

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, November 8, 2016 7:00 P.M. Workshop and Business Meeting**

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

**OPENING OF THE MEETING**

- A. The Montgomery Township Board of Education held a workshop and business meeting on Tuesday, November 8, 2016 at 7:00 p.m. in the Upper Middle School Media Center.
- B. Roll Call - The following Board Members were present: Richard Cavalli, Dharmesh Doshi, Dale Huff, Charles F. Jacey, Jr. and Christine Witt

Absent: Minky Chenette, Sandra Donnay, Nicholas Hladick and Amy Miller

Also Present: Nancy Gartenberg, Superintendent  
Deborah Sarmir, Assistant Superintendent  
Annette M. Wells, School Business Administrator/ Board Secretary

- C. President Witt read the following Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of the meeting on January 7, 2016 and November 4, 2016. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- D. President Witt then led everyone in the Salute to the Flag.
- E. President Witt welcomed all to the workshop and business meeting.

EXECUTIVE SESSION – A motion was made by Mr. Huff and seconded by Mr. Doshi that the board adopt a resolution to go into executive session at 7:00 p.m.

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

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

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

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

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

### COMMITTEE/REPRESENTATIVE REPORTS

Ms. Gartenberg expressed her appreciation for all of America's veterans and thanked them for their service and sacrifices. She asked for a moment of silence in memory of Lt. Ashley Henderson Huff who gave her life for our country.

#### Representative Reports

##### Student Representative Report

None

##### MTEA Report

Ms. Debra O'Reilly, MTEA president, gave the following report:

In celebration of Veteran's Day on Friday, the MTEA would like to sincerely thank all of our veterans – past and present. Thank you for your bravery, the protection you provide, and your dedication to our country.

The MTEA is sponsoring Jeans for Troops on Monday – district wide. Last year, we donated over \$1,000 to the GI GO FUND.

The MTEA is no longer pursuing the Unfair Labor Practice in regard to the switch to Maxor Plus Prescription Plan. The Board attorney and NJEA Attorney along with NJEA leadership and HR and the Business Office met on October 24th. The Board attorney, Mr. Stephen Fogarty, has assured us that the district will hold Maxor accountable to their contract of providing "identical" coverage to our past plan – Benecard. Therefore, a fund does not need to be set up within the district. All members will receive their co-pay reimbursements, which was a separate grievance, and, any other discrepancies between the plans will be corrected.

This year's NJEA Convention will take place this Thursday and Friday. It is the largest professional development event for educators in the world. There will be hundreds of career and professional development workshops for both teachers and support professionals, and a presentation by Montgomery resident and our friend Mr. Saul Rubinstein about union management collaboration.

##### Board Delegate Report

None

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

Mr. Doshi reported that the ACI committee met on October 13<sup>th</sup> to discuss a list of standardized assessments, review policies and receive an overview of counseling services at the schools. Mr. Doshi stated that the next meeting will be held next Thursday. He added that the topics for discussion at this meeting are block scheduling at the Upper Middle School and the Program of Studies for Upper Middle School and the High School.

Operations, Facilities and Finance Committee Report

Mr. Jacey reported that the OFF committee met on October 14<sup>th</sup>. Mr. Jacey recapped the following items:

- Update on the Verizon proposal to construct a monopole on the high school property. The district is not rushing ahead until we have all of the facts and concerns answered.
- Tennis Courts at the Upper Middle School. There has been no resolution, but the district has been speaking with the Township.
- Refunding of bonds. The ordinance was presented at the last meeting. The board had expected to pass the ordinance at tonight’s meeting, but we lacked six members (a super majority) to pass the resolution. The approval has been deferred to the next meeting. The committee is in favor of this refunding.
- The public OFF meeting will be held on Monday, November 28<sup>th</sup> at 7:00 p.m. in the Upper Middle School media center.

Human Resources and Negotiations Committee Report

Ms. Witt reported that the HRNC committee met on November 2<sup>nd</sup> to discuss personnel for the agenda. The committee also was walked through the process of board presentations on the google drive.

Ms. Kelly Mattis, Director of Human Resources and Ms. Deborah Sarmir, Assistant Superintendent, gave the following presentation on Teacher and Administrator Evaluations:

**Teacher and Administrator Evaluation**

Kelly Mattis, Director of Human Resources  
Deborah Sarmir, Assistant Superintendent

Teach NJ, AchieveNJ

**We believe:**

Teacher expertise accounts for more difference in student performance—40 percent—than any other factor.  
*Ferguson (2001) •*

**We believe:**

More can be done to improve education by improving the effectiveness of teachers than any other single factor. Effective instruction is the single largest factor affecting academic growth of populations of students regardless of the level of heterogeneity in their classrooms.  
*Sanders (2000) •*

**We believe:**

The importance of having an effective teacher instead of an average teacher for four or five years in a row could essentially close the gap in math performance between students from low-income and high-income households.  
*Hanushek, Kain, and Rivkin (2001) •*

**We believe:**

The differences in impact by the most effective teachers, the top one-sixth of teachers, can be 9 months or more, essentially a full year of learning.

*Rowen, Correnti, and Miller (2002)\**

**We believe:**

In a study of 30 years of research, McREL found that when an effective administrative structure is comprised of administrators who concentrate on the right practices (they list 21 leadership characteristics), this structure can elevate a school 10 to 19 percentile points. It is the effective administrator who creates a culture where the focus is on how teachers instruct and how students learn, not on programs, structures, fads, and ideologies.

*"Balanced Leadership: What 30 years of research tells us about the effect of leadership on student achievement." (2003)\**

**We believe:**

Good instruction is 15 to 20 times more powerful than family background and income, race, gender, and other explanatory variables.

*Hershberg (2005)\**

**Because we believe...**

...quality teaching is the most critical means by which to improve student achievement and close achievement gaps we are highly invested in:

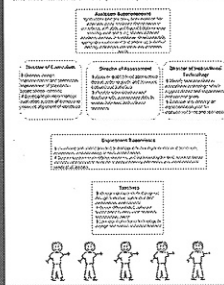
- Quality teacher evaluation
- Targeted professional development
- Collaboration with our union leadership
- Hiring and retaining the highest caliber professionals

**We believe:**

There is a direct link between superintendent leadership and student achievement. A Mid-continent Research for Education and Learning (McREL) report finds that superintendents positively influence student achievement, especially when they keep their districts focused on teaching and learning.

*"School District Leadership that Works: The Effect of Superintendent Leadership on Student Achievement." (2006)\**

2010 McREL International Service Department Impact on Student Achievement (2010)



**Timely, informative feedback is vital to any improvement effort.**

Performance Improvement Function:  
 Personal growth, learning about, reflecting on, and improving practice

Accountability Function:  
 Analyzing data to judge the effectiveness of educational services

**Multiple Measures**

All teachers are evaluated based on multiple measures.

**Practice**  
 Teacher Practice  
 Based on classroom observations

**Student Achievement**  
 Student Growth Objective (SGO)  
 Set by teacher and principal

**Student Growth Percentile (mSGP)**  
 Based on state assessment performance  
 Teachers of grades 4-8 (LA) and 4-7 Math

**Summative Rating**  
 Overall evaluation score

All Teachers and Principals

**AchieveNJ: a Tool for Improving Effectiveness**

AchieveNJ

**Component Weighting for Non-mSGP Teachers**

- For teachers who do not receive an mSGP score, the scoring breakdown will be made up of an SGO rating and a teacher practice rating (see image).
- These ratings will each be calculated as individual components on a 1 - 4 scale at the district level and reported to the Department through NJ SMART.

**Non-Tested Grades and Subjects**

Teachers Outside of Grades 4-8, Language Arts Literacy and 4-7 Mathematics

AchieveNJ

**What tool do we use to evaluate staff members?**

Danielson Framework for Teaching

- Domain 1: Planning and Preparation
- Domain 2: Classroom Environment
- Domain 3: Instruction
- Domain 4: Professional Responsibilities

**Component Weighting for mSGP Teachers**

- For teachers who receive an mSGP score, the scoring breakdown will be made up of an SGO rating, an mSGP rating, and a teacher practice rating (see image).
- The teacher practice and SGO ratings will be calculated as individual components on a 1 - 4 scale at the district level.
- The mSGP rating will be calculated by the NJDOE and shared with the district when it becomes available.

**Tested Grades and Subjects**

Teachers in Grades 4-8, Language Arts Literacy and Grades 4-7 Mathematics

AchieveNJ

### What tool do we use to evaluate administrators?

**Kim Marshall Evaluation Rubric**

- Diagnosis and Planning
- Priority Management and Communication
- Curriculum and Data
- Supervision, Evaluation, and Professional Development
- Discipline and Parent Involvement
- Management of Facilities

### Observations Completed 2015-2016

Danielson Total Summatives: 352		
OHES	Formatives	192
VES	Formatives	174
LMS	Formatives	196
UMS	Formatives	166
MHS	Formatives	341

### How do we calculate the annual score for each administrator?

**mSGP**

**non-**

### Observations Completed 2015-2016

Marshall Summatives:	29
Principals Formative:	15
Vice Principals:	21
Supervisors:	39

### Evaluation data is analyzed to inform decisions intended to foster a climate of sustainable, continuous improvement.

Analysis of this Data Informs:

- Professional Development
- District Goals
- Budgetary Decisions
- Programming Decisions

### MTSD Evaluation Model Exceeds State Requirements

**Tenured Staff**

**Effective & Highly Effective:**

- One 40 min. & one 20 min.
- 20 & 40 min. requires post-conference
- 40 min. requires pre-conference

**Below Effective:**

- TeachNJ Act requires Corrective Action Plan (CAP)

### MTSD Evaluation Model Exceeds State Requirements

#### Non-Tenured Staff

Effective & Highly Effective in year 1 or 2:

2 Long, Announced Observations (minimum of 40 minutes; including both pre and post conferences)

1 Short, Unannounced Observation (minimum of 20 minutes or more with post conference)

### TEACHNJ CAP

CAP required for all staff members rated below effective on summative evaluation:

In lieu of professional development plan (PDP)

Teacher and supervisor work together to develop CAP

20 hours PD/year

Plan focused on meeting needs identified through performance on evaluation process

Specific goals for improvement and timelines

### MTSD Evaluation Model Exceeds State Requirements

#### Non-Tenured Staff

Effective & Highly Effective in year 3 or 4:

1 Long, Announced Observation (minimum of 40 minutes; including both pre and post conferences)

2 Short, Unannounced Observations (minimum of 20 minutes or more with post conference)

#### Scoring Below Effective

Under the TeachNJ Act, corrective action plans (CAPs) are required for all staff members rated below effective on their last summative evaluation.

### TEACHNJ CAP

CAP required for all staff members rated below effective on summative evaluation:

Delineates responsibilities for teachers and administrators

All PD requirements stipulated in statute or regulation will also be fulfilled

Remains active until next annual performance review

Supervisor, administrator, and board of education responsible for ensuring teachers receive necessary opportunities, support, and resources to meet PDPs and/or CAPs

### MTSD Evaluation Model Exceeds State Requirements

#### Observers

Must be employed in the district

Must serve in supervisory role in district

Must possess an administrative certificate (supervisor, principal, or administrator endorsement)

#### Annual Summary Conference

Occurs at end of year

Includes evaluation of observations and practice, SGOs, and MSGP, when applicable

### TEACHNJ CAP

CAP required for all staff members rated below effective on summative evaluation:

Progress of CAP discussed in a mid-year evaluation and post-observation conferences

Data and evidence about progress must be documented in personnel file

Reviewed during the annual summary conference or mid-year evaluation

One extra observation for minimum of 20 minutes with post-conference

### Additional Requirements

Confidentiality of Evaluations (N.J.S.A. 18A:6-120)

Under TeachNJ Act, "information related to the evaluation of employee shall be maintained by school district, confidential, not accessible to the public"

School Improvement Panel (SclP) (N.J.A.C. 6A:10-3)

Supports teacher mentoring, evaluation, and professional development

Administrators, teachers, community members, parents

### Tenure Revocation Process

Step 1: The superintendent files the tenure charge with the secretary of the district board of education.

Step 2: The tenured teacher charged with inefficiency is notified of the charge within 3 working days of the date filed.

Step 3: The tenured teacher may refute the charge by submitting a written statement under oath demonstrating how the school district failed to comply with the evaluation procedures to the district board of education or State district superintendent within 10 calendar days of receipt of the tenure charges.

### Requirements Filing Inefficiency Tenure Charges

Year A Rating  
(Consecutive)

Year B

Ineffective  
Ineffective

Partially Effective  
Ineffective

Action: the superintendent must file a charge of inefficiency

Ineffective

### Tenure Revocation Process

Step 4: The district board of education forwards a written charge to the Commissioner within 30 calendar days of the filing, unless the district board of education or superintendent determines the evaluation process has not been followed. Such determination shall be made by a majority vote of the district board of education's full membership.

Step 5: The Commissioner shall examine the charge and at the same time the charge is forwarded to the Commissioner, the district board of education again notifies the tenured employee of the charge.

Step 6: The tenured teacher may file a response to the charge with the Commissioner within 10 calendar days.

### Tenure Revocation Process

Following two years of ratings that trigger a charge of inefficiency, the superintendent must file the charge with the district board of education.\*

The charge will proceed in accordance with the procedures in the TEACHNJ Act and N.J.A.C.

6A:3-5, including the steps depicted and outlined on the next slide.

### Tenure Revocation Process

Step 7: The Commissioner will assign an arbitrator within five days of the employee's deadline to submit a written response.

Arbitrators may only consider the following circumstances in rendering a decision:

Whether the evaluation failed to adhere to the evaluation process including the Corrective Action Plan

If there is a mistake of fact in the evaluation

If the charges would not have been brought but for considerations of political affiliation, nepotism, union, activity, discrimination, or other conduct

Whether the charge is arbitrary or capricious

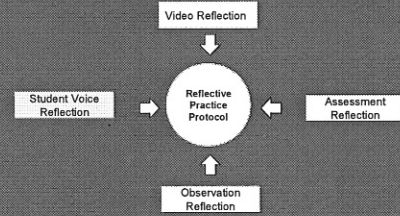


### Tenure Revocation Process

If the employee is able to demonstrate that any of the above circumstances occurred, the arbitrator shall then determine if that fact materially affected the outcome of the evaluation. If the fact did not materially affect the outcome, the arbitrator shall render a decision in favor of the board and the employee shall be dismissed.

At all levels of review, the deciding entity must determine whether the district followed the proper procedural requirements as established by the district, the TEACHNJ Act, and subsequent regulations.

### Moving Forward-Reflective Practice Protocol



### Continuation of Evaluation Process

It is important to note that all tenured and non-tenured staff who are present for less than 40% of the school year must have a minimum of two observations according to NJDOE regulations.

For all teachers who teach in multiple settings (i.e. ICS and self-contained) every attempt will be made to observe the faculty member in each of these settings.

All evaluators are professionally obligated to review previous observation documentation before meeting with, or observing any teacher.

### Policy and Regulation Evaluation

District Policy:

- 3221 - Evaluation of Principals, Vice Principals, and Assistant Principals (M)
- 3221 - Evaluation of Teachers (M)

District Regulation:

- 3223.1 - Evaluation of Non-Tenured Administrators
- 3223.2 - Evaluation of Tenured Administrators
- 3221 - Evaluation of Teachers (M)

### Continuation of Evaluation Process

We are implementing a differentiated evaluation model for Highly Effective teachers.

The Reflective Practice Protocol is available as an option for tenured teachers who have been rated "Highly Effective" on their most recent summative rating.

### NJ Department of Education

- Information in this presentation was provided by the NJ Department of Education
- [state.nj.us/education](http://state.nj.us/education)

### Communications Committee Report

Ms. Witt reported that the Communications Committee met on October 17<sup>th</sup> to discuss strategic planning. Mr. Cavalli stated that the district received positive feedback from the focus group members. Ms. Gartenberg requested that board members clear their calendars for the dates to review the strategic plan. The evening of February 22<sup>nd</sup> should be reserved with February 23<sup>rd</sup> as a snow date. February 23<sup>rd</sup> during the day is the second date with February 24<sup>th</sup> as the snow date.

Ms. Witt added that other items discussed at the meeting were the communications survey, referendum and the Google site for committee information.

### President's Report

Ms. Witt reported that a meeting of the committee chairs was held last Friday. She stated that the committee discussed opening up committee meetings to the public. The committee decided that each board committee except for HRNC will have one public meeting this year. Ms. Witt reported that other items discussed were the Google drive and the Principals' reporting progress on district goals at public meetings.

Mr. Jacey and Mr. Huff requested that principals also report on any significant changes for next year's budget that would impact their building.

Ms. Gartenberg will follow-up with the committee.

Ms. Witt also reported that members of the board and administration attended the New Jersey School Boards Conference in October.

Ms. Witt reported that a District Evaluation Advisory Committee (DEAC) meeting was held today with representatives from each school. The discussion centered on improving professional development, teacher evaluations and input from teachers on district goals.

### BOARD/PUBLIC COMMENTS

Mr. Alan Wirsul commented on the PARCC presentation provided at the last board meeting. He stated that the comparative data appeared to be closer to the Bergen area. He asked about other school data.

Mr. Wirsul also questioned if the state required a 30% test score in the teacher evaluation.

Mr. Wirsul stated that the board may not get a super majority attendance to vote on the bond ordinance. He questioned if the board would wait until December for the vote.

Mr. Wirsul expressed his opinion that the board is not open and only the board knows what is going on in the budget.

Ms. Gartenberg reported that percentages were in tonight's presentation on evaluations. She also stated that districts don't have access to other public high schools yet.

Ms. Wells will poll the board to confirm a super majority attendance for the November 22<sup>nd</sup> meeting.

**REVIEW OF MINUTES**

The board reviewed the following minutes:

- 1. October 4, 2016 Executive Session Meeting
- 2. October 4, 2016 Workshop and Business Meeting
- 3. October 18, 2016 Executive Session Meeting
- 4. October 18, 2016 Business Meeting

The minutes will be approved at the November 22, 2016 business meeting.

**REVIEW OF THE DRAFT NOVEMBER 22, 2016 BUSINESS MEETING AGENDA**

The board reviewed the draft agenda for the November 22<sup>nd</sup> business meeting.

**ACTION AGENDA**

**PUBLIC COMMENTS**

Mr. Wirsul stated that public won't attend board meetings held around the Thanksgiving holiday.

**1.0 ADMINISTRATIVE**

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

- 1.1 Routine Monthly Report – Accept the following report:  
Harassment, Intimidation and Bullying (HIB) Report
- 1.2 Tuition Student – Approve O.M. as an 11<sup>th</sup> grade tuition student at Montgomery High School for the remainder of the 2016-2017 school year at the current board-approved tuition rate.

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

**2.0 CURRICULUM & INSTRUCTION**

A motion was made by Mr. Cavalli and seconded by Mr. Huff to approve agenda item 2.1 as follows:

- 2.1 Consultant Approval – Approve the following consultant:

<b>CONSULTANT NAME/VENDOR</b>	<b>SERVICES PROVIDED</b>	<b>RATES OF SERVICE</b>
Dr. Andrea Maas	One-day PD regarding software applications through Music First for K-12 music faculty on 11/9/16	No cost

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

### 3.0 FINANCE

A motion was made by Mr. Cavalli and seconded by Mr. Doshi to approve agenda items 3.1 and 3.2 as follows:

- 3.1 Travel Reimbursement – 2016/2017 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 15).
- 3.2 Receipt, Rejection and Award of Bid – Winter Athletic Awards, Equipment, Supplies and Uniforms for the Montgomery Township School District (Bid #B17-06) – Bids were received on October 13, 2016 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
Metuchen Center Inc. Sayreville, NJ	\$22,613.38
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$22,076.59
Leisure Sporting Goods Iselin, NJ	\$16,660.24
Riddell Elyria, OH	\$11,791.51
Aluminum Athletic Equipment Royersford, PA	\$10,827.30
Triple Crown Sports, Inc. Old Bridge, NJ	\$8,476.00
Pyramid School Products Tampa, FL	\$5,048.19
Longstreth Sporting Goods Spring City, PA	\$2,674.20
Absolute Fencing Gear, Inc. Bridgewater, NJ	\$991.50
Blue Gauntlet Fencing Gear, Inc. Saddle Brook, NJ	\$824.00
S& S Worldwide Colchester, CT	\$495.22

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:

*Metuchen Center Inc., Sayreville, NJ* - The low bid received for *men's winter track uniform tops* is being rejected because the uniform top and bottom must be awarded to the same vendor and must match existing uniform currently being used.  
 The low bids received from *Pyramid School Products, Tampa, FL* and *Riddell, Elyria, OH* for baseball hats are being rejected because the vendor cannot supply the requested item. The vendor substituted another style that does not match the existing hat.

It is recommended that the Board of Education award Bid #B17-06 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	
Leisure Sporting Goods Iselin, NJ	\$10,881.28
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$6,752.25
Triple Crown Sports, Inc. Old Bridge, NJ	\$1,697.00
Pyramid School Products Tampa, FL	\$1,407.39
Blue Gauntlet Fencing Gear, Inc. Saddle Brook, NJ	\$824.00
Riddell Elyria, OH	\$390.48
S& S Worldwide Colchester, CT	\$224.50
Total Award	\$22,176.90

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

**4.0 PERSONNEL**

A motion was made by Mr. Doshi and seconded by Mr. Cavalli to approve agenda items 4.1 as attached (see Pages 16 - 25):

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

**ADJOURNMENT**

A motion was made by Mr. Doshi and seconded by Mr. Cavalli that the meeting be adjourned at 9:32 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Annette M. Wells".

Annette M. Wells  
School Business Administrator/  
Board Secretary

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

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Fiona Borland	BO	1/26 - 1/27/17	TECHSPO				\$ 104.00	\$425.00		\$529.00	\$827.00
Jeffrey Brooks	MHS	1/26 - 1/27/17	TECHSPO	\$ 15.00	\$61.38		\$ 104.00	\$425.00		\$605.38	\$605.38
James Dolan	VES	1/26 - 1/27/17	TECHSPO	\$ 25.00	\$66.65	\$ 25.00	\$ 104.00	\$425.00		\$645.65	\$645.65
Nancy Gartenberg	BO	1/26 - 1/27/17	TECHSPO	\$ 20.00	\$48.98	\$ 128.00	\$ 104.00	\$425.00		\$725.98	\$4,023.82
Melissa Hodgson	MHS	12/2/2016	NJCHE Annual Conference					\$80.00		\$80.00	\$80.00
Kevin Longergan	UMS	11/14 - 11/16/16	Teacher's College: Social Studies Institute					\$650.00	\$ 158.50	\$808.50	\$808.50
Paul Popadiuk	MHS	1/26 - 1/27/17	TECHSPO	\$ 15.00	\$54.19		\$ 104.00	\$425.00		\$598.19	\$598.19
Betsy Randolph	UMS	11/14 - 11/16/16	Teacher's College: Social Studies Institute	\$ 15.00				\$650.00	\$ 112.50	\$777.50	\$777.50
Jaryd Regner	UMS	11/14 - 11/16/16	Teacher's College: Social Studies Institute		\$31.00			\$650.00	\$ 43.50	\$724.50	\$724.50
Morgan Sterling	UMS	11/14 - 11/16/16	Teacher's College: Social Studies Institute	\$ 15.00				\$650.00	\$ 112.50	\$777.50	\$777.50

\*Excluding Tolls

\*\*Includes Registrations

\*\*Estimated

BOE

11/8/16

4.1 PERSONNELResignations/Retirements/Terminations/Rescissions

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
BO	Renee Sapnar SEC.BO.DRHR.NA.01	Exec. Secretary to Director of HR	07/01/2017	Retirement	07/01/2004 – 07/01/2017
TRANS	Dennis Tangolics TRN.TR.DRVR.NA.35	Bus Driver	11/01/2016	Retirement	02/21/2007 – 11/01/2016
BO	Nicole Petrone BUS.BO.ASBA.NA.01	Assistant Business Administrator/ Assistant Board Secretary	12/16/2016	Resignation	07/01/2015 – 12/16/2016
TRANS	Linda Smith TRN.TR.DRVR.NA.17	Bus Driver	10/14/2016	Rescind	N/A

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
VES	Kristen Gluck TCH.VS.TCHR.03.08	Teacher/Grade 3	Temporary Disability FMLA Unpaid Leave Anticipated Return	11/02/2016 - 01/13/2017 (Paid; Waives Benefits) Revised 01/17/2017 – 04/07/2017 (Unpaid; Waives Benefits) Revised 04/18/2017 – 06/23/2017 (Unpaid; No Benefits) Revised 09/01/2017
MHS	Dana Bucci LOA.HS.MATH.MG.05	Teacher/Math	FMLA Unpaid Leave Anticipated Return	09/01/2016 – 11/18/2016 (Unpaid; Waives Benefits) 11/19/2016 – 06/30/2017 (Unpaid; No Benefits) Revised 09/01/2017 Revised
OHES	Erica McGlynn AID.OH.TIA.EO.25	Paraprofessional	Temporary Disability FMLA Anticipated Return	02/01/2017 – 02/17/2017 (Paid; Waives Benefits) 02/18/2017 – 04/28/2017 (Unpaid; Waives Benefits) 04/29/2017



OHES	Jessica Kotch LOA.TCH.OH.TCH.01.05	Teacher/Kindergarten	Temporary Disability FMLA Unpaid Leave Anticipated Return	09/01/2016 – 09/23/2016 (Unpaid; With Benefits) 09/26/2016 – 12/16/2016 (Unpaid; With Benefits) 12/19/2016 – 06/30/2017 (Unpaid; No Benefits) <i>Revised</i> 09/01/2017 <i>Revised</i>
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**Transfers/Voluntary Reassignments**

New Position/Location	Name	Previous Position/Location	Step	Salary	Pro-rated	Dates of Employment/Notes
Paraprofessional/ OHES	Allison Opperman AID.OH.TIA.EO.10	Paraprofessional/ VES	1-2	\$24,490.00		10/24/2016 – 06/30/2017

**2016-2017 Renewals Certified Staff**

Location	Name	Assignment	Degree	Step	Salary
MHS	Robert Melusky	Athletic Trainer	MA+15	24 (Revised)	\$92,070.00 (Revised)

**Appointments/Reinstatements (Certificated Staff)**

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
LMS	Sarah Apgar* (Leave Replacement) TCH.LM.RCTR.MG.09	Teacher/Resource Center	Lindsey Miller	BA 1-2	\$58,885.00	Yes	11/28/16 – 04/23/2017

**Appointments/Reinstatements (Non-Certificated Staff)**

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
TRANS	Jessica Correa TRN.TR.DRVR.NA.17	Bus Driver	Nancy LaVoie	3	\$20.17/hr	Yes	11/14/2016-06/30/2017
MHS	Judith Wansor AID.HS.TIA.LD.10	Paraprofessional (.48) (Leave Replacement)	Danielle Sciotto	1-2	\$11,755.20	Yes	11/14/2016 – 12/23/2016

**Appointments – To Be Funded by Title I Grant**

Location	Name	Position	Hr. Rate	Dates/Notes
MHS	Lisa Chedid	Teacher – Achieve MHS Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 102 hours
MHS	Jenna Enos	Teacher – Achieve MHS Program	\$58.79/hour	11/9/16 - 6/16/17 – Not to Exceed 102 hours
MHS	Paul Stemmler	Teacher – Achieve MHS Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 102 hours
MHS	Brady Chenot	Teacher – Achieve MHS Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 102 hours
LMS	Lesley Haas	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Kevin Armstrong	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Kaitlin Hill	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Damaris Botero	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Erika Fedo	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Kristin Racioppi	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Caryl Pitt	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Marci Warboys	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Gloria Ammerman	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Dave Bernstein	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours

LMS	Jennifer Rangnow	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
LMS	Erica Disch	Teacher – Period 9 Program	\$58.79/hour	11/9/16 – 6/16/17 – Not to Exceed 40 hours
UMS	Morgan Sterling	Coordinator – Block 5 Program	\$1600/program	11/9/16 – 6/20/17
UMS	Stefanie Lachenauer	Coordinator – Block 5 Program	\$1600/program (Rescind)	10/5/16 – 6/20/17
VES	Joe Bassford	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Jim Dolan	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Laura Bell	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Kaitlin Uhaze	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Colleen Cullinane	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Odenis Goris	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Mary Lisa Pliskin	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Max Rodriguez	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Karen Damato	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Kate Dunham	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Samantha Borelli	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Donna Potter	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Melissa Sandler	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Julia Brocker	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Erin Brown	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Emily Gill	Teacher - Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Marlene Biava	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Joanne Giambertone	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours

VES	Jean Evertson	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Meredith Berkowitz	Teacher – Fun Friday Program	\$58.79/hour	11/9/16 – 6/20/17 – Not to Exceed 18 hours
VES	Julianna Fragulis	Monitor – Fun Friday Program	\$200/program	11/9/16 – 6/20/17
OHES	Michelle Pender	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 28 hours
OHES	Alison Koblin	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 28 hours
OHES	Laura Sappnar	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 28 hours
OHES	Cherylann Brown	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 28 hours
OHES	Heather Geniton	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/16 – Not to Exceed 28 hours
OHES	Sharon Baller	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/16 – Not to Exceed 28 hours
OHES	Ashley Rose Sherman	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/16 – Not to Exceed 28 hours
OHES	Karen Winters	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/16 – Not to Exceed 28 hours
OHES	Jennifer Belmont	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/16 – Not to Exceed 28 hours
OHES	Eric Sletteland	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/16 – Not to Exceed 28 hours
OHES	Kevin Jacoutot	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 4 hours
OHES	John Rooney	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 4 hours
OHES	Michelle Diatlo	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 4 hours
OHES	Diane Tucker	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 4 hours
OHES	Alexa Komar	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 4 hours
OHES	Wendy Senatra	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 4 hours
OHES	Gena Bergen	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 4 hours
OHES	Christine Yap	Teacher – The Bridges Program	\$58.79/hour	11/17/16 – 5/31/17 – Not to Exceed 4 hours
OHES	Heather Thompson	Monitor – The Bridges Program	\$200.00/program	11/17/16 – 5/31/17

OHES	Rosemarie D'Allegro	Monitor – The Bridges Program	\$200.00/program	11/17/16 – 5/31/17
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**Appointments for the 2016-2017 School Year**

Location	Name	Position	Hourly Rate	Dates/Notes
MHS	Philip Chao	Mandarin Interpreter	\$20.00/hour	CST Meetings “As Needed”

**Home Instruction 2016-2017**

Location	Name	Assignment	Hourly Rate	Dates of Employment/Notes
UMS	Michael Razzoli	Home Instruction	\$58.79/hour	11/09/2016 – 06/30/2017

**Appointments/Substitutes**

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Anna Matticoli	Substitute Educational Support Assistant	New	2016-2017 School Year
DISTRICT	Marianne Mencher	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Danielle Gordon*	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Walter Moskal	Substitute Custodian	New	2016-2017 School Year
DISTRICT	Renee Spraggs	Substitute Nurse	New	2016-2017 School Year
DISTRICT	Andrew Martinez	Substitute Paraprofessional	New	2016-2017 School Year
DISTRICT	Gerri Starr-Basak	Substitute Paraprofessional	New	2016-2017 School Year

**Tuition Reimbursement**

Location	Name	School	Semester	Credits	Reimbursed Amount	Course
LMS	Powers, Lynn	University of LaVerne	Spring	3	\$345.00	ABC's of Effective Mainstreaming & Inclusion
VES	Winer, Laurie	University of CA-San Diego	Spring	5	\$306.00	Next Generation Science Standards
OHES	Koblin, Alison	University of LaVerne	Spring	3	\$345.00	Understanding Asperger's Syndrome

**Co-Curricular 2016-2017**

Location	Name	Position	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Kelli Kallens	Swimming, Assistant Coach	\$5,000.00		2016-2017 Winter Season
MHS	Cathy Mallon	Diving, Head Coach @ 60% (Revised)	\$2,070.00		2016-2017 Winter Season
MHS	Nicole Arioso*	Diving, Head Coach @ 40%	\$1,380.00		2016-2017 Winter Season
MHS	William Dominick	Fencing, Assistant Coach @ 50% (Revised)	\$2,789.00		2016-2017 Winter Season
MHS	Natalie Kolasa	Fencing, Assistant Coach @ 50%	\$2,789.00		2016-2017 Winter Season
MHS	Bryan Upshaw	Softball, Head Coach	\$8,385.00		2016-2017 Spring Season

**Winter 2016-2017 Volunteer Coaching Recommendations**

Location	Name	Position	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Cody Berquist	Ice Hockey, Volunteer Coach	\$0		2016-2017 Winter Season

## Adult Lifeguards for the 2016-2017 Winter Season

Location	Name	Position	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Brian Santaniello	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Lauren Horowitz	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Lauren Levin	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Brian Upshaw	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Tiffany Trockenbrod	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Richard Steeb	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Johanna Snedeker	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Vincent Ingrassia	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Mike Girvan	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Andrew Carfley	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Vincent Figueroa	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Katie Foster	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Carolyn Casey	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Claire Scarpa	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Noelle Keller	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Meghan Moore	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Kristen Prentice	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Carlee Dragon	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Penny Pariso	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Collin McManus	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Crystalina Guo	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year
MHS	Audrey Lee	Lifeguard	\$20.00/hr	2016	2016 – 2017 School Year

**Student Lifeguards for the 2016-2017 Winter Season**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Stipend</b>	<b>Pro-rated</b>	<b>Dates of Employment/Notes</b>
MHS	Kelly Chung	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Beth Reimer	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Kaitleigh Witten	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Trent Kettelkamp	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Austin Fan	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Danielle Corsan	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Michael Poirier	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Lauren Yoon	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Anthony Chang*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Katelyn Chen*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Diana De Sanctis*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Matt Irwin*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Zach Masessa*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Joe Mercurio*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Lee Poirier*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Noah Sokoloff*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Shreena Solanki*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Lori Srivastava*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Andy Wang*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Cathy Yang*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	David Young*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Kate Zhao*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Greg Piphei*	Lifeguard	\$10.00/hr		2016 – 2017 School Year
MHS	Kaira Fenix*	Lifeguard	\$10.00/hr		2016 – 2017 School Year



**Other**

<b>Location</b>	<b>Name</b>	<b>Assignment</b>	<b>Salary</b>	<b>Dates of Employment/Notes</b>
MHS	Ken Ciancio	Football Coach (Part Time)	\$3,338.00	2016-2017 School Year (Reimbursed by the Booster Club)
MHS	Matt Bastardi	Football Coach (Part Time)	\$3,338.00	2016-2017 School Year (Reimbursed by the Booster Club)
MHS	Tara Handschin	Theater Arts: Fall Play Director	\$3,060.00 (Revised)	2016-2017 School Year
MHS	Dianna Muzaurieta	TREND Advisor	\$4,075.00 (Revised)	2016-2017 School Year
MHS	Rob Melusky	Equipment Manager @ 50%	\$525.00 (Revised)	2016-2017 Winter Season
MHS	Shawn O'Steen	Equipment Manager @ 50%	\$525.00 (Revised)	2016-2017 Winter Season
MHS	Brian Santaniello	Swimming, Assistant Coach (Rescind)	\$5,000.00	2016-2017 Winter Season

\*Pending Criminal Background Clearance