY, ESQ.
FOGARTY & HARA, ESQS.
21-00 ROUTE 208 SOUTH, FAIR LAWN, NEW JERSEY 07410
PHONE: 201-791-1340 | FAX: 201-791-1342
E-MAIL: SFOGARTY@FOGARTYANDHARA.COM

Legislative Findings:

*It is essential that the conduct of members of local boards of education and local school administrators hold the **respect and confidence** of the people.*

*These board members and administrators must **avoid conduct** which is in **violation of their public trust** or which creates a **justifiable impression** among the public that such trust is being violated.*

THE SCHOOL ETHICS ACT
N.J.S.A. 18A:12-21 ET SEQ.

Important Definitions:

- School Officials**
 - A board member, an officer or employee of the New Jersey School Boards Association (other than clerical, secretarial or maintenance staff) or an administrator.
- Interest**
 - Ownership or control of more than 10% of the profits, assets or stock of a business, but does not include the control of assets in a labor union.
- Business**
 - Any corporation, partnership, firm, enterprise, franchise, association, trust, sole proprietorship, union, political organization, or other legal entity, but shall not include a local school district or any other public entity.

Important Definitions:

- Member of Immediate Family**
 - Spouse, partner in a domestic union or dependent child of a school official residing in the same household.
- Relative**
 - Spouse, natural or adopted child, parent or sibling of a school official.
- Administrator**
 - Holds a position that authorizes to serve as administrator, principal or SBA, or
 - Holds a position where responsible for making recommendations regarding hiring or purchasing, or
 - Holds position requiring supervisor certificate and responsible for making recommendations regarding hiring or purchasing.

Prohibited Acts (cont.):

- (C-1)**
 - No school official shall act in his official capacity in any matter where he, a member of his immediate family, or a business organization in which he has an interest, has a direct or indirect financial involvement that might reasonably be expected to impair his objectivity or independence of judgment.
- (C-2)**
 - No school official shall act in his official capacity in any matter where he or a member of his immediate family has a personal involvement that is or creates some benefit to the school official or member of his immediate family.
- (D)**
 - No school official shall undertake any employment or service, whether compensated or not, which might reasonably be expected to prejudice his independence of judgment in the exercise of his official duties.

Prohibited Acts:

Inconsistent Interests:

No member of any board of education shall be interested directly or indirectly in any contract with or claim against the board, nor, in the case of local and regional school districts, shall he [or she] hold office as mayor or as a member of the governing body of a municipality.

N.J.S.A. 18A:12-2

Prohibited Acts (cont.):

- (E-1)**
 - No school official, or member of his immediate family or business organization in which he has an interest, shall solicit or accept any gift, favor, loan, political contribution, service, promise of future employment or other thing of value based upon an understanding that the gift, favor, loan, contribution, service, promise or other thing of value was given or offered for the purpose of influencing him, directly or indirectly, in the discharge of his official duties.
- (E-2)**
 - This provision shall not apply to the solicitation or acceptance of contributions to the campaign of an announced candidate for elective public office, if the school official has no knowledge or reason to believe that the campaign contribution, if accepted, was given with the intent to influence the school official in the discharge of his official duties.

Prohibited Acts (cont.):

- (A)**
 - No school official or member of his immediate family shall have an interest in a business organization or engage in any business, transaction, or professional activity which is in substantial conflict with the proper discharge of his duties in the public interest.
- (B)**
 - No school official shall use or attempt to use his official position to secure unwarranted privileges, advantages or employment for himself, members of his immediate family or others.

Prohibited Acts (cont.):

- (F)**
 - No school official shall use, or be allowed to use, the public office or employment, or any information not generally available to the members of the public, which he receives or acquires in the course of, and by reason of, his office or employment, for the purpose of securing financial gain for himself, any member of his immediate family, or any business organization with which he is associated.
- (G)**
 - No school official or business organization in which he has an interest shall represent any person or party other than the school board or school district in connection with any cause, proceeding, application or other matter pending before the school district in which he serves or in any proceeding involving the school district in which he serves or, for officers or employees of the New Jersey School Boards Association, any school district. This provision shall not be deemed to prohibit representation within the context of official labor union or similar representational responsibilities.

Prohibited Acts (cont.):

No school official shall be deemed in conflict of, by reason of his participation in any matter required to be voted upon, no material or monetary gain accrues to him to any greater extent than any gain could reasonably be expected to accrue to any other member of that group.

No elected member shall be prohibited from making an inquiry for information on behalf of a constituent, if no fee, reward or other thing of value is promised to, given to, or accepted by the member or a member of his immediate family, whether directly or indirectly, in return therefor.

Nothing shall prohibit any school official, or members of his immediate family, from representing himself, or themselves, in negotiations or proceedings concerning his, or their, own interests.

Code of Ethics for School Board Members (cont.):

- (g) I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.
- (h) I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
- (i) I will support and protect school personnel in proper performance of their duties.
- (j) I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution.

Code of Ethics for School Board Members:

- (a) I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.
- (b) I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.
- (c) I will confine my board action to policy making, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.

Financial and Personal/Relative disclosure (N.J.S.A. 18A:12-26)

- ▶ (a) Each school official shall annually file a financial disclosure statement with the School Ethics Commission, which shall specify the name and address of each source and the school official's position:
 - ▶ (1) Source of income, earned or unearned, exceeding \$2,000 received by the school official or a member of his immediate family during the preceding year:
 - ▶ Individual client fees, customer receipts or commissions on transactions received through a business organization need not be separately reported as sources of income.
 - ▶ If public traded security or interest derived from a financial institution is the source of income, the security or interest derived from a financial institution need not be reported unless the school official or member of his immediate family has an interest in the business organization or financial institution.
 - ▶ (2) Each source of fees and honorariums having an aggregate amount exceeding \$250 from any single source for personal appearances, speeches or writings received by the school official or a member of his immediate family during the preceding calendar year.

Code of Ethics for School Board Members (cont.):

- (d) I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.
- (e) I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board.
- (f) I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.

Financial and Personal/Relative disclosure (N.J.S.A. 18A:12-26) (cont.)

- ▶ (3) Each source of gifts, reimbursements or prepaid expenses having an aggregate value exceeding \$260 from any single source, excluding relatives received by the school official or a member of his immediate family during the preceding calendar year; and
- ▶ (4) The name and address of all business organizations in which the school official or a member of his immediate family had an interest during the preceding calendar year.
- ▶ (b) The commission shall prescribe a financial disclosure statement form for filing purposes. Financial disclosure statements shall be filed on or before April 30th each year.
- ▶ (c) All financial disclosure statements filed shall be public records.

Alleged Violations of the Act:

The School Ethics Commission

Established by the School Ethics Act, consisting of nine (9) members, not more than five (5) of whom shall be from the same political party; two (2) shall be board members, two (2) shall be school administrators and five (5) shall be persons who are not school officials. All members are appointed by the Governor.

Policy Requirements:

As a condition of receiving State aid, a school district must implement a nepotism policy that includes certain definitions and provisions ...

SEC Jurisdiction:

Ethics Complaints

• Any person, including a member of the SEC, may file a complaint alleging a violation of the provisions of the School Ethics Act or the Code of Ethics for School Board Members by submitting it, under oath, on a form prescribed by the commission, to the SEC.

Advisory Opinions

• A school official may request and obtain from the SEC an advisory opinion as to whether any proposed activity or conduct would in its opinion, constitute a violation of the provisions of the Act.

Pending Matters

• The Commission shall **not** process any complaint, issue a final ruling or issue any advisory opinion on a matter actually pending in any court of law or administrative agency of this State.

Required Definitions:

Relative

• The individual's spouse, civil union partner, domestic partner, or the parent, child, sibling, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister of the individual or the individual's spouse, civil union partner or domestic partner, whether the relative is related to the individual or the individual's spouse, civil union partner or domestic partner by blood, marriage or adoption.

Immediate Family Member

• The person's spouse, partner in a civil union, or dependent child, residing in the same household.

NEPOTISM POLICY

N.J.A.C. 6A:23A-6.2

Required Provisions:

#1: A provision prohibiting any **relative** of a school board member or chief administrator ("CSA") from being employed in an office or position in that district.

With certain exceptions...

Exceptions:

A person employed by the district on the effective date of the policy or the date a relative becomes a school board member or chief school administrator shall not be prohibited from continuing to be employed or be promoted in the district.

A district may employ a relative of a chief school administrator or school board member provided that the district has obtained the approval of the executive county superintendent of schools. Such approval shall be granted only upon demonstration by the school district that it conducted a thorough search for candidates and that the proposed candidate is the only qualified and available person for the position.

Required Provisions (cont.):

#4: A provision prohibiting a district administrator or board member who has a relative who is a member of the bargaining unit from discussing or voting on the proposed collective bargaining agreement with that unit or from participating in any way in negotiations, including, but not limited to, being a member of the negotiating team.

Nor should that district administrator be present with the board in closed session when negotiations strategies are being discussed; provided, however, that the administrator may serve as a technical resource to the negotiating team and may provide technical information necessary to the collective bargaining process when no one else in the district can provide such information.

Required Provisions (cont.):

#2: A provision prohibiting the CSA from recommending to the board any relative of a board member or CSA, unless the person is subject to the above exception.

Required Provisions (cont.):

#5: A provision prohibiting a district administrator or board member who has an immediate family member who is a member of the same statewide union in another district from participating in any way in negotiations, including, but not limited to, being a member of the negotiating team or being present with the school board in closed sessions when negotiation strategies are being discussed, prior to the school board attaining a tentative memorandum of agreement with the bargaining unit that includes a salary guide and total compensation package.

However...

Required Provisions (cont.):

#3: A provision prohibiting a district administrator from exercising direct or indirect authority, supervision or control over a relative of the administrator.

Where it is not feasible to eliminate such a direct or indirect supervisory relationship, appropriate screens and/or alternative supervision and reporting mechanisms must be put in place.

Required Provisions (cont.):

Once the tentative memorandum of agreement is established, a district administrator with an immediate family member who is a member of the same statewide union in another district may fully participate in the process, absent other conflicts.

Notwithstanding the above, a district administrator who has an immediate family member who is a member of the same statewide union in another district may serve as a technical resource to the negotiating team and may provide technical information necessary to the collective bargaining process when no one else in the district can provide such information.

Optional Provisions:

*A school district or county vocational school district may exclude per diem substitutes and student employees from its board nepotism policy.

*Montgomery's Board of Education Nepotism Policy does provide for this exception.
Board By-Law No. 0142.1

Advisory Opinions:

May a board member, whose adult son is a custodial employee and association member, participate in negotiations for administrators, where no one in the administrators' bargaining unit is the son's immediate supervisor?

YES. There is no violation of N.J.S.A. 18A:12-24(c).

The Commission did not find any conflict with the board member's involvement in negotiations because there was no nexus or relationship between the son and the administrators that would give rise to a public perception that the board member's independence of judgment or objectivity would be compromised. **However**, if there is any latent financial connection with the administrators (e.g., benefits, salary, schedules, insurance), then this indirect financial involvement would create a conflict prohibiting her participation.

SEC Advisory Opinion A14-12 (July 26, 2012)

**ETHICS DECISIONS AND
ADVISORY OPINIONS
ISSUED BY THE SEC**

Advisory Opinions:

May a school board member, whose husband and brother teach in the district and who therefore recused herself from participation in an executive session evaluating the Superintendent's performance, read the executive session meeting minutes so as to understand the policies and decisions made during those closed executive sessions?

Sometimes. Only when Minutes are made available to the public, otherwise it would violate N.J.S.A. 18A:12-24(c).

The Commission determined that, due to the personal conflict, the board member's rights were limited to the rights given to the general public. As such, the board member could only view the Minutes once the need for confidentiality no longer existed and they were made available for public review. The Commission also cautioned that any board member who inappropriately shared the executive minutes with the conflicted board member prior to public release would violate N.J.S.A. 18A:12-24.1(g).

SEC Advisory Opinion A20-12 (October 31, 2012)

Advisory Opinions:

May an assistant superintendent/interim superintendent serve as a paid educational consultant for a technology software company during personal and/or vacation time, where the district utilizes the company's software and services?

NO. Violation of N.J.S.A. 18A:12-24 (a), (c) and (d).

As chief school administrator, the interim superintendent had general supervision over the district's schools, which necessarily meant that he was the final authority for contracting for the provision of all goods and services and for evaluating those vendors already providing such goods. Therefore, if the interim superintendent accepted the educational consultant position he would be in the position to assess the quality of the goods and services used by the district while simultaneously receiving compensation from two companies that would be seeking favorable evaluations and competing for contracts in the district. This would violate the Act. It would be **irrelevant** that the consulting would be limited to personal and/or vacation time.

SEC Advisory Opinion A05-12 (June 26, 2012)

Advisory Opinions:

May a board member participate in an executive session that considers the administrators' positions in schools in which the board member's brother teaches?

NO. This would violate the Act even though "sibling" does not fall within the definition of immediate family member.

The Commission compared the Act's definition of "immediate family member," which is limited to (1) a spouse and (2) a dependent child residing in the same household, with "relative," which is more broadly defined to include all children, parents and siblings of the school official. The Commission explained that although the applicable provisions of the Act only reference "immediate family members," the Commission has previously construed the Act broadly and held that board members should abstain from voting on all matters pertaining to "relatives" **not** just "immediate family members."

SEC Advisory Opinion A20-12 (October 31, 2012)

Ethics Decisions:

Board member transmitted to the County Superintendent of Schools confidential correspondence from board counsel, marked as attorney-client privileged, and posted on NJ.com inaccurate information regarding the salary negotiations for the interim Superintendent. **Ethics violation?**

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YES - Violation of N.J.S.A. 18A:12-24.1 (g). A reasonable board member would have known that a letter from the board attorney marked "ATTORNEY-CLIENT PRIVILEGED-CONFIDENTIAL" should have been treated as confidential correspondence. **Board member should not have transmitted counsel's confidential correspondence to anyone outside of the Board.** Additionally, a board member has a duty to provide accurate information and to act in concert with his/her fellow board members.

I.M.O. Valerie Jordan, High Bridge Board of Educ. SEC Dkt. No. C03-09 (4/20/10); Comm. Educ. Agency Dkt. No. 76-4/10 (6/7/10).

Ethics Decisions:

Board President posted a comment on his Facebook page: "Now if we could only do something about our local terrorists that destroy dreams and burn futures" accompanied by a link to the school district website displaying a photograph of the superintendent. **Ethics violation?**

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YES - Violation of N.J.S.A. 18A:12-24.1(f). The SEC determined that while the board member had the right to express disagreement with the board and the administration, the chosen method of doing so was inappropriate and an intentionally confrontational act. The SEC concluded that the statement might reasonably be considered as undermining, opposing, compromising or harming the superintendent in the proper performance of her duties. Commissioner concurred that comparing superintendent to a terrorist goes beyond the expression of differences or good faith criticism of performance, and that such a public slur by a board member was likely to undermine the superintendent's effectiveness. *Dunbar Bey v. Brown, Camden Bd. of Educ., SEC Dkt. No. C25-11 (12/20/11); Comm. Educ. Agency Dkt. No. 365-12/11 (3/20/12)*

Ethics Decisions:

Unbeknownst to the other board members, a board member received confidential student data. This data, which was stored on the board member's personal computer hard drive, was analyzed and used by the board member to advise building-level administrators on ways to correlate curriculum to the standardized test score results. These discussions centered, in part, around the confidential data acquired by the board member.

Ethics violation?

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YES - Violation of N.J.S.A. 18A:12-24.1 (d) and (g). Board member breached his confidentiality obligation. The data received by the board member included student names which was accessed and used by the board member. The board member identified and used the child of one of his fellow board members to illustrate the system he was promoting.

I.M.O. J. Garfield Jackson, East Orange Bd. of Ed., SEC Dkt. No. C37-07 (12/21/10); Comm. Educ. Agency Dkt. No. 717-12/10(03/9/11).

Recent Ethics Decisions:

Board member discussed with her fellow board members the idea of allowing her son the opportunity to monitor a negotiation with the education association in order to fulfill a graduate school assignment. This idea, which was not first presented to the school district administration as required by governing board policies and regulations, was not accepted by the board and the board member's son was never afforded the opportunity to view a negotiation session. **Ethics violation?**

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YES - Violation of N.J.S.A. 18A:12-24 (b) and (f). The Commission reasoned that the board member helped her son gain access to a forum that was not afforded to other candidates, who had to endure conventional application and selection processes. Moreover, although the board member's son never obtained the "unwarranted privilege" to view a negotiation session, the Commission maintained that it was enough that the board member sought to benefit her son who otherwise would not have been able to avail himself of the benefits of this opportunity.

IMO Barbara Garrity, Holmdel Bd. of Educ., SEC Dkt. No. C24-13(08/26/14)

Ethics Decisions:

Board member accidentally votes to approve the reappointment of (1) his mother and (2) his mother's supervisor (the principal) not realizing their names were included in a large list of reappointments. Once the error was realized, however, the board amended the vote to show an abstention.

Ethics violation?

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YES - Violation of N.J.S.A. 18A:12-24.1(c). The Commission reiterated that board members cannot vote on matters concerning "relatives" even though the Act only specifically references "immediate family members." Moreover, it was **irrelevant** to the Commission that the vote was in error. The board member's action, despite the fact that it was taken without any intent, still violated the Act and warranted a reprimand.

In re Joseph Raines, Asbury Park Bd. of Educ. SEC Dkt. No. C36-11 (2/28/12)

Recent Ethics Decisions:

Despite receiving a reprimand for attempting to influence her fellow board members to vote against the appointment of a high school principal and being ordered to refrain from voting on that principal's reappointment, the board member participated in the vote for the reappointment of the principal. In addition, that very same board member gave the superintendent nine resumes of potential candidates for the principal position and asked the director of buildings and grounds to interview one of the candidates, which was the board member's friend. **Ethics violation?**

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YES - Violation of N.J.S.A. 18A:12-24 (b). The Commission adopted the Administrative Law Judge's findings that the board member's participation in the vote regarding the high school principal's reappointment created an appearance of impropriety and that the board member's attempt to have those nine individuals, including her friend, be considered for the principal position created a justifiable impression of using her position to secure unwarranted privileges and advantages for others.

IMO Rhonda Williams Bemby, Bd. of Educ. of the City of Hackensack SEC Dkt. No. C49-12 (10/28/14); Comm. Educ. Agency Dkt. No. 325-10/15 (12/15/14)

Recent Ethics Decisions:

A board member used her cell phone to record the discussions had during an Executive Session and shared the audio recording with her attorneys. The board member maintained that the sharing of her recording with her attorneys did not have the potential to compromise the board because her attorneys had a professional obligation not to violate the Board's right to confidentiality. **Ethics violation?**

YES - Violation of N.J.S.A. 18A:12-24.1(e) and (g). The Commission held that the board member violated the School Ethics Act and breached the board's protection of confidentiality when the respondent played the recording to her attorneys. The Commission emphasized that it is not necessary to find that the board member's action, in fact, compromised the Board, but, rather, it is sufficient that the action was of such nature that it *might* have compromised the Board.

James Messner & Robert Condo v. Stacy Gray & Walter Berglund v. Stacy Gray, Bd. of Educ. of the Tp. of Deptford, SEC Dkt. No. C16-13 & C22-13 (06/09/14)

Recent Ethics Decisions:

A board member, who volunteered for the town soccer league and played in the town's baseball league, participated in the planning, review, assessments and proposal for a capital improvement referendum regarding a multi-sport field complex design for use by community sports groups. In addition, the board member failed to disclose his association with these leagues on his annual disclosure form. **Ethics violations?**

No violation of the Act- The Commission determined that there was no evidence that the board member, or a member of his immediate family, held more than a 10% interest in either of those organizations, nor did the board member use his position to secure unwarranted privileges or to advance the referendum, which was subject to a public vote. There was also no evidence that the board member benefited any more from the use of the fields than any other players and, finally, the Act and its regulations do not require disclosure of these types of relationships, particularly in light of the fact that there was no evidence that these organizations were a source of income for the board member.

Mofely, et. al. v. Spardel, Verona Bd. of Educ. SEC Dkt. No. C25-14 (11/25/14)

Recent Ethics Decisions:

A board member inadvertently voted to reappoint an auditing company as auditor for the school district, with whom the board member maintained an interest in common property. The board member claimed that he was not required to abstain from the vote and that his vote was not the critical vote to secure the appointment of this company because it had been the auditing company for the district since 2000. **Ethics violation?**

YES - Violation of N.J.S.A. 18A:12-24.1(c). The Commission determined that it is the responsibility of a board member to know the items to be voted on in any given meeting and to recuse himself or herself from any vote in which he or she has a conflict at the time of the vote. Moreover, because a reasonable member of the public might believe that this conflict borne of a financial involvement whether direct or indirect, might reasonably impair the board member's objectivity or independence of judgment, the board member should take no official action and recuse himself. Failing to do so, creates a justifiable impression among the public that their trust is being violated.

IMO Armenio Montiero & Elizabeth Bd. of Educ. SEC Dkt. No. C26-13 (06/24/14)

Recent Ethics Decisions:

A board member, who was on a Selection Committee, actively participated in the interview process for the Assistant Principal position, as well as questioned candidates without the knowledge of the other Board members and undertaking the duty of the Superintendent. Furthermore, the board member, within a few minutes of her appointment to the board and without formal information or knowledge, voted not to renew the business administrator and voted against the Superintendent's recommended candidate for Principal because she was precluded from the interview process for the Principal. **Ethics violations?**

No violation of the Act- The Commission concluded that the complaint fails to allege facts sufficient to maintain a claim. The Commission determined that, subject to limitations arising from a conflict, any board member may vote as he or she chooses from the moment the member is sworn in. Moreover, board members are not under any obligation to accept a superintendent's recommended candidate for any position and may vote to select another candidate. Lastly, the Commission stated that, although it is not a violation of the Act, allowing board members to interview applicants upon whose employment they will ultimately vote, may have a chilling effect on these candidates and ultimately thwart a free and honest exchange of responses and may be viewed by the public as the board's unnecessary and unwarranted intrusion into a course of action beyond the board's authority.

Young v. Moss, Pennsauken Tp. Bd. of Educ. SEC Dkt. No. C37-14 (12/26/14)

Recent Ethics Decisions:

During an Executive Session, board members discussed a plan to hire an interim superintendent and an assistant superintendent. The members directed the Board President to contact the State Monitor for approval of the plan. However, instead of contacting the State Monitor to see if the plan would be approved, the board President contacted two candidates to inquire as to whether they would be interested in these positions. **Ethics violation?**

YES - Violation of N.J.S.A. 18A:12-24.1(e) & (g). The Commission determined that the Board President took private action when she contacted the candidates and that the Board President took action to make public, reveal, or disclose information that was not otherwise public when she discussed the positions with the candidates.

Barbara Lesinski v. Geneva Smallwood, Asbury Park Bd. of Educ. SEC Dkt. No. C14-14 (10/28/14)

Recent Ethics Decisions: Appellate Division

A board member unilaterally issued a RICE notice to the superintendent of schools. Prior to issuing the RICE notice, the board member discussed and intentionally planned the superintendent's removal with three (3) newly-elected but **unsworn board members** and repeatedly contacted a former assistant superintendent to see if she would be interested in becoming interim superintendent, even going so far as to discuss salary and benefits. **Ethics violation?**

YES - violation of N.J.S.A. 18A:12-24.1(e). The SEC concluded that the issuing of a RICE was not an administrative function, but, rather a function of the board. The board member, who was not the board president and who did not confer with other sitting board members, took private action outside the scope of his duties as a board member. The Commissioner of Education accepted the SEC's findings and determined that, in unilaterally directing the issuance of a RICE notice to a school superintendent without consulting any other board member, this board member took private action that had potential to compromise the board, contrary to N.J.S.A. 18A:12-24.1(e).

Recent Ethics Decisions: Appellate Division

- ▶ On appeal, the Appellate Division concluded that the Commissioner's decision lacked sufficient clarity, failed to provide the level of guidance that is necessary as to who can issue a RICE notice, and did not fully address other aspects of the board member's conduct that were alleged to constituted ethical violations. *Persiv. Weska*, 2013 WL 6480255 (App. Div. Dec. 11, 2013).
- ▶ On remand, the Commissioner of Education clarified that "a single board member is without authority to direct issuance of a RICE notice to the chief school administrator of a district. Rather, that authority lies with the president of the district board of education or a majority of the full membership of a district board of education." *Persiv. Weska*, Comm'r. No. 260-14A (June 17, 2014).
- ▶ The matter was remanded back to the SEC.

QUESTIONS ?

SEC Decision on Remand

- ▶ On remand, the Commission indicated that the Commissioner of Education's decision fully supports and substantiates the position that a Board Member alone lacks the authority to issue a Rice notice and, therefore, its prior ruling on this issue remains undisturbed.
- ▶ The Commission further concluded that the Board member violated N.J.S.A. 18A:12-24.1(e), "Private Action," through his discussions with the three members elect resulting in him becoming the new Board President and leading to the termination of the superintendent.

Time was allowed for questions and comments from the board.

COMMITTEE/REPRESENTATIVE REPORTS

President's Report

President Kirk-Csontos stated the following:

"Being that this is first official Workshop or Business meeting of our newly-formed Montgomery Board of Education, I wanted to take a brief moment to hopefully set us forward on a more positive and productive tone. First of all, I want to apologize personally to each of my fellow Board of Education members for not being more effective at facilitating the dialogue at our reorganization meeting and for letting my own emotions get the better of me. To the public that attended our reorganization meeting, I apologize as well.

Moving ahead, I would like our Board to refocus on the business of setting policy for our district, to spend our collective time on advancing student achievement for every child in this district, and to work to support our administrators as they run the schools. We have an outstanding administrative

group, exceptional teachers and support staff at every level and dedicated families, many of whom come to Montgomery for the education we provide. We can only serve those people effectively if we work together respectfully and collaboratively as a Board, whether working at the Committee level or as a whole in these bi-monthly meetings.

Finally, I think it's important to revisit the Goals we agreed upon as a Board last June for this 2014-2015 and make sure these guide how we spend our time and what we choose to focus on for the remainder of the school year. They are as follows:

Goal 1: To develop specific communication protocols with parents, staff and community members that are consistent in message and reflect the vision of the district to engage each child in reaching his/her fullest potential.

Goal 2: To review, evaluate and assess current programs and staffing structures to determine gaps/needs; make specific recommendations to the Board to address in a fiscally responsible and efficient manner in the following areas: special education, student/staff attendance and the organizational management structure of the district.

Goal 3: To identify and implement social-emotional programming appropriate for all schools by June 2015 and identify the appropriate assessments to measure the efficacy of the programs.

Goal 4: To explore the feasibility of full-day kindergarten for the 2016-2017 school year.

Representative Reports

Student Representative Report

Ms. Anjali Ravichandran, student representative, stated that she has the opportunity to attend board meetings on behalf of the student council. There have been issues in the past with student council operating on their own. New events will be student organized and staff run to be sure everything runs properly. The student council will work with the administration to be sure events run smoothly.

MTEA Report

No report

Board Member Delegate/Representative Reports

Ms. Donnay reported that the Municipal Alliance held their first meeting last night with new leadership taking over. The discussion centered on the following plans for the new year:

- Two more speakers on social and emotional learning are scheduled for the district this year.
- Montgomery Night Out will be held in March.
- Peer leaders spoke about working with freshman and middle school students.

Ms. Donnay encouraged the public to become members of the Municipal Alliance.

Board Committee Reports

Assessment, Curriculum and Instruction Committee Report

Mr. Doshi stated that the members of the committee are Ms. Donnay, Ms. Humza and Ms. Michaelson. He reported that the committee will be meeting next Friday. However, typically meetings are held on the second Thursday of each month.

Mr. Doshi reported that the committee met on December 18th and discussed the Upper Middle School block scheduling and change of electives as well as a communication plan for PARCC.

Operations, Facilities and Finance Committee Report

Mr. Goldoni reported that the committee will be meeting this Friday. Members include Ms. Kirk-Csontos, Mr. Hladick and Ms. Miller.

Human Resources Committee Report

Ms. Kirk-Csontos reported that the members of the committee are Mr. Goldoni, Mr. Doshi, and Ms. Witt. The committee met last Friday. MTEA president Deb O'Reilly gave a presentation on the teacher climate survey. Ms. Kirk-Csontos stated that the perceptions were positive, but we need better communication.

Ms. Kirk-Csontos stated that the committee also discussed the human resources agenda and preparation for negotiations with the MTEA. On Thursday, the board committee and the MTEA representatives will be exchanging proposals. The next HRC meeting will be held on February 20th.

Policy Committee Report

Ms. Donnay reported that the committee members are Ms. Miller, Ms. Witt and Ms. Humza. The committee is scheduled to meet on January 29th at 8:00 a.m. Proposed agenda items are to set the calendar, to review policies on board member absence and speaking to the public, Policy 0131 Bylaws and Policies and to review of the Committee Charter.

External Affairs/Communications Committee Report

Ms. Michaelson reported that Ms. Kirk-Csontos, Ms. Humza and Mr. Hladick are the members of the committee. The committee would like to meet on Fridays. At the first meeting, the committee will set goals for internal and external communication. They will look at communication policies and vehicles such as Facebook, Twitter and Princeton Packet. The committee will discuss communication for an upcoming referendum and methods to be more transparent on the website.

BOARD/PUBLIC COMMENTS

Mr. Alan Wirsul stated that the board has an obligation to the community, and people need to have a better understanding of the board finances. Mr. Wirsul believes the budget and finance committee meetings should be open to the public. Mr. Wirsul stated that either this year or next year the board has an opportunity to move back to an April election. He stated that five Morris County districts still have an April election.

Mr. Wirsul expressed his opinion that all board members should have had a say in the combination of the FBC and OFC committees in advance of it being presented at the organization meeting last week. Mr. Wirsul expressed concern about Mr. Fogarty's suggestion that board members not interview candidates for district staff positions. He reminded the board that they represent the people.

REVIEW OF MINUTES

The board reviewed the following minutes:

1. December 16, 2014 Executive Session Meeting
2. December 16, 2014 Workshop and Special Meeting

There were no comments for changes to the minutes. The minutes will be approved at the January 27th business meeting.

REVIEW DRAFT BUSINESS MEETING AGENDA FOR JANUARY 27, 2015

The Board reviewed the draft agenda for the January 27, 2015 Business Meeting.

BOARD/PUBLIC COMMENTS

Mr. Wirsul questioned how many district administrators are making more than \$100,000. He also questioned what percent of time the administrators are teaching.

Mr. Wirsul stated that if a board member misses meetings, they are cheating the students and should be ousted from the board.

Ms. Kirk-Csontos stated that the information on administration with salaries over \$100,000 will be sent to Mr. Wirsul by email.

EXECUTIVE SESSION – A motion was made by Mr. Hladick and seconded by Mr. Doshi that the board adopt a resolution to go into executive session at 8:55 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. Continued discussion on the student disenrollment hearing, a parent appeal to a determination on a harassment, intimidation and bullying incident, student disciplinary matters and items related to personnel will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

Mr. Goldoni left the meeting at 9:13 p.m.

RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 9:38 p.m.

ACTION AGENDA

1.0 ADMINISTRATIVE

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

- 1.1 Harassment, Intimidation and Bullying (HIB) Report – Accept the Harassment, Intimidation and Bullying Report dated January 9, 2015 and noted for acceptance.

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

3.0 FINANCE

A motion was made by Mr. Hladick and seconded by Ms. Miller to approve agenda item 3.1 as follows:

- 3.1 Travel Reimbursement – 2014/2015 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Pages 15-16).

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

4.0 PERSONNEL

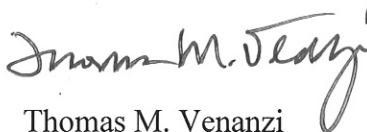
A motion was made by Mr. Hladick and seconded by Mr. Doshi to approve agenda item 4.1 as attached (see Pages 17-26).

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

ADJOURNMENT

A motion was made by Mr. Hladick and seconded by Ms. Miller to adjourn the meeting at 9:44 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Thomas M. Venanzi
School Business Administrator/
Board Secretary

**Montgomery Township Board of Education
Travel Reimbursement Requests
2014/2015**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Michelle Barbarasch	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
Fiona Borland	BO	2/19 - 2/21/15	Pearson STEM-Ed Closing the Gender Gap					\$450.00	\$565.00	\$1,015.00	\$1,918.34
Marlene Biava	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
Samantha Borelli	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
David English	MHS	Spring 2015	Online AP Chemistry Seminar					\$150.00		\$150.00	\$150.00
Jennifer Furman	VES	2/6/2015	Singapore Math: K-5 Building Blocks & Strategies					\$249.00		\$249.00	\$249.00
Joanne Giambirtoni-Orsini	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
Odenis Goris	VES	2/27/2015	FLENJ Annual Spring Conference	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
Sara Grande	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
Christine Grossmann	MHS	2/26 - 2/27/15	ASAP-NJ Conference SACs - Key to Successful Schools	\$20.00	\$59.92			\$295.00		\$374.92	\$374.92
Genifer Leimbacher	OHES	2/6/2015	Singapore Math: K-5 Building Blocks & Strategies					\$249.00		\$249.00	\$404.46
Diana Loiacono	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$7.00					\$14.00	\$21.00	\$121.00
Casey Maxwell	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
Heather McCarthy	OHES/VES	1/22/2015	Effectively Dealing with Disruptive Students		\$15.19			\$229.00		\$244.19	\$244.19
Myma Medina	OHES	2/27 - 2/28/15	FLENJ Annual Spring Conference	\$16.00	\$26.04			\$230.00		\$272.04	\$272.04

**Montgomery Township Board of Education
Travel Reimbursement Requests
2014/2015**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Eiliana Molano	MHS	2/11/2015	FLIP Learning in the World Language Classroom		\$39.99			\$235.00		\$274.99	\$274.99
Martha Ospina	LMS	2/27/2014	FLENJ Annual Spring Conference					\$230.00		\$230.00	\$230.00
Patricia Pignataro	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
Lynn Powers	LMS	3/18/2015	Science Crosscutting Concepts		\$5.58			\$100.00		\$105.58	\$105.58
Alma Reyes	BO	2/11/2015	FLIP Learning in the World Language Classroom					\$235.00		\$235.00	\$235.00
Late Saatchi	UMS	2/11/2015	FLIP Learning in the World Language Classroom		\$27.28			\$235.00		\$262.28	\$262.28
Melissa Sandler	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90			\$165.00		\$192.90	\$192.90
Amy Wish	OHES/VES	2/6/2015	Singapore Math: K-5 Building Blocks & Strategies					\$249.00		\$249.00	\$1,726.76
Jennifer Yulo	VES	1/23/2015	Rutgers 47th Annual Conference on Reading & Writing	\$16.00	\$11.90					\$27.90	\$212.90
Ron Zalika	BO	2/23 - 2/24/15	Rubicon Atlas Regional Workshop					\$400.00		\$400.00	\$1,009.76

*Excluding Tolls

**Includes Registrations.

**Estimated

BOE 1/13/15

4.1 PERSONNEL

Resignations/Retirements/Terminations/Rescissions

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
MHS	Melissa Larson LOA.HS.ENGL.MG.14	Teacher/English	12/22/2014	Resignation	09/16/2013 – 12/22/2014

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
MHS	Glen Stuart TCH.HS.SCNC.MG.01	Teacher/Science	FMLA Anticipated Return	01/08/2015 – 01/16/2015 unpaid w/benefits (Rescinding) 01/20/2015 (Rescinding)

Appointments/Reinstatements (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Kellye Statz (Leave Replacement) TCH.HS.ENGL.MG.14	Teacher/English	Melissa Larson	BA 1-2	\$57,030.00	Yes	09/01/2014 – 01/13/2015 (Revised)
MHS	Kellye Statz TCH.HS.ENGL.MG.14	Teacher/English	Melissa Larson	BA 1-2	\$57,030.00	Yes	01/14/2015 – 06/30/2015
LMS	Susan Sheerin TCH.LM.TECH.MG.01 TCH.LM.CCNT.MG.04-1	Teacher/TECH @ 40% Teacher/FCS @ 60%	Rae Mackaronis @ 60%	BA 1-2	\$57,030.00	Yes	02/02/2015 – 06/30/2015

UMS	Cassandra Stedina* TCH.UM.ART.MG.02	Teacher/Art	Aurelle Sprout	BA 1-2	\$57,030.00	Yes	02/02/2015 – 06/30/2015
MHS/UMS	Jean Evertsen* (Leave Replacement) TCH.FL.ESL.MG.01	Teacher/ESL	Francis Seid	MA 3-4	\$64,030.00	Yes	02/02/2015 – 06/11/2015

Home Instruction 2014-2015

Location	Name	Position	Hourly Rate	Dates of Employment/Notes
UMS	Shakwana Etienne	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Meghan Moore	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Whitney Stanek	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Mark Accardi	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Kelsey Donovan	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Catherine Mislán	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Neepa Patel	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Donna Perry	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Joanne Tiu	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Kristen Doulis	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Marci Warboys	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Adam Hackel	Home Instruction	\$58.35/hr	2014-2015 School Year

UMS	Ron Heller	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Jeff Woodworth	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Doug Radziewicz	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Eugenia Goldman	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Eric Jorgenson	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	William Dominick	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Ina DiGangi	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Keith Fritz	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Lauren Horowitz	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Karen Kevorkian	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Wendy Wachtel	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Anthony Barra	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Mary Chemris	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Denita Davis	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Kristen Kanickij	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Jennifer Meier	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	James Reed	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Camille Scully	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Marie Siller	Home Instruction	\$58.35/hr	2014-2015 School Year

UMS	Kathy Young	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Christine Barker	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Lynn Blakemore	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Rob Chesbro	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Kathy Edmonds	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Kelly Ferrante	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Patti Sowa	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Jamie Witsen	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Jon Carver	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Laura Creteau	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Kelli Kallens	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Kevin Lonergan	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Scott Ramsay	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	James Mulligan	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Shelley Moore	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Robin Friedman	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Jenny Egas	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Jessica Giboyeaux	Home Instruction	\$58.35/hr	2014-2015 School Year
UMS	Lillian Johnson	Home Instruction	\$58.35/hr	2014-2015 School Year

UMS	Susan Procida	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Cherrie Brown	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Donna Potter	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Dawn Cresap	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Lisa Pliskin	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Marcy Hynes	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Joanne Orsini	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Virginia Lucas	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Max Rodriguez	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Jillian Chianese	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Colleen Barone	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Rachel Segal	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Joseph Bassford	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Michael Belfiore	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Laura Bell	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Erica Disch	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	James Dolan	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Eugenia Goldman	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Odenis Goris	Home Instruction	\$58.35/hr	2014-2015 School Year

VES	Cheryl Houston	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Tammy Tanzola	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Jennifer O'Connor	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Marissa Nicholas	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Anita LaPorte	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Carol James	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Kaitlin Uhaze	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Lorin Benke	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Kelly Vucin	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Kristen Gluck	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Julia Brocker	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Jennifer Furman	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Kimberly Vanatta	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Danielle Hart Dorn	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Samantha Borelli	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Valerie Hum	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Valerie LoCoco	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Amanda Bassford	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Kate Dunham	Home Instruction	\$58.35/hr	2014-2015 School Year

VES	Sara Grande	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Tracey Hvizdos	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Melissa Sandler	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Laura Wright	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Jessica Clarke	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Allison Rubin	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Diana Loiacono	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Marlene Biava	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Lynn Carro	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Nicole Varona	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Erika Fedo	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Nancy Sears	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Scott Furaro	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Jennifer Bonnet	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Alison Ryan	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Kellie Cramer	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Laurie Winer	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Linda Truscinski	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Kurt Franey	Home Instruction	\$58.35/hr	2014-2015 School Year

VES	Casey Maxwell	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Trish Pignataro	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Jamie Maccarone	Home Instruction	\$58.35/hr	2014-2015 School Year
VES	Monica Noda-Olszyk	Home Instruction	\$58.35/hr	2014-2015 School Year

2014 – 2015 Co-Curricular

Location	Name	Position	Stipend	Pro-Rated	Dates of Employment/Notes
MHS	Peter Mueller	Baseball, Head Coach	\$7,400		2014-15 Spring Season
MHS	Joe Bassford	Golf, Boys Head Coach	\$5,700		2014-15 Spring Season
MHS	Jen Amberson	Golf, Girls Head Coach	\$5,700		2014-15 Spring Season
MHS	Jon England	Lacrosse, Boys Head Coach	\$7,400		2014-15 Spring Season
MHS	Tiffany Trockenbrod	Lacrosse, Girls Head Coach	\$7,400		2014-15 Spring Season
MHS	Ken Di Graziano*	Softball, Head Coach	\$7,400		2014-15 Spring Season
MHS	Erik Tavel	Tennis, Boys Head Coach	\$6,700		2014-15 Spring Season
MHS	Sean Carty	Track & Field, Boys Head Coach	\$7,400		2014-15 Spring Season
MHS	Tim Bartholomew	Track & Field, Girls Head Coach	\$7,400		2014-15 Spring Season
MHS	James Griffin	Strength & Condition Coach	\$4,000		2014-15 Spring Season
MHS	Rob Melusky	Equipment Manager	\$500	50%	2014-15 Spring Season
MHS	Shawn O'Steen	Equipment Manager	\$500	50%	2014-15 Spring Season
MHS	Mike Holinko	P/T Winter Track Coach	\$700.00		Reimbursed by Booster Club
MHS	Kelley Statz	P/T Girls Field Hockey Coach	\$1,800.00		Reimbursed by Booster Club

Appointments/Substitute Teachers

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Oksana Boguslavskaya	Substitute Teacher	New	2014 – 2015 School Year
DISTRICT	Amanda Ely	Substitute Teacher	New	2014 – 2015 School Year
DISTRICT	Michelle Maqboul	Substitute Teacher	New	2014 – 2015 School Year
DISTRICT	Robyn Stein	Substitute/Student Teacher	New	2014 – 2015 School Year
DISTRICT	Tori Witkowski	Substitute/Student Teacher	New	2014 – 2015 School Year

Tuition Reimbursement

Location	Name	School	Semester	Credits	Reimbursed Amount	Course
BO	Jesus Velasquez	Rutgers	Fall		\$306.00	Codes, Statutes & Regulations

Other

Location	Name	Assignment	14/15 Degree & Step	14/15 Salary	Pro-Rated	Dates of Employment/Notes
UMS	James Huelbig	Teacher/Health & Phys. Ed.	MA + 45 17-18	\$82,220.00	Yes	02/01/2015 – 06/30/2015 Salary Advancement to MA +45
OHES	Cindy Magalio	Teacher/Data Processing	MA 9-10	\$68,045.00	Yes	02/01/2015 – 06/30/2015 Salary Advancement to MA

MHS	James Pendleton TCH.HS.SCNC.MG.11-2	Teacher/Biological Science Class added to schedule	Extra Pay	\$2,007.72 (Payable in 3 installments)	Yes	01/05/2015 – 02/12/2015
MHS	Glen Stuart TCH.HS.SCNC.MG.11-1	Teacher/Biological Science 2 Classes added to schedule	Extra Pay	\$3,133.62 (Payable in 3 installments)	Yes	01/05/2015 – 02/12/2015
LMS	Allison Pungello TCH.LM.CCNT.MG.04-3	Teacher/Math FCS Class added to schedule every other day	Salary Increase	\$5,703.00	Yes	02/02/2015 – 06/30/2015
LMS	Elise Ryan TCH.LM.CCNT.MG.04-4	Teacher/Science FCS Class added to schedule everyday	Salary Increase	\$12,008.00	Yes	02/02/2015 – 06/30/2015
LMS	Marisa Fuller TCH.LM.CCNT.MG.04-2	Teacher/LLD FCS Class added to schedule every other day	Salary Increase	\$6,523.50	Yes	02/02/2015 – 06/30/2015

RESOLUTION

BE IT RESOLVED that the terms, stipulations and conditions as established in the Sidebar Agreement between the Montgomery Township Board of Education and the Montgomery Township Education Association, which is annexed to this Resolution, are hereby adopted and approved by the Board. The Board President and School Business Administrator/Board Secretary are hereby authorized and directed to execute the Sidebar Agreement and any other documents necessary to effectuate same.

***Pending Criminal History Clearance**