

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, November 7, 2017 6:45 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, November 7, 2017 at 6:45 p.m. in the Upper Middle School media center.
- B. Roll Call - The following Board Members were present: Richard Cavalli, Minkyo Chenette, Charles F. Jacey, Jr., Amy Miller and Christine Witt
- Absent: Phyllis Bursh, Dharmesh Doshi, Dale Huff and Shreesh Tiwari
- Also Present: Nancy Gartenberg, Superintendent  
Elizabeth Nastus, Interim Assistant Superintendent  
Annette M. Wells, Business Administrator/Board Secretary  
Stephen Fogarty, Esq., Board Attorney  
Nora Wynn, Student Representative
- C. President Cavalli read the following Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of the meeting on January 5, 2017 and November 3, 2017. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- D. President Cavalli then led everyone in the Salute to the Flag.
- E. President Cavalli welcomed all to the workshop and business meeting.

EXECUTIVE SESSION- A motion was made by Ms. Miller and seconded by Ms. Witt that the board adopt a resolution to go into executive session at 6:47 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. A parent appeal on a student disciplinary matter, items related to personnel, harassment, intimidation and bullying incidents and negotiations with the Montgomery Township Education Association will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

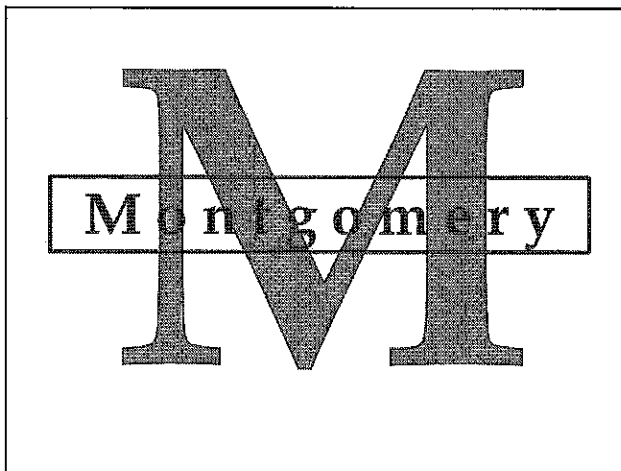
Upon call of the roll, the motion carried with a unanimous vote recorded.

RETURN FROM EXECUTIVE SESSION- The Board returned from Executive Session at 7:32 p.m.

PUBLIC HEARING

Mr. Fogarty, Board Attorney, provided an overview of the accountability regulations and superintendent cap.

Mr. Cavalli gave the following presentation regarding “Amendment to the Superintendent Salary Cap.”



Contents

- A Montgomery Solution
- Compensation Amendment – Statute
- The Timeline and Process – To Date
- The Timeline and Process – Go Forward
- Proposal

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Amendment to  
Superintendent Salary Cap

The BOE Process

11/28/2017 Montgomery Township School District Board of Education 2

A Montgomery Solution

The BOE upon learning of the pending change of statute became engaged and performed in depth due diligence to inform its proposal and pending agreement with the Superintendent.

The Board in its deliberations and discussions balanced the interests of our stakeholders and its responsibility to achieve the Portrait of a Graduate, Mission, Vision, Principles, Goals and Objective of our District and Community.

The Board coalesced around a set of core constructs and developed a balanced and incentive structure of mutual interest, respect and value.

I thank the Board, my colleagues, for its efforts, passion, investment, and unfettered discourse and contributions.

Today, now, with this presentation, the BOE is providing atypical transparency with the pride of fiduciary service to our community and with respect for the Superintendent

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**Proposal: How Derived  
- Framework -**

- Aligned to the Intent of the Strategic Plan: Portrait of a Graduate, Mission, Vision, and Principles
- Incent to the successful execution of the Strategic Plan
- Ensure organizational mutual accountability
- Uphold the Integrity of MTSD financial sustainability

11/29/17

Montgomery Township School District Board of Education

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**Vision Statement**

**To be a premier school district in  
developing confident, compassionate,  
engaged learners**

11/29/17

Montgomery Township School District Board of Education

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**Portrait of a Montgomery Graduate**

**College & Career Ready Scholar  
Socially and Emotionally Aware Individual  
Ethical and Responsible Citizens**

11/29/17

Montgomery Township School District Board of Education

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**Guiding Principles**

**We believe:**

- Every student can learn and grow academically and social-emotionally.
- Each student is entitled to an excellent education that meets his or her individual needs.
- In upholding high academic standards for every student.
- Hiring, developing, and retaining outstanding staff is essential to student success.

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Montgomery Township School District Board of Education

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**Mission Statement**

**To empower every student to succeed  
in a diverse, dynamic, global society  
by providing quality educational  
experiences in a caring environment.**

11/29/17

Montgomery Township School District Board of Education

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**Guiding Principles**

**We believe:**

- Decisions should be made in the best interest of students, using evidence and research-based best practices
- Effective, transparent communication is essential for the District's success.
- Our diversity is a strength that creates resilient, socially aware, global citizens.

11/29/17

Montgomery Township School District Board of Education

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### Goals

- **One - Student Success:** Maximize the social-emotional and academic growth of every student
- **Two - School Work Environment:** Ensure learning environment that promotes excellence
- **Three - Communication and Community Partnership:** Strengthen stakeholder relationships to support and enhance learning
- **Four - Resources and Operations:** Optimize operational and financial resources to enhance student experience

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### The Board Process

- Awareness of pending change to the Law/Regulation – Q4 2016, reaffirmed January 2017
- Amendment to the Law/Regulation – Spring 2017
- Formal Request by Superintendent – July 2017
- Board Initiated Due Diligence Process – Spring 2017

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### Current vs Amendments to Superintendent Salary Cap - Overview -

Component	Current	Amendment
Max Base	\$165,000	\$191,584
Superintendent District		
High School Factor	\$2,500	\$5,000
Premium		
Merit	2.49% Negotiating Item	3.49% Negotiating Item
Annual Increase	N/A	2% Negotiating Item

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### Proposal: Due Diligence

- Primary research with NJSCBA, Somerset County Executive Superintendent, MTSD BOE Counsel
- Secondary research: DOE, Publications on comparative Superintendent Compensation
- Comparative Analysis of Superintendent's 2% amendment to budget cap and MTEA and APSMT collective bargaining agreement (and distributions)
- Evaluation of results of historical initiatives
- Extended consideration of annual performance evaluation

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### 2010 Salary Cap vs 2017 Amendment to Superintendent Salary Cap - Detail-

Year	Salary Cap
2010	\$165,000
2017 Amendment	\$191,584

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### The Board Public Process - Timing

- October 17, 2017
  - Presentation by Counsel on Amendment to Law
- November 7, 2017
  - Presentation by BOE President
  - Public Hearing
- Board of Education Vote

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Proposal: How Derived  
- Components -

- Adjusted Base Compensation
- Annual Performance Incentive to Base Compensation
- Annual Merit – Above and Beyond

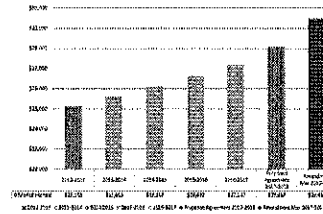
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Proposal: How Derived  
- Annual Merit, Above and Beyond -

- 2012-2017: Annual merit opportunity held flat at \$25,108
- Merit Pay opportunity will be 14.59 percent of total base



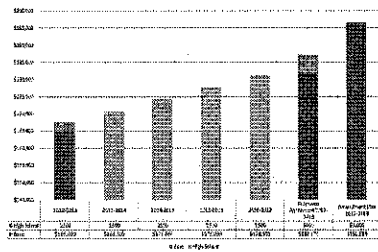
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Proposal: How Derived  
- Base Compensation -

- 2012-2017: Base Compensation held flat at \$167,500
- 2017-18: Adjusted base (2% increment/year) 182,174 plus \$5000 high school salary increment for a total salary of \$187,174.



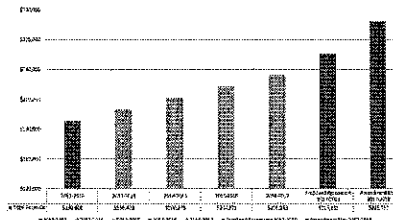
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Proposal: How Derived  
- Total Potential Compensation -

- 2012-2017: Total potential compensation held at \$192,608
- Total Compensation Opportunity for Current Year = \$215,231



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Proposal: How Derived  
- Annual Performance Incentive to Base Compensation -

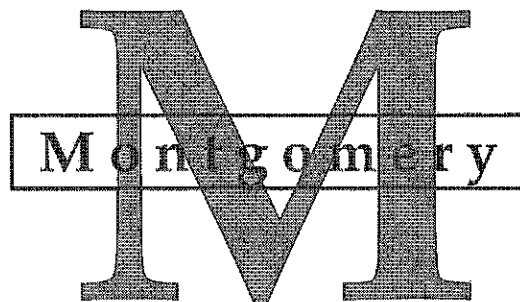
2018-2019 and 2019-2020: Potential performance Increase of 2% per annum based upon three criteria to be jointly developed and equally weighted

- Professional development via annual evaluation review
- Success in execution of the strategic plan, and
- Overall performance of the cabinet, principals and supervisors

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**NEW BUSINESS FROM BOARD/PUBLIC**

Several members of the public spoke. The following concerns were raised:

How did the board measure the Superintendent's performance?

The new board should be making the decision.

There is difficulty in understanding the true contract numbers.

Consider historic district events.

There should be more engagement to truly be transparent.

What are the quantitative and qualitative goals?

It would have been helpful if the committee received the presentation in advance of this meeting.

Concern with safety in the district.

Mr. Cavalli thanked the public for their comments.

Mr. Cavalli explained that the superintendent's current base salary is \$165,000 with an additional \$2,500 for having a high school, and 14.99% in opportunity for merit pay. This is the maximum she was able to receive and has been capped at this amount for the past five years. Mr. Cavalli further explained that the new base is proposed at \$182,174 with an additional \$5,000 for the high school. The merit opportunity remains and will be tied into the district mission, vision and portrait of a graduate. In addition, the contract provides for a 2% annual increase.

Mr. Cavalli stated that the process began several months ago with the current board.

Mr. Cavalli stated that the board will be voting on the superintendent's contract at the next board meeting.

**COMMITTEE/REPRESENTATIVE REPORTS****Representative Reports**

Ms. Nora Wynn, student representative, reported on the following items:

- The high school students performed a survey on the current physics program
- Seniors have completed their first round of college applications. The most popular colleges are the University of Pennsylvania and the University of Michigan. The most popular majors are business and political science.
- Half of the seniors responded with a five of five on the stress level.
- The MHS players will be doing a performance of "Don't Drink the Water."
- Many seniors cast their first vote in the November election.

**MTEA Report**

Mr. Scott Mason, MTEA president, reported that a presentation will be made at the next board meeting on collaboration. He stated that our district has made great strides in this area. Mr. Mason reported that he recently attended a conference in California with administrators and teachers to learn more about increasing student achievement through enhanced collaboration. Mr. Mason added that this collaboration has been incorporated into Montgomery Township with his attendance at board committee meetings and the creation of school and district leadership teams.

Mr. Mason announced that the MTEA will be sponsoring an event on November 15<sup>th</sup> at 7:00 p.m. at the Upper Middle School. Mr. Russ Walsh will be the guest speaker on the topic of education in the 21<sup>st</sup> Century.

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

#### **Board Committee Reports**

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

Ms. Gartenberg stated that there will be an option to freshman physics. Mr. Popadiuk, Montgomery High School Principal, will be present at the next board meeting to discuss this option.

Ms. Gartenberg stated that the district has engaged Hanover Research to study physics in general.

Ms. Miller stated that a physics survey was administered in October. She added that focus groups will continue in this area.

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

Mr. Jacey reported on a proposal made by Ms. Fiona Borland, Director of Instructional Technology, for a new district telephone system. Mr. Jacey reported that other items discussed at the meeting were the comprehensive maintenance plan, Maintenance and Grounds Department, tennis court construction, and referendum projects. There will be a public OFF meeting on November 14<sup>th</sup>.

##### Human Resources and Negotiations Committee Report

Mr. Cavalli reported that the committee discussed policies, the role of human resources in the strategic plan, a presentation on district collaboration and the search for a new assistant superintendent.

##### Communication and Advocacy Committee Report

No report.

##### Chairs and Policy Committee Report

Ms. Gartenberg stated that the committee discussed several district policies.

Mr. Cavalli stated that the committee discussed the superintendent's merit goals, strategic planning presentations, the assistant superintendent search and a second track for 9<sup>th</sup> grade science.

##### President's Report

No Report

**REVIEW OF MINUTES**

The board reviewed the following minutes:

1. October 10, 2017 Executive Session Meeting
2. October 10, 2017 Workshop and Business Meeting
3. October 17, 2017 Executive Session Minutes
4. October 17, 2017 Business Meeting

The minutes will be approved at the November 21, 2017 business meeting.

**REVIEW OF THE DRAFT NOVEMBER 21, 2017 BUSINESS MEETING AGENDA**

The board reviewed the draft agenda for the November 21, 2017 business meeting.

**BOARD/PUBLIC COMMENTS**

Members of the public spoke regarding the following topics:

Opening the OFF meetings to the public

Board members missing meetings

Need for new trucks

Physics First

Percentage of community that has no children in our schools

Tennis courts

Board policies

Strategic planning

Gun violence in schools

Drug use in schools

Mr. Cavalli responded that safety is of paramount concern in the district and is something we are always looking to improve upon. The district partners with the Montgomery Township Police, and the school has a curriculum to educate on substance abuse.

Mr. Cavalli responded that the need for trucks had been addressed previously.

Mr. Cavalli responded, regarding board member attendance, that an announcement was made at the last meeting about a board member out on medical leave.

Mr. Cavalli responded that the tennis courts are being completed in conjunction with the Township. The anticipated completion is the Spring of 2018.

Mr. Cavalli responded that the district is working on the action plans for the strategic plan.

Ms. Gartenberg responded that the district works closely with the municipal alliance and the health department. She added that there is always more we can do to educate students and parents.



**ACTION AGENDA**

**1.0 ADMINISTRATIVE**

A motion was made by Mr. Jacey and seconded by Ms. Chenette to approve agenda items 1.1 through 4.1 and 4.3 as follows:

- 1.1 Routine Monthly Report – Accept the following report:
  - a. Harassment, Intimidation and Bullying (HIB) Report
  - b. Harassment, Intimidation and Bullying (HIB) Report

**2.0 CURRICULUM & INSTRUCTION**

**2.1 Out-of-District Placements 2017-2018**

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

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
181939	Eden Autism School 1:1 Aide	10/5/17 – 6/20/18		\$24,627.45	\$24,627.45

**2.2 Consultant Approvals 2017-2018**

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

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Tiny Tots Therapy	<u>In District Evaluations:</u>	
	Occupational Therapy	\$275.00 each
	Physical Therapy Evaluation	\$275.00 each
	Speech Therapy CCC	\$285.00 each
	Speech Therapy CFY	\$275.00 each
	<u>Out of District Evaluations:</u>	
	Occupational Therapy	\$375.00 each
	Physical Therapy Evaluation	\$375.00 each
Speech Therapy CCC	\$385.00 each	
Speech Therapy CFY	\$375.00 each	

**2.3 Chapters 192/193 Funding 2017-18**

Approve original funding under the provisions of Chapters 192/193, Nonpublic Auxiliary and Handicapped Services, in the amount of \$33,323.00 for the 2017-18 school year to be allocated as follows:

Chapter 192 Compensatory Education	\$ 1,772.00
Chapter 192 E.S.L.	\$ 0.00
Chapter 192 Total	\$ 1,772.00

Chapter 193 Exam and Classification	\$20,743.00
Chapter 193 Corrective Speech	\$ 4,464.00
Chapter 193 Supplementary Instruction	<u>\$ 6,344.00</u>
Chapter 193 Total	\$31,551.00

**Grand Total** **\$33,323.00**

### 3.0 FINANCE

3.1 Travel Reimbursement – 2017/2018– approve the Board member and/or staff conference and travel expenses as per the attached list (see Pages 16-17).

3.2 Receipt, Rejection and Award of Bid – Winter Athletic Awards, Equipment, Supplies and Uniforms for the Montgomery Township School District (Bid #B18-07) – Bids were received on October 17, 2017 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$22,501.57
Metuchen Center, Inc. Sayreville, NJ	\$19,320.82
Leisure Sporting Goods Iselin, NJ	\$16,050.42
Triple Crown Sports, Inc. Old Bridge, NJ	\$10,722.90
Longstreth Sporting Goods Spring City, PA	\$8,239.80
Riddell/All American Elyria, OH	\$5,442.27
Aluminum Athletic Equipment Co. Royersford, PA	\$4,886.95
MFAC, LLC (M-F Athletic) West Warwick, RI	\$4,556.95
Pyramid School Products Tampa, FL	\$3,782.57
Resilite Northumberland, PA	\$3,385.30

S & S Worldwide Colchester, CT	\$1,727.86
Neff Motivation, Inc. Greenville, OH	\$1,684.48
Absolute Fencing Gear Bridgewater, NJ	\$991.50
Blue Gauntlet Fencing Gear, Inc. Saddle Brook, NJ	\$815.80

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

*Pyramid School Products, Tampa, FL* - The low bid received for *middle school baseball hats* is being rejected because the vendor cannot supply the requested item. The vendor substituted another style that does not match the existing hat.

*Triple Crown Sports, Inc., Old Bridge, NJ* - The low bid received for *weight room bumper plates* is being rejected because the vendor cannot supply the requested item. The vendor substituted another style that will not match the existing plates currently being used.

It is recommended that the Board of Education award Bid #B18-07 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	
Leisure Sporting Goods Iselin, NJ	\$9,584.18
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$9,185.64
Triple Crown Sports, Inc. Old Bridge, NJ	\$2,583.84
Metuchen Center, Inc. Sayreville, NJ	\$1,185.00
Blue Gauntlet Fencing Gear, Inc. Saddle Brook, NJ	\$815.80
Riddell /All American Elyria, OH	\$630.24
Longstreth Sporting Goods Spring City, PA	\$251.40

Aluminum Athletic Equipment Co. Royersford, PA	\$250.00
S & S Worldwide Colchester, CT	\$199.16
Pyramid School Products Tampa, FL	\$77.76
MFAC, LLC (M-F Athletic) West Warwick, RI	\$16.00
<b>Total Award</b>	<b>\$24,779.02</b>

3.3 Receipt and Award of Quote – Food Service Equipment (Quote #Q18-41) – Quotes were received for food service equipment; pass-thru heated cabinets, milk coolers and conveyor oven for the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
E & A Supply Plainfield, NJ	\$42,716.20
Singer Equipment Company Elverson, PA	\$38,949.30

It is recommended that the Board of Education award quote #Q18-41 for food service equipment; pass-thru heated cabinets, milk coolers and conveyor oven for the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
Singer Equipment Company Elverson, PA	\$38,949.30

3.4 Receipt and Award of Quote – Demolition of Four Prefabricated Trailers at the Old Board Office Site (Quote #Q18-44) – Quotes were received for demolition of four prefabricated trailers at the old Board Office site as follows:

<u>Vendor</u>	<u>Base Bid</u>
ADS Environmental, Inc. Phillipsburg, NJ	\$27,896.00
Space Savers Flemington, NJ	\$38,800.00

It is recommended that the Board of Education award quote #Q18-44 for demolition of four prefabricated trailers at the old Board Office site as follows:

<u>Vendor</u>	
ADS Environmental, Inc.	\$27,896.00
Phillipsburg, NJ	

3.5 Approval for the Purchase of Phone System – It is recommended that the Board of Education approve purchase of phone system entered into on behalf of the Educational Services Commission of New Jersey, New Jersey State Approved Co-op #65MCESCCPS:

<u>Vendor</u>	<u>Bid #</u>	<u>Total</u>
Xtel Communications	RFP MRESC 15/16-36	
Marlton, NJ	Hardware	\$95,021.25
	Annual Maintenance (pro-rated)	\$41,573.64

3.6 **WHEREAS**, on February 28, 2017 the Montgomery Township Board of Education awarded Paley Construction Co. original bid for Band Room at Village Elementary School in the total contract lump sum of \$828,624.00; and

**WHEREAS**, changes are necessary in order for the project to be completed;

**NOW, THEREFORE BE IT RESOLVED**, that the Montgomery Board of Education approves the following change orders to Paley Construction Co. in the amount of \$96,897.51:

- #8 Roofing and structural redesign \$96,897.51

This change order will increase the total sum by \$53,137.46.

3.7 **WHEREAS**, on September 12, 2017 the Montgomery Township Board of Education awarded Halecon, Inc. original bid for Tennis Court Renovations at the Upper Middle School in the total contract lump sum of \$677,400.00; and

**WHEREAS**, changes are necessary in order for the project to be completed;

**NOW, THEREFORE BE IT RESOLVED**, that the Montgomery Board of Education approves the following change order to Halecon, Inc. in the amount of \$3,000.00:

- #1 Installation of new asphalt for ADA accessible walkway \$3,000.00

3.8 **WHEREAS**, on March 28, 2017 the Montgomery Township Board of Education awarded Diamond Construction original bid for New Walkway at the Montgomery High School in the total contract lump sum of \$34,500.00; and

**WHEREAS**, changes are necessary in order for the project to be completed;

**NOW, THEREFORE BE IT RESOLVED**, that the Montgomery Board of Education approves the following change order to Diamond Construction in the amount of \$3,072.00:

- #1 Installation of new concrete retaining curb and 4 feet high chain link fence. \$3,072.00

3.9 Approve the Following Shared Services Agreement Resolution Regarding the Tennis Courts at UMS –

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 to 35, authorizes public entities to enter into a contract with each other to share services which the entities are empowered to provide or receive within their own jurisdictions, including services incidental to the primary purposes of any of the participating public entities; and

WHEREAS, the Montgomery Township Board of Education (hereinafter referred to as the “Board”) operates the Montgomery Township School District and owns property (Block 19001, Lot 8.34), upon which Montgomery Upper Middle School is situated, and that, among other things, includes ten (10) tennis courts (hereinafter referred to as the “Tennis Courts”); and

WHEREAS, the Board currently allows the Township of Montgomery (hereinafter referred to as the “Township”) use of the Tennis Courts for recreational activities; and

WHEREAS, the Board and the Township are desirous of memorializing the parties’ responsibilities with regard to the repair and maintenance of the Tennis Courts and the Township’s use of the Tennis Courts; and

NOW THEREFORE, BE IT RESOLVED that the Board hereby approves the attached Shared Services Agreement with the Township.

BE IT FURTHER RESOLVED that the Board President and the Business Administrator/Board Secretary are authorized to sign the Shared Services Agreement and such other documents as are necessary to effectuate the terms of this Shared Services Agreement.

BE IT FURTHER RESOLVED, that the Shared Services Agreement shall be filed and open for public inspection at the administrative offices of the Board.

**4.0 PERSONNEL**

- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 18 - 26).

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

EXECUTIVE SESSION- A motion was made by Mr. Jacey and seconded by Ms. Miller that the board adopt a resolution to go into executive session at 8:48 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 will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

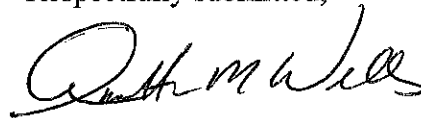
Upon call of the roll, the motion carried with a unanimous vote recorded.

ADJOURNMENT

A motion was made by Ms. Chenette and seconded by Ms. Witt that the meeting be adjourned at 9:49 p.m. Upon call of the question, the motion carried unanimously.

At this time, the board convened in executive session.

Respectfully submitted,



Annette M. Wells  
School Business Administrator/  
Board Secretary

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

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Mark Accardi	UMS	11/13/2017	Tips for Teachers: A Conference for Educators in ESS Districts		\$15.50					\$15.50	\$15.50
Jody Adler	UMS	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$113.00
Kevin Armstrong	LMS	12/7/2017	Art Therapy: Creative Art Interventions for Challenging Children					\$199.99		\$199.99	\$199.99
Sharon Baller	OHES	11/16 - 11/17/17	NJ Assoc. of School Librarians Fall Conf.		\$13.64			\$215.00		\$228.64	\$228.64
Fiona Borland	BO	1/25 - 1/26/18	Techspo	\$10.00			\$99.00	\$425.00		\$534.00	\$844.00
Michele Califere	MHS	11/13/2017	Tips for Teachers: A Conference for Educators in ESS Districts		\$7.44					\$7.44	\$7.44
Amy Costa	OHES	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$83.00
Stacey Delbridge	MHS	11/13/2017	Maintaining a Safe & Well Regulated Classroom		\$10.17					\$10.17	\$40.17
Kelsey Donovan	UMS	11/13/2017	Tips for Teachers: A Conference for Educators in ESS Districts	\$1.00	\$21.08					\$22.08	\$22.08
Matthew Flug	MHS	12/1/2017	NJ Council for History Education		\$1.02			\$80.00		\$81.02	\$81.02
Lori Gaynor	MHS	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$113.00
Cheryl Houston	VES	12/20 - 12/22/17	Midwest Clinic (International Band & Orchestra Conference)	\$60.00	\$19.72	\$222.00	\$390.00	\$85.00	\$286.39	\$1,063.11	\$1,063.11
Natalia Joffe	OHES	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$83.00
Meghan Knapp	VES	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$83.00
Stacy Kohler	UMS	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$113.00
Karen Krusen	MHS	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$113.00
Megan Mastil	MHS	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$83.00
Catherine Mislan	UMS	11/13/2017	Tips for Teachers: A Conference for Educators in ESS Districts	\$4.00	\$14.20					\$18.20	\$18.20
Gale Murphy	MHS	12/1/2017	NJ Council for History Education		\$2.60			\$80.00		\$82.60	\$82.60



**Montgomery Township Board of Education  
Travel Reimbursement Requests (Cont'd)  
2017/2018**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Christine O'Lone	OHES	11/13 - 11/14/17	PECS Level I Training					\$275.00		\$275.00	\$275.00
Gene Porcelli	MHS	12/1/2017	NJ Council for History Education		\$1.02			\$80.00		\$81.02	\$81.02
Anna Quick	OHES	11/13 - 11/14/17	PECS Level II Training		\$9.05			\$275.00		\$284.05	\$284.05
Erin Reynolds	MHS	12/1/2017	NJ Council for History Education		\$3.10			\$80.00		\$83.10	\$83.10
Rebecca Richards	LMS	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$606.38
Jennifer Rogers	OHES	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$83.00
Lisa Romano	LMS/UMS	11/30 - 12/2/17	Foundational Reading Skills in the Upper Grades					\$650.00	\$112.50	\$762.50	\$1,002.50
Debra Rothwell	VES	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$83.00
Ellen Rousseau	LMS	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$83.00
Kristina Shebchuk	MHS	11/21 & 11/29/17	Teachers as Scholars Cyber Feminisms		\$4.22					\$4.22	\$4.22
Jason Sullivan	MHS	12/13/2017	NGSS Implementation Roundtable for Administrators		\$33.17			\$30.00		\$63.17	\$63.17
Erica Walker	MHS	11/8/2017	Suicide Risk Assessment Training					\$83.00		\$83.00	\$113.00

\*Excluding Tolls

\*\*Includes Registrations

BOE

11/7/17

\*\*Estimated

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

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
MHS	Anthony	Maselli	Athletic Director	12/31/2017	Retirement	11/01/2002 – 12/31/2017
UMS	Cory	Weingart	Paraprofessional	10/31/2017	Resignation	01/04/2016 – 10/31/2017

**Leaves of Absence**

Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
MHS	Gloria	Ammerman	Paraprofessional AID.HS.TIA.EO.07	Other	11/06/2017 – 12/31/2017
LMS	Lindsay	Camarda	Teacher/Special Education TCH.LM.RCTR.MG.02	Temporary Disability FMLA Anticipated Return	12/11/2017 - 01/19/2018 (Paid, w/ Benefits) Revised 01/22/2018 - 04/20/2018 (Unpaid; w/ Benefits) 04/23/2018
OHES	Tara	Dintrone	Teacher – Special Education - Autism TCH.OH.AUT.MG.02	Temporary Disability FMLA Anticipated Return	04/09/2018 – 05/09/2018 (Paid w/ Benefits) 05/10/2018 – 06/22/2018 (Unpaid w/ Benefits) 09/01/2018
OHES	Natalia	Joffe	School Psychologist TCH.OH.PSYC.MG.01	Temporary Disability Unpaid Leave Anticipated Return	02/06/2018 – 02/20/2018 (Paid/waives Benefits) 02/21/2018 – 05/13/2018 (Unpaid/waives Benefits) 05/14/2018
UMS	Erin	Kobylarz	Teacher/Health & Physical Education TCH.UM.HPE.MG.04	Temporary Disability FMLA Unpaid Leave Anticipated Return	03/27/2017 – 05/02/2017 (Paid; Waives Benefits) 05/03/2017 – 09/29/2017 (Unpaid; Waives Benefits) 10/02/2017 – 10/31/2017 01/02/2018 – (Revised)

### Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
LMS	Gloria	Ammerman	Teacher - Spanish (Leave Replacement) TCH.LM.WLNG.MG.02	Erica Disch	BA	2-3	\$60,240	Yes	11/06/2017 - 12/31/2017
OHES	Denise	De Camp	Teacher - BSI/Academic Support (Leave Replacement) TCH.OH.BSIMG.06	Lisa Gappa	MA	1	\$65,440	Yes	10/19/2017 - 11/08/2017
LMS	Catherine	Gonzalez	Teacher-Special Education Resource Center (Leave Replacement) TCH.LM.RCTR.MG.02	Lindsay Camarda	BA	1	\$59,440	Yes	12/11/2017 - 04/20/2018 (Revised start date)

### - Appointments/Renewals (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
TRANS	Brian	Chamberlain*	Bus Driver TRN.TR.DRVR.16	N/A	3	\$20.67 p/h	Yes	11/13/2017 - 06/30/2018
UMS	Iris	Dietz-Svenson	Educational Support Assistant (.48) AID.UM.ESA.UG.03	Fayette McGill	1	\$10,222	Yes	10/23/2017 - 06/30/2018 (Revised start date)
MHS	Martha	Gomez Eldridge	Asst. Custodian-2nd Shift CUS.HS.CUST.NA.10	Nicolo Cocuzza	1	\$24,325	Yes	10/30/2017 - 06/30/2018 (Revised start date)
DISTRICT	Michelle	Mongillo*	Secretary/Book 12 Month SEC.BO.BLDG.NA.01	Debra De Stefano	8	\$50,615	Yes	01/02/2018 - 06/30/2018 (or sooner pending release)
MHS	David	Lopez Recinos *	Assistant Custodian-2nd Shift CUS.HS.CUST.NA.15	Chris Sheinman	1	\$24,325	Yes	11/15/2017 - 06/30/2018
UMS	Leah	Ricci *	Paraprofessional AID.UM.TIA.RC.01	Cory Weingart	1	\$24,700	Yes	11/13/2017 - 06/30/2018

### Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Raijan	Chattopadhyay	Substitute Teacher	NEW	2017-2018
DISTRICT	Lynne	Eichenbaum	Substitute Teacher	NEW	2017-2018
DISTRICT	Valerie	Leiggi	Substitute Nurse	NEW	2017-2018
DISTRICT	Malgorzata	Popiewicz-Solowiej	Substitute Teacher	NEW	2017-2018
DISTRICT	Scott	Washuta	Substitute Teacher/Student Teacher	NEW	2017-2018

### Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
UMS	Jody	Adler	University of LaVerne	Spring 2018	3	\$345.00	Bullying
UMS	Jody	Adler	University of LaVerne	Spring 2018	3	\$345.00	I'm So Stressed I Could Scream
UMS	Jody	Adler	University of LaVerne	Spring 2018	3	\$345.00	The Special Needs Brain
OHES	Karen	Dudley	NJPSA/FEA	-	-	\$1000.00	Leader to Leader Mentoring Fee
MHS	Vincent	Ingraffia	University of LaVerne	Spring 2018	3	\$345.00	The Multicultural Classroom
MHS	Vincent	Ingraffia	University of LaVerne	Spring 2018	3	\$345.00	Soccer Basics
VES	Jaime	Maccarone	NJPSA/FEA	-	-	\$1000.00	Leader to Leader Mentoring Fee

**Co-Curricular 2017-2018**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Stipend</b>	<b>Dates of Employment/Notes</b>
MHS	Nicole	Arioso	Diving, Head Coach	\$3,450	Rescind
MHS	Rama	Bulusu	Science (Biology) League Advisor	\$1,375	2017-2018 School Year
UMS	Nick	Corcoran	Wrestling, Volunteer Coach	\$0	Rescind
MHS	Kaitlyn	Dalziel	Diving, Head Coach (75%)	\$2,587.50	2017-2018 Winter Season
MHS	Valerie	Kruger	Yearbook: Business	\$1,650	2017-2018 School Year
MHS	Penny	Pariso	Diving, Head Coach (25%)	\$862.50	2017-2018 Winter Season
District	Pete	Rosenberg	Wellness Champion	\$4,560	2017-2018 School Year
MHS	Christine	Seddon	Winter Track, Volunteer Coach	\$0	2017-2018 Winter Season

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

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Hr. Rate</b>	<b>Dates of Employment/Notes</b>
MHS	Jenna	Enos	Curriculum Development – Calculus	\$34.00/hour	11/08/2017 – 06/30/2018 Not to Exceed \$408.00
MHS	Janina	Campbell	Curriculum Development – Calculus	\$34.00/hour	11/08/2017 – 06/30/2018 Not to Exceed \$408.00

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

Location	First	Last	Position	Salary/Stipend	Dates of Employment/Notes
UMS	Morgan	Sterling	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Michelle	Feigenwinter	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Joanne	Tiu	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Cathy	Mislan	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Lauren	Horowitz	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Kelsey	Donovan	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Marci	Warboys	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Staci	Anderson	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Jaclyn	Grundtich	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
UMS	Neepa	Patel	Teacher – Block 5 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 60 hours
OHES	Eric	Sletteland	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Laura	Sapnar	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Laura	Boss	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Julia	Santoro	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Jamie	Davison	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Jessica	Roberts	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours

OHES	Julia	Lee	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Genifer	Leimbacher	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Meghan	Bauer	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Allison	Koblin	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Alexa	Komar	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Cherrrie	Brown	Teacher – The Bridges Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 31 hours
OHES	Rosemarie	D'Allegro	Monitor – The Bridges Program	\$200.00/program	11/08/2017 – 06/22/2018
OHES	Rangini	Mohan	Monitor – The Bridges Program	\$200.00/program	11/08/2017 – 06/22/2018
LMS	Jennifer	Romano	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Megan	Murphy	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Deborah	Bilik	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Caryl	Pitt	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Kristin	Kaplan	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Damaris	Botero	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Kaitlin	Hill	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Erika	Fedo	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Lesley	Haas	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
LMS	Kevin	Armstrong	Teacher – Period 9 Program	\$59.98/hour	11/08/2017 – 06/22/2018 Not to Exceed 42 hours
VES	Meredith	DelGuercio	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours

VES	Mary (Lisa)	Pliskin	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Veronica	Gadhok	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Karen	Damato	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Laura	Bell	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Odenis	Goris	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Joe	Bassford	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Melissa	Sandler	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Jillian	Chianese	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Jean	Evertsen	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Max	Rodriguez	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Marlene	Biava	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Jim	Dolan	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Samantha	Borelli	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Colleen	Cullinane	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Scott	Furfaro	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Faith	Springsteen	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Donna	Potter	Teacher – Fun Fridays	\$59.98/hour	11/17/2017 – 06/08/2018 Not to Exceed 24 hours
VES	Juliana	Fragulis	Monitor – Fun Fridays	\$200.00/program	11/17/2017 – 06/08/2018



**Other**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Assignment</b>	<b>Salary/Stipend</b>	<b>Dates of Employment/Notes</b>
MHS	Jaissa	Almonte	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
UMS	Jennifer	Elgin	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
MHS	Anna	Panova	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
MHS	Megan	Pisani	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
MHS	Kelly	Rafferty	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
MHS	Inez	Serrano	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
MHS	Nitru	Sinha	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
MHS	Katie	Tessein	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
MHS	Ashley	Williams	Proctor – Student Assessment	\$59.98/hour	11/08/2017 – 01/31/2018 Not to Exceed 10 hours
UMS	Jessica	Giboyeaux	Teaching 1 Additional Block	\$87.37 per day	10/27/2017 - 11/07/2017
District	Gloria	Rivera	Translator	\$20.00/hour	CST Meetings as Needed

**\*Pending Criminal Background Clearance**

**4.3 Resolution to Approve the Superintendent's Merit Goals for 2017-2018**

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

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

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

Quantitative Goal 1: Conduct targeted instructional walkthroughs for Grades 3-12 in Professional Learning Community Meetings to support teacher professional growth and development and assess student learning

Quantitative Goal 2: To connect Montgomery Township School District data systems, core content/grade level teachers, Grades 5-12, will link all common assessments in Genesis to Performance Matters

Qualitative Goal 4: Create tiered evaluation observation schedule that provides, supports and blends building and central office administrative expertise for pre-tenure staff evaluations by category/type of position

Qualitative Goal 5: Coordinate the formation of a new District Leadership Team designed to foster a collaborative learning environment across all aspects of the district in support of district goals