

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, February 9, 2016 7:00 P.M. Workshop and Business 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 Business Meeting on Tuesday, February 9, 2016 at 7:00 p.m.

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held a workshop and business meeting on Tuesday, February 9, 2016 in the Upper Middle School media center.
- B. Roll Call - The following Board members were present: Richard Cavalli, Minkyo Chenette, Sandra Donnay (arrived at 7:10 p.m.), Dharmesh Doshi, Dale Huff, Charles F. Jacey, Jr., and Christine Witt

Absent: Nicholas Hladick and Amy Miller

Also Present: Deborah Sarmir, Assistant Superintendent
Annette M. Wells, Business Administrator/
Board Secretary
Nicole Petrone, Assistant Business Administrator/Assistant
Board Secretary
Helen Zhang, Student Representative

- 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 meeting on January 6, 2016 and February 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 Ms. Chenette that the board adopt a resolution to go into executive session at 7:01 p.m.

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

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

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

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

Ms. Donnay arrived at 7:10 p.m.

RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:30 p.m.

SUPERINTENDENT’S REPORT


Ms. Sarmir explained student growth percentile and student growth objectives to the Board.

PRESENTATION

Ms. Wells presented the Proposed Operations Budget with the assistance of Mr. David Klein, Director of Facilities.

2016-17 BUDGET OPERATIONS

Annette M. Wells
Business Administrator
February 9, 2016




Montgomery Township School District

Facilities Department

Background information on the department


- \$180 million dollars in assets
- Nearly 900,000 SF of buildings
- 164 acres of property
- 52 employees



Proposed budget \$7,321,605

- +\$121,827
- +1.69%


Montgomery Township School District



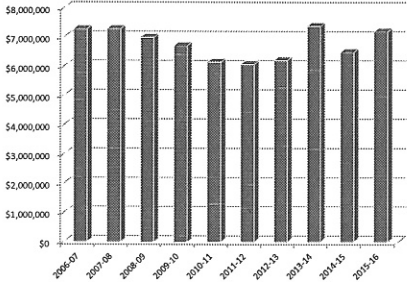
AGENDA

- Facilities Department
- Transportation Department
- Administrative Costs

Montgomery Township School District




Buildings & Grounds Historical Costs



Fiscal Year	Cost (\$)
2006-07	7,400,000
2007-08	7,400,000
2008-09	7,100,000
2009-10	6,800,000
2010-11	6,300,000
2011-12	6,200,000
2012-13	6,300,000
2013-14	7,500,000
2014-15	6,600,000
2015-16	7,300,000


Montgomery Township School District



Facilities Projects (\$180,900)


Orchard Hill (\$48,000)


- Insulation for Chiller Pipes in Hallways
- Carpet Replacement
- Terrazzo Floor Repairs



Village (\$28,900)




- Carpet Replacement
- Parking Lot Light Replacement




Montgomery Township School District 


Facilities Equipment (\$133,000)

- Toro Workman
- Pro Press for Plumber
- Scissor Lift
- Pick-Up Truck with Plow
- Dump Truck

Montgomery Township School District 

Facilities Projects (\$180,900)





Lower Middle (\$10,500)

- PA Amplifier
- Replace Stage Doors
- Outdoor Shed

Upper Middle (\$17,000)

- Flush Chiller System
- Heat Scan Electric Switch Gear



Montgomery Township School District 



Transportation Department


Background information on the department

- Approximately 5,000 students transported twice daily
- Fleet of 57 vehicles
- Assisted by contractors
- Number 3 in Efficiency in Somerset County (2.43)
- 61 employees

Proposed budget \$4,516,457

- +\$288,976
- +6.84%





Montgomery Township School District 

Facilities Projects (\$180,900)


High School (\$55,500)

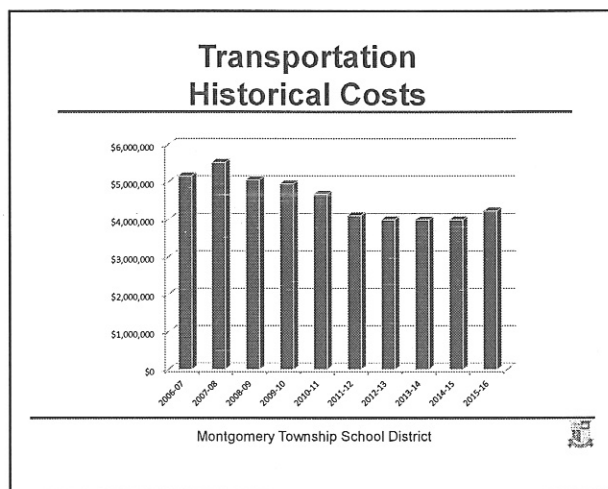
- New Door in Trainers Area
- LED Lights in Lecture Halls
- Painting
- Repair Stage Floor
- Replace Pool Sump Pump
- Facilities Automation Software



Athletics (\$21,000)

- Install Backstop and Fencing at UMS Baseball Field
- Gate Repairs at MHS Tennis Courts and Stadium

Montgomery Township School District 



Transportation Equipment (\$347,000)

- Snow Removal Machine for Buses & Vans
- Two (2) 54 Passenger Buses
 - Legal life of a school vehicle 12-15 years
- 24 Passenger van
- Wheelchair van



Montgomery Township School District



QUESTIONS



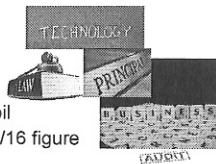
Montgomery Township School District



Administrative Costs

Total Administrative Budget (\$5,872,714)

- -\$36,525
- -.62%



Total Administrative cost per pupil

- Cannot be increased over 2/1/16 figure

Montgomery Township School District



Time was allowed for questions and comments from the board and public.

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

Student Representative Report

Ms. Helen Zhang, student representative, reported that the winter sports teams at the High School have been very successful thus far. The Student Council held a successful winter formal to raise money for charity as well.

MTEA Report

Ms. Debra O'Reilly, MTEA President, reported the following:

- A newly-taped episode of Classroom close up with feature custodian author Mr. Paul Harvey.
- Ms. Amy Mintz, a skybox teacher, will be featured on One on One with Mr. Steve Aduato regarding the Classroom Close up filming experience .
- The MTEA will be working with the Band Parent Association for this year's Music from the Heart event. This year's event will feature the "Wizard of Oz." Proceeds from the event will allow for scholarships for HS students.

Board Member Delegate/Representative Reports (SCSBA, PTSA, Legislative, NJSBA, Ed. Services Commission, etc.)**Municipal Alliance**

Ms. Chenette reported that the Municipal Alliance met to discuss bylaws and their budget. Additionally, the municipal alliance will begin working on "Monty Night Off" during which there will be no homework or school events, and families can spend a night out supporting local businesses.

Board Committee Reports**Assessment, Curriculum and Instruction Committee Report**

Ms. Witt reported that Ms. Allison Pankowski, Reading Specialist, gave a presentation to the committee on dyslexia. Ms. Mary McLoughlin, Director of Pupil Services, and Ms. Corinne Gaylord, Director of Student Academic & Counseling Services, also presented to the committee regarding the counseling service survey. Ms. Witt will add any additional details at the next meeting.

Operations, Facilities and Finance Committee Report

Mr. Jacey reported that the last meeting was held February 5th. The committee began their review of the charter. Additionally, the committee discussed referendum updates as well as the budget. The committee discussed much of the information that was provided in the presentation given by Ms. Wells tonight. Furthermore, the committee learned about the growth in special education costs and how they will impact current and future budgets.

Human Resources and Negotiations Committee Report

Ms. Witt discussed that the committee discussed the rising population of English Language Learners and special education students and the subsequent staff increases needed. The committee will also begin the process of reviewing their charter.

Policy Committee Report

Mr. Cavalli reported that the committee met on January 21st. The committee completed the review of their charter and felt that no changes were needed. The committee also reviewed the policy regarding board voting procedures and decided to keep the policy as it currently stands. Furthermore, the committee reviewed the early graduation policy and agreed with the changes suggested by Strauss Esmay, who develop policy and regulation manuals for more than 470 New Jersey school districts. The committee also worked on creating an activity fee policy.

External Affairs/ Communications Committee Report

Ms. Witt reported that the committee met to discuss getting out the vote for the referendum. Ms. Witt reminded board members that they should attend large district events to talk about the referendum with members of the public.

President's Report

Ms. Witt noted that she has been primarily focused on the referendum. She has also been working on the formation of a strategic planning committee. Ms. Witt also explained that the board will have two retreats in the spring. The first retreat will focus on team building and the second retreat

will focus on goal setting. Ms. Witt also asked that any board member who is interested in helping with the strategic planning committee to email her of their interest.

Mr. Jacey added that he and Ms. Witt are looking to have the retreat facilitated by a member of the public.

NEW BUSINESS FROM BOARD/PUBLIC

Mr. Charles Horn announced that his son was appointed to the Merchant Marines Academy.

The board applauded Mr. Horn's son.

Mr. Alan Wirsul requested that the board bring the budget back to a public vote and requested when the earliest date was for the vote to occur. Additionally, Mr. Wirsul mentioned that he was interested to see how the board would vote regarding the budget. Mr. Wirsul expressed his concern that the chiller system at UMS had not been flushed previously. Futhermore, Mr. Wirsul commented that after hearing the Technology Presentation from Ms. Borland at the previous meeting he did not believe all teachers would be able to adjust their lesson plans to meet student needs while lessons were ongoing.

Ms. Phyllis Bursh commented that she was excited about the new retreat ideas and that she hoped the public would be asked for their input. Ms. Bursh requested that the information Ms. Sarmir explained to the board be available for the public as well. Ms. Bursh questioned if the legal fees mentioned in the Operations Budget presentation were inclusive of special education settlements. Ms. Bursh recommended that the board consider the current parking location of the buses and the traffic that is created when the buses leave for routes.

Ms. Witt thanked the public for their comments.

Ms. Wells explained the board could not vote again on changing the budget election until four years had passed since the vote to change the budget vote. Ms. Witt also explained that all legal fees are always accounted specifically as legal fees.

Ms. Sarmir explained student growth objectives and teacher evaluations.

REVIEW OF MINUTES

The board reviewed the following minutes:

January 5, 2016	Executive Session Meeting
January 5, 2016	Organization and Special Meeting
January 19, 2016	Executive Session Meeting
January 19, 2016	Business Meeting

The minutes will be approved at the February 19th Business meeting.

REVIEW DRAFT BUSINESS MEETING AGENDA FEBRUARY 19, 2016

The Board reviewed the draft agenda for the February 19th Business Meeting.

ACTION AGENDA

PUBLIC COMMENTS

Mr. Charles Horn stated that he would like to thank the two teachers who wrote letters of recommendation on behalf of his son.

Mr. Wirsul questioned agenda item 3.3. Mr. Wirsul requested an explanation on what the bid was for and how the bid was awarded. Mr. Wirsul asked for additional public input from the public on budget matters.

Ms. Wells explained the bid was for spring season athletic supplies. Ms. Wells also explained that the bid process was done in accordance with regulations. Bids are advertised publicly and a public bid opening is held. Bids are selected based upon the lowest bidder for each item that meets the specifications set forth in the bid packet.

Mr. Jacey added that the board held a public budget meeting and created a public budget input drop box, both of which yielded low participation.

1.0 ADMINISTRATION

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

1.1 Routine Monthly Report – Accept the following report:

Harassment, Intimidation and Bullying (HIB) Report

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

2.0 CURRICULUM & INSTRUCTION

A motion was made by Mr. Huff and seconded by Mr. Cavalli to approve agenda items 2.1 through 2.4 as follows:

2.1 Out-of-District Placements – 2015/2016 as follows:

Approve the following Out-of-District placements for the 2015/16 school year.

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
102370	Child Therapeutic Day School-UBHC Withdrawal	2/1/16-6/22/16	\$	-\$29,472.90	-\$29,472.90

2.2 Consultant Approvals 2015/2016 –

Approve the following consultants for the 2015/16 school year.

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Alliance Center for Independence	Pre-Employment Skills: It's All About Work Sessions 1:1 Instruction-Employment Readiness	\$1,500.00/10 Sessions \$459.00/9 hours
Darryl Bott	4.5 days of site-based PD for instrumental music teachers during 2015/2016 SY	\$1,800.00

2.3 Go Sign Me Up – Approve the license for a software service subscription for the remainder of the 2015-2016 school year and the 2016-2017 school year to be funded by the NCLB Title II Grant.

2.4 Fireplace, Inc. – Approve the annual software subscription to Smore at a cost of \$350.00 to be funded by the NCLB Title II Grant.

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

3.0 FINANCE

A motion was made by Mr. Doshi and seconded by Mr. Huff to approve agenda items 3.1 through 3.3 as follows:

3.1 Approval of Joint Transportation Agreement – approve joint transportation agreement with Hillsborough as the host and Montgomery as the joiner at a total cost of \$3,536.00 to Montgomery for the 2015-2016 School Year as follows:

<u>Route#</u>	<u>Destination</u>	<u>#Hillsborough Students</u>	<u>#Montgomery Students</u>	<u>Joiner Cost</u>
NPA2	Immaculata HS	50	4	\$3,536.00

3.2 Travel Reimbursement – 2015/2016 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 12).

3.3 Receipt, Rejection and Award of Bid – Spring Athletic Awards, Equipment, Supplies and Uniforms for the Montgomery Township School District (Bid #B16-08) – Bids were received on January 8, 2016 for spring 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	\$41,671.40

Leisure Sporting Goods Iselin, NJ	\$36,193.00
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$32,505.66
Triple Crown Sports Old Bridge, NJ	\$20,589.60
Aluminum Athletic Equipment Co. Royersford, PA	\$17,169.50
Riddell Elyria, OH	\$16,604.72
Longstreth Sporting Goods Parkerford, PA	\$13,449.30
Pyramid School Products Tampa, FL	\$11,865.80
MFAC, LLC West Warwick, RI	\$8,957.80
S & S Worldwide Colchester, CT	\$4,467.70
Neff Motivation, Inc. Greenville, OH	\$1,575.00

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:

BSN Sports, Jenkintown, PA - The low bids received for boys and girls spring track high jump crossbars are being rejected because the vendor wanted the pole vault crossbars awarded together; however the vendor was not the low bidder on these items combined.

Riddell, Elyria, OH - The low bids received for *baseball and softball bases* are being rejected because the vendor cannot supply the bases that fit in the pegs on our baseball and softball fields. The vendor substituted a different brand that will not fit with our current system. The low bids received for *boys' and girls' golf team shirts* and *boys' and girls' middle school spring track team shirts* are being rejected because the vendor cannot supply the requested bid item. The vendor substituted a different brand that will not match the existing team uniforms.

It is recommended that the Board of Education award Bid #B16-08 for spring athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	
Leisure Sporting Goods Iselin, NJ	\$15,810.38
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$4,516.48
Pyramid School Products Tampa, FL	\$2,321.94
Triple Crown Sports Old Bridge, NJ	\$1,911.30
Riddell Elyria, OH	\$1,629.57
Metuchen Center Inc. Sayreville, NJ	\$1,425.55
Aluminum Athletic Equipment Co. Royersford, PA	\$845.00
Longstreth Sporting Goods Parkerford, PA	\$553.08
MFAC, LLC West Warwick, RI	\$529.75
S & S Worldwide Colchester, CT	\$354.00
Total Bids Awarded	\$29,897.05

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

4.0 PERSONNEL

A motion was made by Mr. Huff and seconded by Mr. Doshi to approve agenda item 4.1 as attached (see Pages 13-16).

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

ANNOUNCEMENTS BY THE PRESIDENT

Ms. Witt reviewed the upcoming meeting dates. Ms. Witt also reminded the board about the PTA's "Raising Health Kids in an Unhealthy Environment" event on February 16th. In conclusion, Ms. Witt noted that the referendum vote was only four weeks from the meeting date.

ADJOURNMENT

A motion was made by Mr. Cavalli and seconded by Ms. Chenette that the meeting be adjourned at 9:22 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Annette M. Wells
School Business Administrator/
Board Secretary

**Montgomery Township Board of Education
Travel Reimbursement Requests
2015/2016**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Kelly Apel	MHS	3/3/16	Coalition Workshop at Rutgers		\$4.22					\$4.22	\$4.22
Joe Bassford	VES	2/23/16	NJAHPERD Annual Convention	\$10.00	\$32.12			\$70.00		\$112.12	\$112.12
Patricia Cizin	VES	3/9/16	"Mommy, I Don't Feel So Good"		\$10.57			\$99.99		\$110.56	\$263.66
Maureen Conway	MHS	4/18 - 4/19/16	UCONN College Counselor Forum	\$29.80	\$117.06					\$146.86	\$436.92
Erica Disch	LMS	2/26/16	FLENU		\$8.56			\$115.00		\$123.56	\$123.56
Georgianna Kichura	LMS	3/8/16	2016 PARCC Training		\$11.41					\$11.41	\$375.43
Karin Kidd	UMS	4/15/16	Teaching the World Forum					\$39.00		\$39.00	\$213.00
Stefanie Lachenauer	UMS	4/15/16	Teaching the World Forum		\$3.22			\$39.00		\$42.22	\$42.22
Tony Maselli	MHS	3/21 - 3/25/16	State Athletic Directors Workshop Leadership Training Course - Contest Management 631		\$66.34	\$160.00	\$356.00	\$350.00		\$932.34	
Tony Maselli	MHS	3/22/16	30th Annual Athletic Trainers' Society of NJ Conference					\$125.00		\$125.00	\$1,129.12
Shawn O'Steen	MHS	3/7/16	Women's Leadership Conference					\$135.00		\$135.00	\$135.00
Lisa Romano	UMS	3/9/16	Women's Leadership Conference					\$174.00		\$174.00	\$174.00
Georgina Simons	MHS	2/26/16	FLENU					\$165.00		\$165.00	\$165.00

BOE 2/9/16

**Estimated

*Excluding Tolls

**Includes Registrations

4.1 PERSONNEL

Resignations/Retirements/Terminations/Rescissions

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
OHES	Vasundhara Raghunathan (Leave Replacement) TCH.OH.TCHR.01.05	Teacher/Grade 1	02/06/2016	Resignation	10/14/2015 – 02/05/2016

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
MHS	Elizabeth Dilgard TCH.HS.SCNC.MG.07	Teacher/Physics	Temporary Disability FMLA Anticipated Return	04/11/2016 – 05/31/2016 (paid w/benefits) 06/01/2016 – 10/23/2016 (unpaid w/benefits) 10/24/2016
VES	Amanda Bassford TCH.VS.BSI.MG.05	Teacher/BSI	Temporary Disability FMLA Unpaid Leave Anticipated Return	04/28/2016 – 06/10/2016 (Benefits waived) 06/11/2016 – 11/04/2016 (Benefits waived) 11/05/2016 – 01/02/2017 (Benefits waived) (revised) 01/03/2017

Appointments/Reinstatements/Transfers (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-Rated	Dates of Employment/Notes
MHS	Megan Crawford* (Leave Replacement) TCH.FL.ESL.MG.03	Teacher/ESL	Laura Creteau	BA 1	\$57,440.00	Yes	02/10/2016 – 06/30/2016
LMS	Kadie Bond* TCH.FL.MUSC.MG.02	Teacher/Orchestra 5/6	Eric Jorgenson	BA 4-5	\$295.92 per diem		03/14/2016 – 06/30/2016 or earlier if released from district (not to exceed 3 days a week)
LMS	Kadie Bond* TCH.FL.MUSC.MG.02	Teacher/Orchestra 5/6	Eric Jorgenson	BA 4-5	\$59,185.00	Yes	04/11/2016 (or sooner if released) - 06/30/2016

MHS	Kanoa Mulling (Leave Replacement) TCH.HS.ENGL.MG.09	Teacher/English	Melissa Fattorusso	BA 1	\$57,440.00	Yes	03/07/2016 – 06/30/2016
MHS	Adam Berger (Leave Replacement) TCH.HS.MATH.MG.09	Teacher/Math	Katie Tessein	MA+60 1	\$72,440.00	Yes	02/01/2016 – 06/30/2016

Appointments/Reinstatements (Non-Certified)

Location	Name	Position	Replacing	Step	Salary	Pro-Rated	Dates of Employment/Notes
LMS	Lynn Min* AID.LM.ESA.UG.01	Educational Support @ 48%	Annette LaCanna	1	\$9,790.00	Yes	TBD – 06/30/2016
MHS	Christina Ruppert* SEC.HS.VPRN.UG.01	Secretary to the Vice Principal	Eva Kelly	2	\$45,420.00	Yes	On or about 04/25/2016 – 06/30/2016

Appointments – Substitute Teachers

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Jane Voorhees Blitz	Substitute Teacher	New	2015 – 2016 School Year
DISTRICT	Jennalee Hallock	Substitute Teacher	New	2015 – 2016 School Year
DISTRICT	John Pilato	Substitute Teacher	New	2015 – 2016 School Year

Appointments – Other

Location	Name	Position	Hourly Rate	Dates/Notes
VES	Kimberly Charette	Family Science & Engineering Night Teacher	\$30.00 p/hr	02/29/2016 – Not to Exceed 3 hours
VES	Kelly Vucin	Family Science & Engineering Night Teacher	\$30.00 p/hr	02/29/2016 – Not to Exceed 3 hours
VES	Diana Loiacono	Family Science & Engineering Night Teacher	\$30.00 p/hr	02/29/2016 – Not to Exceed 3 hours

VES	Kaitlin Uhaze	Family Science & Engineering Night Teacher	\$30.00 p/hr	02/29/2016 – Not to Exceed 3 hours
VES	Jennifer Yulo	Family Science & Engineering Night Teacher	\$30.00 p/hr	02/29/2016 – Not to Exceed 3 hours
VES	Casey Maxwell	Family Science & Engineering Night Teacher	\$30.00 p/hr	02/29/2016 – Not to Exceed 3 hours
MHS	Teena Jessu	SOAR Café Night Presenter	\$30.00 p/hr – Prep \$30.00 p/hr - Presentation	01/27/2016 – Not to exceed 1 hour of prep & 1 hour of presentation
MHS	Craig Buszka Elizabeth Wittman Rama Bulusu Brian Greco Philip Chao	Proctors – 8th Grade Epstein Scoring	\$30.00 p/hr	02/10/2016 – 30/30/2016 – Cumulative Total not to exceed 16 hours

Home Instruction 2015 – 2016

Location	Name	Position	Hourly Rate	Dates of Employment/Notes
UMS	Ingrid Cousin	Home Instruction	\$58.47 p/hr	02/01/2016 – 06/30/2016
UMS	Betsey Valenza	Home Instruction	\$58.47 p/hr	02/01/2016 – 06/30/2016

Tuition Reimbursement

Location	Name	School	Semester	Credits	Reimbursed Amount	Course
MHS	Scott Pachuta	NJPSA/FEA			\$1,500.00	NJ Leader to Leader
MHS	Michelina Aichele	Rutgers University	Fall	3	\$1,986.00	Introduction to Graduate Literacy
UMS	Violet Markman	University of Pacific	Spring	3	\$ 279.00	Lesson Plans & Strategies for Success in Teaching
UMS	Violet Markman	University of Pacific	Spring	3	\$ 279.00	Teaching More Creatively & Motivationally
OHES	Kimberly Critelli	The College of NJ	Spring	3	\$2,084.76	Content Area Literacy
MHS	Shawn O'Steen	University of LaVerne	Spring	3	\$ 345.00	Psychology of Sport and Exercise
MHS	Shawn O'Steen	University of LaVerne	Spring	3	\$ 345.00	Health Issues in the 21 st Century

Other

Location	Name	Position	15/16 Degree & Step	15/16 Salary	Pro-rated	Dates /Notes
MHS	Temmy Kim Olivi TCH.HS.ENGL.MG.04	Teacher/English	MA+15 10-11	\$72,540.00	Yes	02/01/2016 – 06/30/2016 Salary Advancement to MA+15
UMS	Erin Kobylarz TCH.UM.HPE.MG.04	Teacher/Health & Phys Ed	MA+30 10-11	\$74,790.00	Yes	02/01/2016 – 06/30/2016 Salary Advancement to MA+30
LMS	David Gordon TCH.LM.MUSC.MG.03	Teacher/Music – Vocal	MA+30 14-15	\$78,440.00	Yes	02/01/2016 – 06/30/2016 Salary Advancement to MA+30
LMS	Arianna Erickson TCH.LM.BSI.MG.02	Teacher/Remedial Math/LA	MA+30 12-13	\$76,515.00	Yes	02/01/2016 – 06/30/2016 Salary Advancement to MA+30
LMS	June Beckford-Smith TCH.HS.MSPC.MG.01	Teacher/Educational Media Specialist	MA+45 23	\$95,570.00	Yes	02/01/2016 – 06/30/2016 Salary Advancement to MA+45
OHES	Debra Rothwell TCH.OH.LDTC.MG.01	Teacher/LDTC		\$2,000.00		One-time payment for obtaining the National Board Certification
UMS	Marci Warboys TCH.FL.RCTR.MG.01	Teacher/1 Wilson Class section added to schedule every other day	Salary Increase	\$4801.50 (revised)	Yes	02/01/2016 – 06/23/2016
LMS	Margaret Davis (Leave Replacement)	Secretary	Lisa Colombero	\$187.16		01/04/2016 – 01/08/2016 Not to exceed 4 days

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