

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, April 12, 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, April 12, 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, April 12, 2016 in the Upper Middle School media center.
- B. Roll Call - The following Board members were present: Richard Cavalli, Minky Chenette, Nicholas Hladick, Dale Huff, Charles F. Jacey, Jr., Amy Miller and Christine Witt

Absent: Sandra Donnay and Dharmesh Doshi

Also Present: Nancy Gartenberg, Superintendent
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 April 7, 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 Ms. Chenette and seconded by Mr. Cavalli that the board adopt a resolution to go into executive session at 7:00 p.m.

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

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

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

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

RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:53 p.m.

SUPERINTENDENT’S REPORT

Ms. Gartenberg presented the Violence and Vandalism Report for the first half of the school year. Ms. Gartenberg reported that there were 12 cases that occurred during the reporting period. Ms. Gartenberg further explained the types of cases that are included within the report.

Ms. Gartenberg introduced Ms. Kelly Mattis, Director of Human Resources, who reported on HIB for the July 1 through December 31, 2015 period.

Harassment Intimidation
and Bullying

Investigations, Trainings,
and Programs

Reporting Period July 1-
December 31, 2015

#1

Reporting Periods

- July 1 – December 31 (reporting period 1)
- January 1 – June 30 (reporting period 2)
- The Anti-Bullying Bill of Rights requires a report to the Board of Education of all acts of harassment, intimidation, or bullying (HIB) which occurred during the previous reporting period.
- This report is from reporting period 1.

#2

HIB: Statutory Definition

Harassment, intimidation or bullying means any gesture, any written, verbal, or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic, that takes place on school property, at any school sponsored function, on a school bus, or off school grounds as provided for in N.J.S.A. 18A:37-15.3, that substantially disrupts or interferes with the orderly

e3

District Data

- 26 Investigations Initiated and Completed within 10 days
- 8 HIB Incidents Affirmed

e4

HIB: Statutory Definition

operation of the school or the rights of other students and that:

- A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property;
- QR Has the effect of insulting or demeaning any student or group of students;
- QR creates a hostile educational environment for the student by interfering with a student's education or severely or pervasively causing physical or emotional harm to the student.

e4

District Data

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics-some cases have multiple protected categories and/or distinguishing characteristics identified for the incident

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	5	1	3	3	2	1

e7

Anti-Bullying Specialists

- Anti-Bullying Specialists (ABS) Investigate a Report of HIB
 - o OHES-Wendy Senatra and Christine Buber
 - o VES-Lauren Fornal and Jolene Schantz
 - o LMS- Kevin Armstrong and Leslie Haas
 - o UMS-Allison Doyle-Smith and Jeanne Fedun
 - o MHS-Keith Glock and Maureen Conway
 - o District-Kelly Mattis, Anti-Bullying Coordinator

e5

District Data

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	1	0	2	8

e6

Affirmed HIB Incidents

School	Investigated	Affirmed
OHES	3	0
VES	7	2
LMS	1	0
UMS	8	2
MHS	7	4
Grand Total	26	8

Village Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	0	1	0	0	0	0

Orchard Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	0	0	0	0	0	0

Village Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	0	0	1	0

Orchard Elementary School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	0	0	0	0

Lower Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	0	0	0	0	0	0

Lower Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	0	0	0	0

*15

High School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	2	1	0	0	0	1

*18

Upper Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Race	Color	Religion	Ancestry	Origin	Gender
Total	2	1	0	1	0	0

*16

High School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	1	0	2	2

*19

Upper Middle School

- Nature of HIB Based on Protected Categories and Distinguishing Characteristics

Category	Sexual Orientation	Gender Identity	Disability	Other
Total	0	0	0	0

*17

Consequences and Remedial Actions

- Discipline is determined based upon the Code of Conduct
- Remediation is Needed for Offenders and Victims

*20

Factors for Determining Consequences- Student Considerations

- Age, developmental and maturity levels of the parties involved and their relationship to the school district
- Degrees of harm
- Surrounding circumstances
- Nature and severity of the behavior(s)
- Incidences of past or continuing patterns of behavior
- Relationships between the parties involved
- Context in which the alleged incidents occurred

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Factors for Determining Remedial Measures -School Considerations

- Environmental
 - School culture
 - School climate
 - Student-staff relationships and staff behavior toward the student
 - General staff management of classrooms or other educational environments
 - Staff ability to prevent and manage difficult or inflammatory situations
 - Social-emotional and behavioral supports
 - Social relationships
 - Community activities
 - Neighborhood situation
 - Family situation

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Factors for Determining Consequences- School Considerations

- School culture, climate, and general staff management of the learning environment
- Social, emotional, and behavioral supports
- Student-staff relationships and staff behavior toward the student
- Family, community, and neighborhood situation
- Alignment with Board policy and regulations/procedures

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HIB Trainings

- Peer Relationships and Social Norms
- Cultural Competency and Anti-Bias
- Affirmative Action, Sexual Harassment
- HIB and Special Education
- Parent Education
- Board of Education Training
- On-line Training (GCN)
- Pro-Social Strategies for By-Standers
- Conflict Resolution
- School Climate and Culture Improvement

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Factors for Determining Remedial Measures -School Considerations

- Personal
 - Life skill deficiencies
 - Social relationships
 - Strengths
 - Talents
 - Hobbies
 - Extra-curricular activities
 - Classroom performance
 - Relationship to students and the school district

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HIB Trainings

- Student Assemblies
- Staff Faculty Meetings
- Off-site HIB Workshops
- Anti-Bullying Coordinator's Training for Safety Teams
- Anti-Bullying Coordinator's Training for Anti-Bullying Specialists
- Legal Training for administrators and Anti-Bullying Specialists
- Small Student Group Lessons
- Anti-Bullying Bill of Rights (ABR)
- HIB Consequences, Prevention, Intervention
- Cyberbullying

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HIB Trainings-Audience

- District Level Administrator
- School Level Administrator
- Anti-Bullying Coordinator
- Anti-Bullying Specialists
- Teachers
- Students
- Parents
- Other School Staff
- Board of Education
- Contracted Service Providers
- Student Support Services
- Board Office Staff
- Bus Drivers
- Coaches
- Volunteers

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HIB Programs

- The People Project
- Peer Leadership
- Responsive Classroom
- Pillars of Character
- UNICEF
- Young Scholars Institute Drive
- Peer Partners
- Individual Guidance Lessons
- Newcomers Group
- Using Kind Words
- Understanding and Respecting Differences
- Being Up-Standers

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HIB Programs

- HIB Awareness Program
- Week of Respect
- Chain of Positivity
- Morning Announcements
- Violence Awareness Campaign
- Red Ribbon Week
- Relationships Under Construction
- Student Council Seminar
- HIB Advisory Committee
- Camp Mason Challenge
- High Five Cards
- Buddy Bench

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HIB Programs-Audience

- District Administrators
- Building Administrators
- Anti-Bullying Coordinator
- Anti-Bullying Specialists
- Teachers
- Students
- Parents
- Substitute Staff
- Support Staff
- Other School Staff

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HIB Programs

- College Career Readiness Course
- Principal's Book Club
- At Risk HIB Students
- Rise Above Peer Pressure (RAPP)
- Student Round Table
- Hi-Tops
- Anti-Bullying Pledges
- The Alliance
- Recognition of Black History Month
- Recognition of Women's History Month
- Safe Place Sticker Program
- Empathy Project


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HIB Investigations, Trainings and Programs (HIB-ITP)

Data Collection

Reporting Period 1

July 1-December 31, 2015



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HIB Self-Assessments

- Beginning with the September 2011-2012 school year, the Montgomery Township School District has conscientiously implemented the requirements found in the *Anti-Bullying Bill of Rights Act*.
- Every school district is expected to address and improve school climate and culture, thus working towards lowering incidents of HIB through prevention and intervention efforts targeted toward harassment, intimidation, and bullying (HIB).
- The HIB Self-Assessment is a tool that is used by schools to determine areas of strength and weakness.

Core Elements

- HIB programs, approaches or other initiatives
- Training on the BOE approved HIB policy
- Other staff instruction and training programs
- Curriculum and instruction on HIB and related information and skills
- HIB personnel
- School level HIB incident reporting procedure
- HIB investigation procedure
- HIB reporting

HIB Self-Assessments

- Under the Commissioner's Program, the school grade is a raw score of data and the sum of the ratings for all indicators within each core element on the School Self-Assessment (e.g., 65 of 78 points).
- The maximum total score for a school is 78 points.
- The school district's grade is an average of the total scores of all schools in the school district.
- The department issued grade is not represented as a letter grade.
- District and school staff will use the data to educate staff, students and the community about past and current school practices and engage them in identifying and addressing areas for improvement.

Scores for Indicators

- 0-does not meet the requirements
- 1-partially meets the requirements
- 2-meets all requirements
- 3-exceeds the requirements
- Maximum of 78 points per school

	2014-2015	2013-2014
o OHES	73	68
o VES	69	66
o LMS	76	66
o UMS	70	69
o MHS	76	75
o Avg.	73	69

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

Student Representative Report

Ms. Helen Zhang, student representative, reported that that PARCC testing began at the high school and that students were adjusting to the testing schedule. Ms. Zhang also reported that many clubs were working on spring fundraisers ranging from tee shirt sales to Krispy Kreme donuts. Students were also prepping for AP testing, which is coming up in May. Finally, students are very excited for the Prom and Art Extravaganza this week.

MTEA Report

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

- On April 8th the MTEA, Board members and Administration participated in a collaboration workshop with six other districts. Ms. O'Reilly noted that she felt the workshop motivated the MTEA to move forward positively.
- The MTEA Music from the Heart presentation of the *Wizard of Oz* will be held on May 14th. Two shows will be held.

- Ms. Erika Fedo, a teacher at Village Elementary School, received a national award from Learning Ally, for her exemplary work with her students.

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

SCSBA & NJSBA

Mr. Hladick reported that SCSBA will meet with Hunterdon County to discuss advocacy issues. Mr. Hladick also reported that he will be attending the NJSBA Board of Directors meeting on May 13th. Ms. Chenette will also be attending to represent the district.

Municipal Alliance

Ms. Chenette reported that the Municipal Alliance shared with those present at the meeting the video footage of the program Every 15 Minutes, which was recently held at the High School. The program teaches students about the impact of distracted driving through a real-life simulation. Ms. Gartenberg further described the impact the event had on students.

Board Committee Reports

Assessment, Curriculum and Instruction Committee Report

Ms. Miller reported that the committee met on March 10th. The committee was presented with thirty new titles to be used in the language arts program at the High School, which they will continue to review. Additionally, the committee will continue to review how information technology programs have impacted learning and science elective programming. Currently, the technology survey is out and the committee is looking forward to reviewing the results. Ms. Sarmir added that the technology survey will help drive the district's technology plan. The committee will meet again next Thursday.

Operations, Facilities and Finance Committee Report

Mr. Jacey reported that a meeting had not been held since the last committee report, and the next meeting will be held on April 20th. However, the district sold the bonds for the referendum earlier that day at an interest rate of 2.04350%. Seven different firms bid on the bonds with the winner being Roosevelt & Cross. The district attributed the low interest rate to the maintenance of the favorable rating of AA+ from Standard & Poor's. Mr. Jacey thanked Ms. Wells for her hard work.

Human Resources and Negotiations Committee Report

Ms. Witt reported that the committee met the previous week to discuss private personnel matters and the committee charter. The committee learned about alternate route and discussed tenure laws. The committee also discussed that any issues that arise with transgender students are handled on a case by case basis. The committee also conversed about hazing policies. Mr. Cavalli asked if the tenure policy could be further explained. Ms. Gartenberg replied that the policy could be distributed.

Policy Committee Report

Ms. Witt reported that the Policy Committee met on March 3rd and will meet again on April 14th. In the last meeting, the committee reviewed recommendations from the state anti-bullying task force which provided clarifying language to be added to the HIB policy. The committee also discussed that if a student is found in violation of HIB the record does not follow them to college.

However, if their disciplinary action includes a suspension, some colleges ask schools to report the suspensions.

Ms. Mattis further explained the change to HIB policy language.

Ms. Zhang left at 8:57 p.m.

External Affairs/ Communications Committee Report

Ms. Miller reported that the committee worked on its charter and now has a draft in place. Ms. Miller also reported that Ms. Gartenberg held a Coffee and Tea with the Superintendent night that was a great opportunity to bring parents together.

President's Report

Ms. Witt reported that she met with the District Evaluation Advisory Committee this past week. She also reported that Dr. Saul Rubinstein and Mr. Shreesh Tiwari would be leading the retreat this coming Saturday morning. Ms. Witt discussed the meet and greet event with Assemblyman Andrew Zwicker. Other board members added that this was a positive event. Ms. Witt also mentioned the Coffee and Tea with the Superintendent event being a good event for parents. The reoccurring themes of the night included stress in children. Ms. Witt also attended the Collaborative Inter-district Meeting and echoed Ms. O'Reilly's sentiment about its positive messages. Ms. Witt also discussed that three candidates were being interviewed to lead the District's strategic planning initiative and May retreat.

NEW BUSINESS FROM BOARD/PUBLIC

Mr. Alan Wirsul expressed his displeasure with the length of recent executive sessions.

Ms. Witt apologized for the length of the executive sessions and for entering public session later than planned tonight. However, she explained that important personnel matters were being addressed.

REVIEW OF MINUTES

The board reviewed the following minutes:

March 1, 2016	Executive Session Meeting
March 1, 2016	Workshop and Business Meeting
March 15, 2016	Executive Session Meeting
March 15, 2016	Business Meeting

The minutes will be approved at the April 26th Business meeting.

REVIEW DRAFT ORGANIZATION OF BUSINESS AND ACADEMIC AFFAIRS AND BUSINESS MEETING AGENDA APRIL 26, 2016

The Board reviewed the draft agenda for the April 26th Organization of Business and Academic Affairs and Business Meeting.

ACTION AGENDA

PUBLIC COMMENTS

None

1.0 ADMINISTRATION

A motion was made by Mr. Hladick and seconded by Ms. Miller to approve agenda items 1.1 through 1.3 as follows:

1.1 Routine Monthly Report – Accept the following report:

- a. Harassment, Intimidation and Bullying (HIB) Report
- b. EVVRS Report – Report Period 1 - September – December 2015

1.2 Policy First Reading – Accept the following policies and regulations as a first reading:

- 5512 Harassment, Intimidation and Bullying
- 5512R Harassment, Intimidation and Bullying

1.3 HRNC Charter – Approve the revised Charter for the Human Resources/Negotiations Committee.

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

2.0 CURRICULUM & INSTRUCTION

A motion was made by Ms. Miller and seconded by Mr. Huff to approve agenda items 2.1 through 2.5 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
101538	Rugby School	4/4/16-6/23/16		\$19,869.92	\$19,869.92

2.2 Consultant Approvals 2015/2016 –

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

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Foundations Behavioral Health	Medical Bedside Instruction	\$50.00/hour

- 2.3 FY2016 NCLB, Title Grant Amendment - Approve an amendment to the FY2016 NCLB Grant. The amendment is being requested to realign funds with specific goals targeted through the remaining grant period.
- 2.4 Trip Proposal/MHS – Approve the Cougar Robotics Trip Proposal to attend the FIRST Robotics World Champion Competition in St. Louis, Mo, from April 26 – May 1, 2016 at no cost to the Board. This trip is contingent upon the team meeting the eligibility requirements based on next level competition.
- 2.5 Resolution Regarding Disciplinary Action –

WHEREAS, formal disciplinary proceedings were initiated against a Student whose name is on file by the Montgomery Township Board of Education (“the Board”) regarding allegations that on or about March 11, 2016, the Student engaged in conduct in violation of Board Policies and Regulations Nos. 5500 (Expectations for Pupil Conduct); 5600 (Pupil Discipline); 5610 (Suspension); 5620 (Expulsion), and the Montgomery Township High School 2015-2016 Student Handbook; and

WHEREAS, the Student was provided with notice of a disciplinary hearing to be held on April 6, 2016, and of his right to be represented by counsel, to present evidence and witnesses on his behalf, and of his right to cross-examine any and all witnesses presented by the Superintendent; and

WHEREAS, the Student was provided with a disciplinary hearing on April 6, 2016, at which time the Student appeared before the Superintendent; and

WHEREAS, the Superintendent reviewed documentary and testimonial evidence against the Student; and the Student presented testimony and arguments on his own behalf; and

WHEREAS, the Board has considered all of the evidence, including witness statements and testimony, the Student’s academic and disciplinary records, Board Policies and Regulations Nos. Nos. 5500 (Expectations for Pupil Conduct); 5600 (Pupil Discipline); 5610 (Suspension); 5620 (Expulsion), and the Montgomery Township High School 2015-2016 Student Handbook;

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Board hereby determines, based upon a preponderance of the competent and credible evidence, that on or about March 11, 2016, the Student admittedly engaged in conduct that was in violation of the aforementioned policies, regulations, and statutes, and further determines that such conduct is grounds for discipline.
2. The Board hereby further determines that, in light of the serious nature of the conduct, and in accordance with *N.J.S.A. 18A:37-5*, the Student shall be removed from Montgomery Township High School (suspended) through the end of the school year.
3. The Board hereby further determines that the Student shall not be present on any of the Board’s school campuses outside of or during the regularly scheduled school day during the period of his suspension, unless specifically authorized by the Superintendent.

4. The Board hereby further determines that the Student shall not be permitted to participate in any athletic, co-curricular and/or extra-curricular activities sponsored by the Board and shall not be present for or attend any Board sponsored activities (e.g., dances, proms, sporting events, graduation events such as "project graduation," or graduation ceremonies of any class) either on campus or in any school district where the District is participating in the activities during the period of suspension. The Superintendent may, however, allow the Student to walk in graduation in her discretion, which decision shall be made by June 15, 2016.
5. The Board hereby further determines that, during the period of his suspension from the Montgomery Township High School, the Student shall be provided with an alternative educational program, pursuant to State and federal laws, that meets the Core Curriculum Standards in accordance with *N.J.A.C. 6A:8-1.1 et seq.*
6. The Board hereby further determines that further engagement by the Student in conduct warranting expulsion pursuant to *N.J.S.A. 18A:37-2* and/or failure to comply with any of the aforementioned terms and conditions shall amount to a knowing and voluntary waiver of the Student's right to a free and appropriate public education in the event that a decision to expel the Student is made by the Board pursuant to *N.J.S.A. 18A:37-2* and *N.J.A.C. 6A:16-7.5*.

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

3.0 FINANCE

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

- 3.1 Travel Reimbursement – 2015/2016– Approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 15).

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

4.0 PERSONNEL

A motion was made by Mr. Hladick and seconded by Ms. Miller to approve agenda item 4.1 as attached (see Pages 16 - 20).

Upon call of the roll, the motion carried unanimously.

A motion was made by Mr. Hladick and seconded by Mr. Huff to approve agenda item 4.2 as attached (see Page 20).

Upon call of the roll, the motion carried unanimously.

A motion was made by Mr. Huff and seconded by Ms. Miller to approve agenda item 4.3 as attached (see Pages 20 - 21).

Upon call of the roll, the motion carried with six members voting in favor and Mr. Hladick voting against.

ADJOURNMENT

A motion was made by Ms. Chenette and seconded by Ms. Miller that the meeting be adjourned at 9:27 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
2015/2016**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- -tration	Other	Total**	Approved Year-to-Date Total**
Anthony Barra	UMS	4/19/16	Bringing the Classics Alive with Adolescents through Debate, Drama & Film					\$50.00	\$39.50	\$89.50	\$1,102.50
Jean Evertsen	LMS/VES	6/1 - 6/3/16	NJTESOL 2016 Conference	\$18.00				\$424.00		\$442.00	\$442.00
Karen Kevorikian	UMS	4/19/16	Bringing the Classics Alive with Adolescents through Debate, Drama & Film	\$5.00	\$3.72			\$50.00	\$38.00	\$96.72	\$96.72
Marybeth Kowalski	MHS	6/14 - 6/16/16	Designing & Implementing Student Training Plans - SLE Course		\$50.84			\$330.00		\$380.84	\$380.84
Clarisa Lescano	MHS	4/21/16	Strengthen Your World Language Instruction		\$33.05			\$239.00		\$272.05	\$401.39
Kelly Mattis	BO	5/11 - 5/13/16	NJASA/NJASPA Spring Leadership Conference 2016	\$20.00	\$20.80	\$128.00	\$240.00	\$525.00		\$933.80	\$2,991.53
Mary McLoughlin	BO	5/11 - 5/13/16	NJASA/NJASPA Spring Leadership Conference 2016	\$20.00	\$64.17	\$128.00	\$240.00	\$525.00		\$977.17	\$1,513.92
Eliana Molano	MHS	4/21/16	Strengthen Your World Language Instruction		\$31.06			\$239.00		\$270.06	\$522.75
Alison Pankowski	OHES	4/15/16	Reading Specialists & Dylexia & Relationship to RTI		\$2.48			\$50.00		\$52.48	\$254.18
Lisa Sandstrand	UMS	4/19/16	Bringing the Classics Alive with Adolescents through Debate, Drama & Film	\$5.00				\$50.00	\$39.50	\$94.50	\$94.50
Robert Scarpa	UMS	4/19/16	Bringing the Classics Alive with Adolescents through Debate, Drama & Film	\$5.00				\$50.00	\$38.00	\$93.00	\$93.00
Elizabeth Wasiak	UMS	4/19	Bringing the Classics Alive with Adolescents through Debate, Drama & Film	\$7.00				\$50.00	\$32.50	\$89.50	\$114.67

*Excluding Tolls

**Includes Registrations

**Estimated

BOE 4/12/16

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

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
MHS	Joe Riccardi TCH.HS.ENGL.MG.12	Freshman Girls Lacrosse Coach	03/17/2016	Rescission	2015 – 2016 School Year
MHS	Xiwen Li TCH.HS.WLNG.MG.01	Teacher/Chinese	07/01/2016	Resignation	09/01/2015 – 06/30/2016
MHS	Matthew Fleming TCH.HS.HPE.MG.06	Teacher/Physical Education	07/01/2016	Resignation	09/01/2014 – 06/30/2016
MHS	Zoya Pugh TCH.HS.RCTR.MG.09	Teacher/Resource Center	07/01/2016	Retirement	09/01/2003 – 6/30/2016

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
VES	Brienne Rodriguez LOA.TCH.VS.03.01	Teacher/Elementary	Temporary Disability FMLA Unpaid Leave Anticipated Return	10/01/2015 – 12/10/2015 (Paid w/Benefits) 12/11/2015 – 03/11/2016 (Unpaid w/Benefits) 03/12/2016 – 01/02/2017 (Unpaid w/o Benefits) (revised) 01/03/2017 (revised)
MHS	Laura Creteau LOA.TCH.ESL.MG.03	Teacher/ESL	Temporary Disability FMLA Unpaid Leave Anticipated Return	02/08/2016 – 04/01/2016 (Paid w/Benefits) 04/02/2016 – 06/23/2016 (Unpaid w/Benefits) 09/01/2016 – 06/30/2017 (Unpaid w/o Benefits) (revised) 09/01/2017 (revised)
MHS	Dana Bucci TCH.HS.MATH.MG.05	Teacher/Math	FMLA Unpaid Leave Anticipated Return	09/01/2016 – 11/18/2016 (Unpaid; Waives Benefits) 11/19/2016 – 01/31/2017 (Unpaid w/o Benefits) 02/01/2017

VES	Meghan Knapp TCH.VS.PSYC.MG.01	School Psychologist	Temporary Disability FMLA FMLA Anticipated Return	03/31/2016 – 04/29/2016 (Paid; Waives Benefits) (revised) 05/02/2016 – 06/23/2016 (Unpaid; Waives Benefits) (revised) 09/01/2016 – 09/23/2016 (Unpaid; Waives Benefits) (revised) 09/24/2016 (revised)
VES	Danielle Teeple AID.VS.TIA.EO.01	Paraprofessional	Temporary Disability FMLA Anticipated Return	03/11/2016 – 05/22/2016 (Paid; Waives Benefits) (revised) 05/23/2016 – 06/21/2016 (Unpaid; Waives Benefits) (revised) 09/01/2016
OHES	Ellen Lawrence LOA.OH.RCTR.MG.03	Teacher/Resource Program	Unpaid Leave	04/01/2016 – 05/01/2016 (Unpaid w/Benefits) (revised)

Appointments/Reinstatements/Transfers (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-Rated	Dates of Employment/Notes
UMS	Jaclyn Luccarelli TCH.UM.RCTR.MG.09	Teacher/Resource Center	Krista Pachuta	3-4	\$59,585.00		09/01/2016 – 06/30/2017
MHS	Walter Paul (Leave Replacement) TCH.HS.SCNC.MG.07	Teacher/Science	Elizabeth Dilgard	MA+60 7	\$76,560.00	Yes	04/11/2016 – 06/30/2016
LMS	Alyssa Juniak TCH.LM.RCTR.MG.14	Teacher/Resource Center	Deb O'Reilly	1-2	\$64,885.00		09/01/2016 – 06/30/2017
MHS	Michael Holinko TCH.LM.RCTR.MG.08	Teacher/Special Education	Jeff Tagliareni	1	\$57,440.00	Yes	04/01/2016 – 06/30/2016
LMS	Sean Clancy* (Leave Replacement) TCH.LM.MUSC.MG.01	Teacher/Chorus 5/6	Jocelyn Keefe	BA 1	\$57,440.00	Yes	05/02/2016 – 06/30/2016
MHS	Colin Scotti (Leave Replacement) TCH.LM.SOST.06.03	Teacher/Social Studies	Megan Murphy	BA 1	\$57,440.00	Yes	04/18/2016 – 06/30/2016 (revised)

Appointments/Reinstatements/Transfers (Non-Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-Rated	Dates of Employment/Notes
OHES	Deborah Casisa AID.OH.TIA.EO.24	Paraprofessional	Lauren Chin	1	\$23,723.00	Yes	04/18/2016 – 06/30/2016
LMS	Julianna Fragulis (Leave Replacement) SEC.FL.SSVC.UG.02	Secretary/Clerk	Jayne Venanzi		\$36,618.00	Yes	02/24/2016 – 04/21/2016 (revised)
LMS	Annette LaCanna (Leave Replacement) SEC.LM.VPRN.UG.01	Secretary	Lisa Colombero		\$46,920.00	Yes	03/25/2016 – 04/18/2016 (revised)

Appointments – Substitute Teachers

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Eileen Moran	Substitute Teacher	New	2015-2016 School Year
DISTRICT	Sean Clancy	Substitute Teacher	New	2015-2016 School Year
DISTRICT	Christina Ruppert	Substitute Teacher	New	2015-2016 School Year

Appointments – Other

Location	Name	Position	Hourly Rate	Dates/Notes
VES	Max Rodriguez	Curriculum Development – Grade 4 Reading/Writing	\$58.47 per hour	04/13/2016 – 05/30/2016 – Not to Exceed 8 hours
VES	Jillian Chianese	Curriculum Development – Grade 4 Reading/Writing	\$58.47 per hour	04/13/2016 – 05/30/2016 – Not to Exceed 8 hours
VES	Lisa Pliskin	Curriculum Development – Grade 3 Reading/Writing	\$58.47 per hour	04/13/2016 – 05/30/2016 – Not to Exceed 16 hours

OHES	Laura Sapnar	Curriculum Development – Kindergarten NGSS Science Units	\$58.47 per hour	04/13/2016 – 06/30/2016 – Not to Exceed 15 hours
OHES	Lauren Rocha	Curriculum Development – Kindergarten NGSS Science Units	\$58.47 per hour	04/13/2016 – 06/30/2016 – Not to Exceed 15 hours
OHES	Lindsay Fox	Curriculum Development – 1st Grade NGSS Science Units	\$58.47 per hour	04/13/2016 – 06/30/2016 – Not to Exceed 20 hours
OHES	Diamond Zucchetti	Curriculum Development – 2nd Grade NGSS Science Units	\$58.47 per hour	04/13/2016 – 06/30/2016 – Not to Exceed 20 hours
OHES	Kelly Vucin	Curriculum Development – 3rd Grade NGSS Science Units	\$58.47 per hour	04/13/2016 – 06/30/2016 – Not to Exceed 20 hours
OHES	Kaitlin Uhaze	Curriculum Development – 3rd Grade NGSS Science Units	\$58.47 per hour	04/13/2016 – 06/30/2016 – Not to Exceed 20 hours
OHES	Jennifer Yulo	Curriculum Development – 4th Grade NGSS Science Units	\$58.47 per hour	04/13/2016 – 06/30/2016 – Not to Exceed 20 hours
OHES	Linda Truscinski	Curriculum Development – 4th Grade NGSS Science Units	\$58.47 per hour	04/13/2016 – 06/30/2016 – Not to Exceed 20 hours

Tuition Reimbursement 2016 - 2017

Location	Name	Position	Semester	Credits	Reimbursed Amount	Course
MHS	Kristina Shebchuk	The College of New Jersey	Summer	3	\$2085.00	Studies in Literature: Gender at the Round Table
UMS	Elizabeth Wasiak	University of Pacific	Summer	3	\$ 279.00	Mindful Schools-Safe & Respectful Learning
UMS	Elizabeth Wasiak	University of Pacific	Summer	3	\$ 279.00	Technology Resources to Enhance Teaching
MHS	Clarissa Lescano-Lopez	University of Grenada - Spain	Summer	3	\$1875.00	Master in Teaching/Learning Spanish Language & Culture – 2nd Year

Extra-Curricular 2015 – 2016

Location	Name	Position	Stipend	Dates of Employment/Notes
MHS	Christine Rizzo	Part-time Dance Coach	\$2,000.00	Reimbursed by Booster Club
MHS	Cassie Yeung	Part-time Dance Coach	\$1,000.00	Reimbursed by Booster Club
MHS	Erin Egan	Part-time Girls Basketball Coach	\$1,000.00	Reimbursed by Booster Club

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

4.2 PERSONNEL

Resolution Authorizing Suspension of Employee for 2015-2016 School Year – Approve the following resolution:

WHEREAS, on or about April 12, 2016, an employee of the Montgomery Township Board of Education (hereinafter referred to as the “Board”), whose name is on file with the Superintendent of Schools’ Office, was notified by the Superintendent of Schools that said employee was to be suspended with pay pursuant to N.J.S.A. 18A:6-8.3.

4.3 PERSONNEL

Resolution Authorizing Termination of Employee’s Employment Contract – Approve the following resolution:

WHEREAS, the Superintendent of Schools is recommending the termination of an employee whose name is on file in the Superintendent’s Office; and WHEREAS, on April 7, 2016, the Board provided this employee with notice of a termination hearing for cause

before the Board on April 12, 2016, including the right to appear before the Board; and WHEREAS, the Board has considered all of the evidence, including the record below and has determined that there are good and sufficient grounds to terminate this employee.

NOW, THEREFORE, BE IT RESOLVED that the Board determines that the evidence supports the Superintendent's recommendation that the employee be terminated, and therefore terminates the employee's employment contract, effective immediately; and

BE IT FURTHER RESOLVED that the Board Secretary/Business Administrator shall provide the employee with notice of the Board's action as set forth in this Resolution forthwith.