

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, April 28, 2015 7:00 P.M. Organization of Business and Academic**  
**Affairs and Business Meeting**

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

The Montgomery Township Board of Education held an organization of business and academic affairs and business meeting on Tuesday, April 28, 2015 at 7:00 p.m.

**OPENING OF THE MEETING**

- A. The Montgomery Township Board of Education held an organization of business and academic affairs and business meeting on Tuesday, April 28, 2015 in the Upper Middle School media center.
- B. Roll Call - The following Board members were present: Dharmesh Doshi (arrived at 7:12 p.m.), Humberto Goldoni, Nicholas Hladick, Adelle Kirk-Csontos, Annie Michaelson, Amy Miller and Christine Witt

The following Board members were absent: Sandra Donnay and Judy Humza

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

- C. EXECUTIVE SESSION – A motion was made by Ms. Witt and seconded by Ms. Miller that the board adopt a resolution to go into executive session at 7:02 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, student disciplinary matters and negotiations with the Montgomery Township Education Association will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

Mr. Doshi arrived at 7:12 p.m.

- D. RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:30 p.m.
- E. President Kirk-Csontos then read the following Statement of Open Meeting and Public Participation – In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on January 7, 2015 and April 21, 2015. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- F. President Kirk-Csontos then led everyone in the Salute to the Flag.
- G. President Kirk-Csontos welcomed all to the organization of business and academic affairs and business meeting.

#### NEW BUSINESS FROM BOARD/PUBLIC

Ms. Debra O’Reilly, Montgomery Township Education Association (MTEA) President, presented a petition from 433 members of the MTEA requesting that the board vote against the resolution on the Pension and Health Benefit Reform. She also presented a petition with 430 signatures to adopt the resolution without the Chapter 78 language.

Mr. Alan Wirsul stated that it was discussed at the last meeting that there was a difference between the grant funding received in connection with the 2009 Referendum and Debt Service Aid which is likely with the upcoming referendum. Mr. Wirsul stated that the State has no money. Mr. Wirsul stated that there was not enough explanation presented on the Pension and Health Benefit Reform. He stated that Montgomery has no ratables. Mr. Wirsul expressed that he thought the resolution put the burden on the local taxpayers.

Ms. Kirk-Csontos responded that agenda item 1.4 which is the Pension and Health Benefit Reform resolution states that the district would oppose the State moving the burden of the pension system on the local taxpayers. Ms. Kirk-Csontos reiterated that the board is not in agreement with moving the burden to the taxpayers. She also explained that the resolution would also include leaving Chapter 78 contributions as a matter of law and not negotiable. She added that this would also allow the district to move into the State Employee Health Benefits Plan without negotiating with the union, which is the reason that the MTEA is opposed to the resolution.

#### APPROVAL OF MINUTES

A motion was made by Mr. Doshi and seconded by Mr. Hladick to approve the following minutes:

March 17, 2015 Executive Session Meeting  
March 17, 2015 Workshop and Special Meeting

Upon call of the question, the motion carried with five members voting in favor and Mr. Goldoni and Mr. Hladick abstaining.

A motion was made by Ms. Miller and seconded by Mr. Goldoni to approve the following minutes:

- March 24, 2015 Executive Session Meeting
- March 24, 2015 Business Meeting

Upon call of the question, the motion carried unanimously.

**ACCEPTANCE OF CORRESPONDENCE**

A motion was made by Mr. Doshi and seconded by Ms. Miller to accept the correspondence as follows:

1. Email dated 3/24/15 from P. Roymeyer regarding PARCC testing
2. Email dated 3/24/15 from J. Roymeyer regarding PARCC testing
3. Email dated 3/24/15 from J. Roymeyer regarding PARCC
4. Email dated 3/27/15 from M/M Howard regarding PARCC
5. Email dated 4/2/15 from J. Talarico regarding Parking Fee

Upon call of the question, the motion carried unanimously.

**PUBLIC HEARING ON THE 2015-2016 BUDGET**


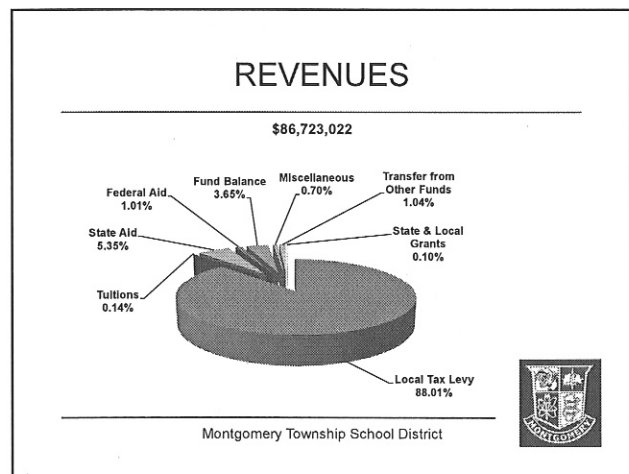
Mr. Goldoni gave the following presentation on the 2015-16 Budget.

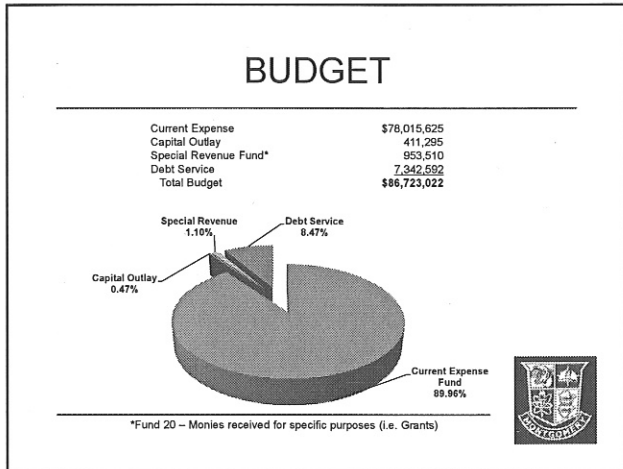
**BUDGET HEARING  
2015-2016 BUDGET**

April 28, 2015

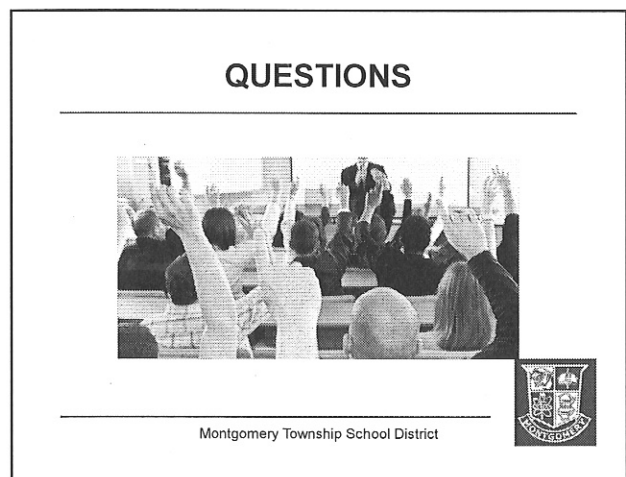
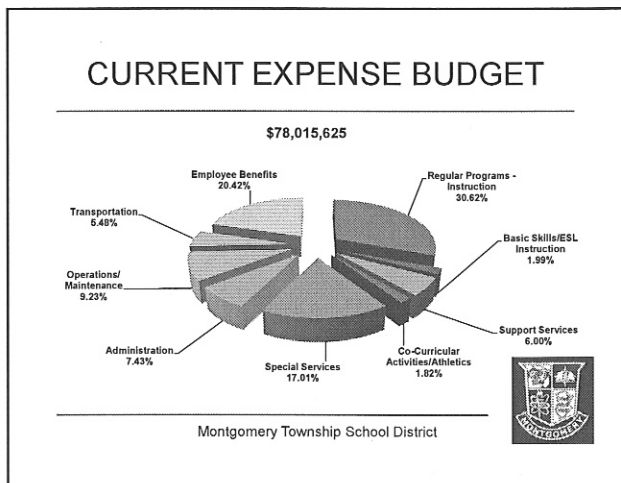
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Montgomery Township School District



- ### TAX IMPACT
- Montgomery
    - Actual Assessments (+\$27.6M)
    - Tax Rate +.02/per Hundred
    - Average Assessment \$487,904 = +\$100
  - Rocky Hill
    - Actual Assessments (+\$6.4M) Reassessment
    - Tax Rate 1.273/per Hundred
    - Average Assessment Increase +26,266
    - Average Assessment \$439,563 = +\$80
- Montgomery Township School District
- 



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

### SUPERINTENDENT’S REPORT

Ms. Gartenberg asked that students make sure to look at the High School website as there are many events coming up. College night will be held next week.

Ms. Gartenberg reminded students that registration for the fall sport season will begin on the 18<sup>th</sup>. Ms. Gartenberg also announced that there are upcoming family nights and book groups. Ms. Gartenberg congratulated Ms. Jaime Maccarone on her upcoming approval as Assistant Principal at the Village Elementary School. Ms. Maccarone is highly respected by teachers, administrators and parents. Ms. Gartenberg stated that she looks forward to working with her in the upcoming year.



## ACTION AGENDA

### PUBLIC COMMENTS

Mr. Wirsul questioned what an FTE was in the budget brochure. He also stated that the resolution is still not clear to him. He suggested that 10 or 15 years ago teachers were underpaid. However, he feels that presently private sector salaries have decreased, and he doesn't believe teacher salaries are decreasing. He stated that very few people make \$50,000 and get the benefit package the teachers receive.

Mr. Venanzi responded that FTE stands for Full Time Equivalent and one FTE equates to one staff member.

Mr. Goldoni stated that it is important that the public recognizes teachers. He added that they deserve everything that the district can give them. He stated that every year the teacher salaries are increasing. However, the issue is that they must pay more toward health benefits, and the board has experienced the same thing. The public and teachers must realize that the total compensation is salary and benefits.

A motion was made by Ms. Witt and seconded by Mr. Goldoni that the Board of Education adopt the following resolutions:

Appointment of Treasurer of School Monies – It is recommended that the Board appoint Mr. Ronald Rossi as Treasurer of School Monies for the 2015-2016 school year for a fee of \$7,038.

Readoption of Curriculum and Courses of Study - It is recommended that the Board readopt the existing curriculum and courses of study.

RESOLVED, that all current written curriculum and courses of the District, as on file in the Office of the Superintendent, be adopted for the period from the date of this Organization Meeting until the Organization Meeting in the next calendar year, unless modified upon recommendation of the Superintendent.

Readoption of Textbooks - It is recommended that the Board readopt the existing textbooks for the 2015-2016 school year.

Readoption of Job Descriptions - It is recommended that the Board readopt the existing job descriptions:

RESOLVED, that all current written job descriptions in the District, as on file in the Office of the Superintendent, be adopted for the period from the date of this Organization Meeting until the Organization Meeting in the next calendar year, unless modified upon recommendation of the Superintendent.

Appointment of Affirmative Action/504 Officer - It is recommended that the Board appoint the following personnel as Affirmative Action/504 Officers:

- William Meurer (OHES), Susan Lacy (VES), Georgianna Kichura (MMS – Lower Campus), Karin Kidd (MMS – Upper Campus), Corie Gaylord (MHS) - Students

- Mary McLoughlin, District Personnel

Appointment of Anti-Bullying Specialists – It is recommended that the Board appoint the following personnel as Anti-Bullying Specialists:

- Wendy Senatra (OHES), Lauren Fornal (VES), Kevin Armstrong and Lesley Haas (MMS – Lower Campus), Allison Doyle Smith and Jeanne Fedun (MMS – Upper Campus), Keith Glock (MHS) – Students
- Kelly Mattis, District Anti-Bullying Coordinator

Appointment of Professional Services - It is recommended that the following contracts be issued and announced for the 2015-2016 school year:

- A. Board Attorney - Whereas, the Montgomery Township Board of Education requires professional attorney services to be performed for the school year 2015-2016 and whereas, the firm of Fogarty & Hara are attorneys in the State of New Jersey and are willing to perform said services:

NOW THEREFORE IT IS AGREED: That the firm of Fogarty & Hara shall perform professional attorney services for the Montgomery Township Board of Education as requested by the Board.

That the Montgomery Township Board of Education will compensate Fogarty & Hara for said attorney services at the rate of one hundred and seventy-five (\$175) per hour for a partner and one hundred fifty-five dollars (\$155) for an associate for the year 2015-2016.

- B. Architect of Record – Whereas, the Montgomery Township Board of Education requires professional architectural services to be performed for the school year 2015-2016 and whereas, the firm of Parette Somjen Architects are architects in the State of New Jersey and are willing to perform said services:

NOW THEREFORE IT IS AGREED: That the firm of Parette Somjen Architects shall perform professional architectural services for the Montgomery Township Board of Education as requested by the Board.

That the Montgomery Township Board of Education will compensate the firm of Parette Somjen Architects as follows and in accordance with their contract on file in the Board Secretary's office.

Schedule of Hourly Rates – 2015-2016

Principal(s): Licensed Architect	\$160.00
Partner(s): Licensed Architect	\$160.00
Director(s)	\$150.00
Senior Associate(s)	\$150.00
Associate(s)	\$139.00
Senior Project Architect(s)	\$139.00
Senior Project Engineer(s)/Senior Certified Interior Designer(s)	\$139.00

Project Architect(s)	\$119.00
Project Engineer(s)/Certified Interior Designer(s)	\$119.00
Contract Administrator(s)	\$104.00
Senior Assistant Project Manager(s)	\$ 99.00
Assistant Project Manager(s)	\$ 85.00
Staff Architect(s)	\$ 85.00
Job Captain	\$ 78.00
Architectural Intern(s): Designers: Level 3	\$ 77.00
Architectural Intern(s): Designers: Level 2	\$ 74.00
Architectural Intern(s): Designers: Level 1	\$ 60.00
Administrative Assistants	\$ 50.00

C. Appointment of Auditor – It is recommended that the Montgomery Township Board of Education appoint Suplee, Clooney & Company of Westfield, New Jersey as Auditor to the district for the 2015-2016 school year at the fee of \$26,000.00 in accordance with the scope of audit as defined in N.J.S.A. 18A:23.

It is also anticipated that additional services, if any, would be billed at standard hourly rates as follow:

Partner	- \$150 - \$175 per hour
Manager	- \$115 per hour
Senior Staff	- \$90 - \$105 per hour
Staff Accountant	- \$75 - \$85 per hour

D. Appointment of School Physician – It is recommended that the Montgomery Township Board of Education appoint Dr. Bert Mandelbaum as school physician for the 2015-2016 school year at the cost of \$17,500.

Petty Cash Funds - It is recommended that the Board, in accordance with NJSA 18:A19-3 authorize the Board Secretary to establish the following imprest-type petty cash funds for 2015-2016:

Board Office	\$ 225
Montgomery High School	250
Montgomery Middle School (Upper Campus)	250
Montgomery Middle School (Lower Campus)	150
Orchard Hill School	100
Village School	100

and that the maximum single expenditure which may be made from each fund shall be \$25; and that the following individuals will be responsible for the proper disposition of each fund:

Annette Wells	Board Office
Paul Popadiuk	Montgomery High School
Cory Delgado	Montgomery Middle School (Upper Campus)
Michael Richards	Montgomery Middle School (Lower Campus)
Susan Lacy	Village Elementary School
Kathleen Scotti	Orchard Hill Elementary School

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

## 1.0 ADMINISTRATIVE

A motion was made by Mr. Doshi and seconded by Mr. Hladick to approve agenda items 1.1 through 1.3 and 1.5 as follows:

### 1.1 Routine Monthly Report – Accept the following report:

1. Student Control
2. Harassment, Intimidation and Bullying (HIB) Report
3. Teacher Absence Report
5. Fire/Security Drill Report

### 1.2 Policy Second Reading and Adoption – Accept and adopt the following policies following a second reading:

- |       |                                      |
|-------|--------------------------------------|
| 0145  | Board Member Resignation and Removal |
| 5230  | Late Arrival and Early Dismissal     |
| 5230R | Late Arrival and Early Dismissal     |

### 1.3 Policy Review – Adopt the following policies as reviewed:

- |      |                                     |
|------|-------------------------------------|
| 1120 | Management Team                     |
| 1131 | Goals and Objectives                |
| 1510 | Rights of Persons with Disabilities |

### 1.5 Charter Approvals – Approve the following committee charters:

Human Resources and Negotiations Committee (HRNC) (see Page 20)  
Operations, Facilities and Finance Committee (OFF) (see Page 21)  
Policy Committee (see Page 22)

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

A motion was made by Mr. Hladick and seconded by Ms. Miller to approve agenda item 1.4 as follows:

### 1.4 Approve the Following Resolution Regarding Pension and Health Benefits Reform -

WHEREAS, the health of New Jersey's public employee retirement systems affects the state's economy and its citizens' quality of life, and impacts critical functions, ranging from the state's ability to borrow to finance public works projects to its annual budget including state aid to education and, consequently, the operation of the public schools; and

WHEREAS, the New Jersey Pension and Health Benefits Study Commission, appointed by Governor Chris Christie in 2014, has issued its final report, "A Roadmap to Resolution," which proposes monumental changes in how public employee benefits, particularly the Teachers' Pension and Annuity Fund (TPAF) and the School Employees' Health Benefits Program (SEHBP), are financed and administered; and

WHEREAS, the Montgomery Township Board of Education believes that reform must balance the health of the state's retiree benefits programs with local school boards' responsibility to provide sound educational programming; and

WHEREAS, TPAF benefits are established by the state and not through local school board action; and

WHEREAS, post-retirement medical benefits are provided to TPAF retirees through state legislation, not local school board action; and

WHEREAS, the Montgomery Township Board of Education believes that the TPAF and any new retirement program for certificated school district staff must be funded by the state government; and

WHEREAS, the Montgomery Township Board of Education believes that transferring payment of the employer's contribution to the teacher retirement plan and post-retirement medical benefits from the state to local school districts would have a detrimental impact on the resources necessary to maintain educational programming; and

WHEREAS, to restore solvency to, and avert future default of, the state's retirement programs, the pension and benefits reform act of 2011 (*P.L. 2011, c.78*) includes a schedule of annual state payments designed to close the deficit of the plans that serve school district employees; and

WHEREAS, medical benefits for retired school employees, which will total over \$1 billion in 2015-2016, are a major cost-driver in the state budget; and

WHEREAS, the Montgomery Township Board of Education supports the current statutorily required employee contributions toward health benefits, which reflect current practice in the private sector and in public employment in other states, and have provided significant financial relief for local school districts, thereby enabling them to direct resources toward educational programming, including teacher employment.

NOW, THEREFORE, BE IT RESOLVED that the Montgomery Township Board of Education urges the state Legislature and Governor to ensure that the employers' cost for teacher pensions and post-retirement medical benefits—financial obligations created by the state—are not transferred to local school districts; and be it further

RESOLVED, that to provide local school districts and local property taxpayers with financial relief, the Legislature should amend *P.L. 2011, c.78* to make the current employee contributions toward health coverage a permanent requirement and not a subject of labor negotiations; and be it further

RESOLVED, that to provide further control over the cost of health benefits, the Legislature should give local boards of education unilateral authority to enroll in the School Employee Health Benefits Program if the board determines that such action would generate financial savings; and be it further

RESOLVED, that the Montgomery Township Board of Education supports the goal of reducing the overall costs of public employee health and retirement benefits and urges the state Legislature and Governor to take a studied and comprehensive approach that will ensure the long-term solvency of the state's public employee retirement programs without unduly burdening local school district budgets and endangering educational programming; and be it further

RESOLVED, that this resolution be delivered to Governor Chris Christie, State Senate President Stephen M. Sweeney, Assembly Speaker Vincent Prieto; and the 16<sup>th</sup> Legislative District's representatives in the state Senate and General Assembly; and be it further

RESOLVED, that a copy of this resolution be sent to the New Jersey School Boards Association.

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

## 2.0 CURRICULUM & INSTRUCTION

A motion was made by Mr. Doshi and seconded by Ms. Miller to approve agenda items 2.1 through 2.4 as follows:

- 2.1 Out-of-District Placements – Approve the following Out-of-District placements for the 2014/15 school year.

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
101624	The Rock Brook School	3/17/15 – 6/17/15		\$17,182.80	\$17,182.80
103382	Academy Learning Center	2/23/15 – 6/23/15		\$22,910.00 1:1 aide cost \$15,405.00	\$38,315.00
000483	Collier School	3/19/15 – 6/18/15		\$18,715.32	\$18,715.32
255444	Somerset County Vo-Tech TOPS	12/19/14 withdrawn		-\$13,680.00	-\$13,680.00
104363	Eden Autism	4/13/13-6/24/15		\$19,974.24	\$19,974.24

2.2 Consultant Approvals - Approve the following consultants for the 2014/15 school year.

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Hugh Bases, MD, PLLC	Pediatric Neurodevelopmental Evaluations	\$700.00
MDW Educational Services, LLC	Consultative Educational Services for Visually Impaired Students	\$120.00/hr.
Children's Specialized Hospital	Central Auditory Processing Evaluation	\$1,612.40/ea.

2.3 Teachscape Training – Approve training for Learn F2F Product at a cost of \$3,000 for the 2014-15 school year.

2.4 Teachscape Renewal – Approve the annual license renewal at a cost of \$29,163 for the 2015-16 school year.

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

3.0 **FINANCE**

A motion was made by Mr. Goldoni and seconded by Mr. Hladick to approve agenda items 3.1 through 3.18 as follows:

3.1 Financial Reports - As prepared by the School Business Administrator and Treasurer of School Moneys which are in agreement, and presented by the Superintendent, approve the following reports as of March 31, 2015:

- Board Secretary's Report
- Treasurer's Report
- Investment Report
- Food Services Report

3.2 Ratification of Transfers - ratify the transfer of funds among the general, special revenue and capital projects funds' line items as of March 31, 2015

3.3 Receipt of Certification from Board Secretary - Pursuant to NJAC 6A:23-2.12 (c) 3, I, Thomas M. Venanzi, certify that as of March 31, 2015 no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of 6A:23-2.12 (a).

\_\_\_\_\_  
Board Secretary

\_\_\_\_\_  
Date

3.4 Certification of Board of Education - Pursuant to NJAC 6A:23-2-12 (c) 4, we certify that as of March 31, 2015 after review of the Board Secretary's and Treasurer's monthly financial reports, in the minutes of the board each month that no major account or fund has been over expended in violation of NJAC 6A:23-2.12 (b).



3.5 Approval of Monthly Bills for March – approve the monthly bills as follows:

General Operating	\$10,584,634.07
Food Services	\$155,619.62

3.6 Travel Reimbursement – 2014/2015 and 2015-2016 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 23).

3.7 A. Adoption of the 2015-2016 Proposed Budget – that the Board of Education adopt the 2015-2016 proposed budget as follows:

General Fund Current Expense	\$78,015,625
General Fund Capital Outlay	\$ 411,295
Special Revenue Fund	\$ 953,510
Debt Service Fund	\$ 7,342,592
<b>Total Proposed Budget</b>	<b>\$86,723,022</b>

B. Amount to be Raised for Taxes – General Fund – that the Board of Education acknowledge that \$70,131,163 be raised for General Funds which includes the use of \$737,067 in banked cap funds for the ensuing school year (2015-2016).

- Montgomery portion \$68,571,351
- Rocky Hill portion \$ 1,559,812

C. Amount to be Raised for Taxes – Debt Service – that the Board of Education acknowledge that \$6,189,487 be raised to support the debt service budget for the ensuing school year (2015-2016).

- Montgomery portion \$6,182,803
- Rocky Hill portion \$ 6,684

3.8 Authorize Bidding for Goods and Services – authorize the solicitation of bids for goods and services for the 2015-2016 school year as determined by the School Business Administrator.

3.9 Resolution for Participation in Coordinated Transportation Services – approve the following resolution:

WHEREAS, Montgomery Township School District desires to transport special education, non-public, public and vocational school students to specific destinations; and

WHEREAS, the Somerset County Educational Services Commission, hereinafter referred to as the SRESC, offers coordinated transportation services; and

WHEREAS, the SCESC will organize, provide and schedule routes to achieve the maximum cost effectiveness;

NOW THEREFORE, it is agreed that in consideration of pro-rated contract costs, plus an administration fee of 4%, as presented to the Montgomery Township School District as

calculated by the billing formula adopted by the SCESC. Said formula shall be based on a route cost divided by home to school mileage of students allocated to each participating district. The total amount to be charged to district will be adjusted based on actual costs. Payments will be due within 30 days of receipt by the district and deemed late after 60 days with an additional 1% fee for late payments. At the discretion of the Commission superintendent, late fee charges may be waived for extenuating circumstances.

1. The SCESC will provide the following services:
  - a. Routes coordinated with other districts to achieve a maximum cost reduction while maintaining a realistic capacity and travel time;
  - b. Transportation each day while school or classes attended are in session;
  - c. Monthly billing and invoices;
  - d. Computer print-outs of student lists for all routes coordinated by SCESC;
  - e. All information necessary for the accurate submission of the District Report of Transported Resident Students;
  - f. All necessary interaction and communication between the sending district, receiving school, and the respective transportation contractors;
  - g. Constant/timely review and revision of routes;
  - h. Transportation as soon as possible after receipt of the formal written request;
  - i. A bid analysis to participating district boards of education upon their request; and
  - j. Timely submission of contracts, contract renewals or contract addenda to the county office for approval.
2. It is further agreed that the Montgomery Township School District will provide the SCESC with the following:
  - a. Copies of district policies as they relate to ride time or other specific transportation parameters;
  - b. Request for transportation on forms to be provided by the SCESC, completed in full and signed by authorized district personnel;
  - c. Forms will contain all necessary and relevant information, medical or otherwise, regarding individual student's condition and transportation needs;
  - d. Withdrawal from any transportation in writing, signed by authorized district personnel; and
  - e. Strict adherence to the established payment schedule.

3. **Additional Cost:** All additional costs generated by unique requests, including but not limited to, mid-day runs or early dismissals, will be borne by the district making such request.
4. It is understood that any change in the number of students being transported on each route, or changes in mileage during the course of the year will necessitate a reapportionment and adjustment of costs.
5. The SCESC accepts no responsibility for assuring a pupil's use of arranged transportation or attendance on an established route. Once assigned to a route, the monthly billings for the pupil's reserved seat will continue until the SCESC is otherwise notified, in writing, to delete the pupil from the assigned route.
6. **Other Services:** The SCESC also provides coordinated regional bus maintenance services, safety training, and other related transportation services for an additional fee as a shared services program, the Montgomery Township School District may participate at any time.
7. **Length of Agreement:** This agreement and obligations and requirements therein shall be in effect between September 1, 2015 and August 31, 2016.
8. **Entire Agreement:** This agreement constitutes the entire and only agreement between the parties and may be amended by an instrument in writing over authorized signature.
9. It is understood and agreed by the parties hereto that this agreement shall be without force and effect until it shall have been approved by the Executive County Superintendent of the County of Somerset and any additional County Superintendent, where applicable.

3.10 Renewal of Contract/Air Conditioning and Ventilation Controls (Bid #B14-03) – renew for the 2015-2016 school year the following bid: B14-03 of 2013-2014 awarded on May 28, 2013 and renewed on March 25, 2014 in accordance with N.J.S.A. 18A:18A-42.

<u>Vendor</u>	
Automatic Temperature Control Services, Inc. Middlesex, NJ	<b>July 1, 2015 – June 30, 2016</b>
	Hourly Rate- \$131.00
	8:00 AM-4:00 PM
	Evening Rate- \$161.00
	4:00 PM-8:00 AM
	Overtime Rate-Sat., \$171.00
	Sun. & Holidays
	Part Mark-Up %: List -30%

*The renewal is at no increase to the Board of Education.*

- 3.11 Renewal of Contract/District Fire Alarm Testing, Maintenance and Repair (Bid #B14-04) – renew for the 2015-2016 school year the following bid: B14-04 of 2013-2014 awarded on May 28, 2013 and renewed on March 25, 2014 in accordance with N.J.S.A. 18A:18A-42.

<u>Vendor</u>	
Open Systems Integrators, Inc. Manalapan, NJ	<b>July 1, 2015 – June 30, 2016</b>
	Yearly Maint. \$27,454.00
	Hourly Rate- \$96.00
	8:00 AM-4:00 PM
	Evening Rate- \$145.00
	4:00 PM-8:00 AM
	Overtime Rate-Sat., \$192.00
	Sun. & Holidays
	Part Mark-Up %: 21%

*The renewal is at no increase to the Board of Education.*

- 3.12 Renewal of Contract/Electrician (Bid #B15-02) – renew for the 2015-2016 school year the following bid: B15-02 of 2014-2015 awarded on April 22, 2014 in accordance with N.J.S.A. 18A:18A-42.

<u>Vendor</u>	
MTB Electric, LLC Long Valley, NJ	<b>July 1, 2015 – June 30, 2016</b>
	Hourly Rate- \$80.42
	8:00 AM-4:00 PM
	Evening Rate- \$100.00
	4:00 PM-8:00 AM
	Overtime Rate-Sat., \$120.63
	Sun. & Holidays
	Part Mark-Up %: 0%

*The renewal is at no increase to the Board of Education.*

- 3.13 Renewal of Contract/Refuse Removal for the Montgomery Township Board of Education (Bid #B15-04) – renew for the 2015-2016 school year the following bid: B15-04 of 2014-2015 awarded on April 22, 2014 in accordance with N.J.S.A. 18A:18A-42.

<u>Vendor</u>	
Republic Services of NJ, LLC dba Raritan Valley Disposal Services Clinton, NJ	<b>Cost of Yearly Removal of Refuse</b> <b>July 1, 2015 – June 30, 2016</b> \$50,490.00

*The renewal is at no increase to the Board of Education.*

- 3.14 Renewal of Contract/Custodial Services for the Lower Montgomery Middle School (Bid #B15-05) – renew for the 2015-2016 school year the following bid: B15-05 of 2014-2015 awarded on May 27, 2014 in accordance with N.J.S.A. 18A:18A-42.

<u>Vendor</u>	
All Clean Building Service, Inc. Lawrenceville, NJ	<b>July 1, 2015 – June 30, 2016</b>
	9/1/15-6/30/16    7/1/15-8/31/15
	<u>Day &amp; Evening</u> <u>Summer</u>
	<u>Cleaning</u> <u>Cleaning</u>
	\$148,000.00      \$18,000.00

*The renewal is at no increase to the Board of Education.*

- 3.15 New Jersey Cooperative Bid (Educational Data Services) – approval of the award of bids received by Educational Service Commission of Morris County, Morris Plains, NJ on behalf of the New Jersey Cooperative Bid Members as follows:

<u>Category</u>	<u>Vendor</u>
General Classroom Supplies	Cascade School Supplies
Audio Visual Supplies	Camcor, Inc. Paper Clips, Inc. Troxell Communications, Inc. Valiant National AV Supply
Copy Duplicator Paper	W. B. Mason Co., Inc.
Family Consumer Science Supplies	Metco Supply Inc. NASCO S.A.N.E.
Fine Arts Supplies	Cascade School Supplies Ceramic Supply, Inc. Blick Art Materials LLC NASCO National Art & School Supplies School Specialty, Inc./Sax Arts Ed. Sheffield Pottery, Inc. Triarco Arts & Crafts, LLC
Health & Trainer Supplies	Henry Schein Inc. Medco Supply dba Patterson Medical School Health Corporation
Language Arts/World Languages	Teachers Discovery/American Eagle Co. Inc.
Library Supplies	Cascade School Supplies DEMCO. Inc.

Math Supplies	EAI Education/Eric Armin Inc. ETA Hand2Mind NASCO
Office/Computer Supplies	Staples Contract & Commercial, Inc.
Photography Supplies	Troxell Communications, Inc.
Physical Education Supplies	Levy's , Inc. NASCO Passon's Sports/BSN Sports & US Games School Specialty, Inc./Sportime
Rocketry	Electronix Express/Science Purchase Midwest Technology Products Paxton Patterson LLC Pitsco Education/Hearlihy
Science Supplies	Carolina Biological Supply, Co. EAI Education/Eric Armin Inc. Fisher Scientific Company LLC Flinn Scientific Inc. Frey Scientific Co. NASCO PARCO Scientific Company Sargent-Welch/VWR Ward's Science/VWR W.W. Grainger Inc.
Special Needs	NASCO
Teaching Aids	Becker's School Supplies Cascade School Supplies EAI Education/Eric Armin Inc. Kutz Bros. Lakeshore Learning Materials NASCO Really Good Stuff School Specialty, Inc./Childcraft United Supply Corp.
Technology Supplies	Brodhead-Garrett Company Midwest Technology Products Paxton Patterson, LLC SATCO Supply Valley Litho Supply Co.

- 3.16 Approval for Asphalt Pavement Repairs at the Montgomery High School and Upper Montgomery Middle School – approve the asphalt pavement repairs at the Montgomery High School and Upper Montgomery Middle School entered into on behalf of Educational Data Services, Inc., Saddle Brook, NJ, Macadam (Repaving) EDS Bid #6079/24A.

<u>Vendor</u>	<u>Contract Title and Ed-Data Contract #</u>	<u>Total</u>
Diamond Construction Brick, NJ	Macadam (Repaving) EDS Bid #6079/24A	\$12,340.00

- 3.17 Resolution Regarding Facility Project – approve the following resolution regarding an amendment to the Long-Range Facility Plan:

WHEREAS, the Montgomery Township Board of Education approved a contract for professional architectural services with Parette Somjen Architects as Architect of Record; and

WHEREAS, a facility project is required to be submitted to the NJ State Department of Education; and

WHEREAS, this facility project will be totally funded through local sources since it is considered to be another capital project; and

WHEREAS, it is necessary to approve an amendment to the district’s Long-Range Facility Plan;

NOW, THEREFORE BE IT RESOLVED that the Montgomery Township Board of Education approves the submission of the following other capital project not eligible for state funding and as an amendment to the district’s Long-Range Facility Plan:

<u>School</u>	<u>Project</u>
Montgomery High School	Installation of Concrete for Stadium Bleachers

- 3.18 Approval of Contract for Security Services – approve a contract with The Davis Group for security guard services at Montgomery High School for the 2015-16 school year at a cost of \$14.88 per hour per guard and \$22.32 per hour per guard for any overtime needed.

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. Goldoni to approve agenda items 4.1 and 4.2 as attached (see Pages 25 - 28).

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



### ANNOUNCEMENTS BY THE PRESIDENT

Ms. Kirk-Csontos distributed a list of events to the board members and asked that members sign up to attend the events. It is a goal to get the board members more visible and out at the school events.

Ms. Kirk-Csontos announced that the next board meeting will be held on May 12<sup>th</sup>.

Board Vice-President Ms. Annie Michaelson announced that she is resigning from the board effective tonight.

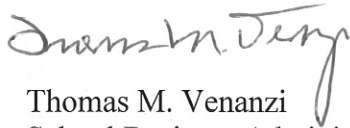
President Kirk-Csontos stated that she personally feels it is a huge loss and thanked Ms. Michaelson on behalf of the community. She has been a valuable member of the board and will be deeply missed. President Kirk-Csontos stated that the board will elect a new Vice-President at the next board meeting. She added that the board will also need to fill the board vacancy within 65 days. The board will conduct public interviews and then discuss the candidates in executive session, which will be followed by a public vote. The candidate will fill the position until the end of this year and the board position would have to go on the ballot to continue the unexpired term. If any member of the public has an interest, President Kirk-Csontos requested that they step forward. She also expressed that serving on the board is a significant time commitment.

Several members of the board thanked Ms. Michaelson for her dedication to the board.

### ADJOURNMENT

A motion was made by Mr. Goldoni and seconded by Mr. Doshi to adjourn the meeting at 8:37 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Thomas M. Venanzi  
School Business Administrator/  
Board Secretary

## **CHARTER OF THE HUMAN RESOURCES/NEGOTIATIONS COMMITTEE (HRNC)**

This charter constitutes a statement of the HRNC's structure and responsibilities. The HRNC is one of the standing committees of the Board of Education (Board). It provides guidance for the HRNC's interaction with the Board, District management and others.

### **ORGANIZATION**

The HRNC shall be comprised of four Board members. The Director of Human Resources or designee(s) shall be designated the District representative to HRNC. The Superintendent shall serve as ex-officio member of the HRNC.

### **PURPOSE**

Working in partnership with the District, the HRNC shall assist the Board with its oversight of:

- Broad District Human Resource policies and objectives for hiring, developing, evaluating and retaining staff, including teachers
- Assure that District personnel objectives and salary guidelines and parameters are communicated and reviewed with the other Board committees, i.e., Negotiations, OFF, ACI, EAC, Policy and the Board
- Negotiating collective bargaining agreements with the Association of Principals and Supervisors of Montgomery Township, Montgomery Township Education Association and Communication Workers of America
- Timely administration of Superintendent's goal-setting, evaluation and compensation (after considering input from Board members)
- Review of Superintendent's suggested annual compensation adjustments for non-represented personnel

### **RESPONSIBILITIES**

- Lead, on behalf of the Board, the annual goal-setting and evaluation of the Superintendent
- Participation on the Sick Bank Committee
- Review recommendations for employment
- Review with the Superintendent recommendations for:
  - Leave of Absence
  - Termination of duties before the end of the school year
  - Substitute staff employment
  - Staff Suspensions
  - Increment Withholding
- Assure that Human Resource goals are consistent with Board/District goals
- Negotiate the Collective Bargaining Agreements and communicate progress to the Board during the process
- Review with appropriate District personnel and outside counsel, litigation arising from Human Resources matters
- Obtain the Board's approval of this charter and annually reassess the charter with the Board

### **MEETINGS**

The HRNC meets monthly (at least 6 times per year) prior to the regularly scheduled monthly Board of Education "Business Meeting." The HRNC may hold meetings at such other times, as it deems appropriate, to fulfill its responsibilities.

The HRNC shall report regularly with respect of its activities and make recommendations to the Board for its consideration.

## **CHARTER OF THE OPERATIONS, FACILITIES AND FINANCE COMMITTEE (OFF)**

This charter constitutes a statement of the Operations, Facilities and Finance Committee's structure and responsibilities. It provides guidance for the OFF's interactions with the Board, District management and others.

### **ORGANIZATION**

The OFF shall be comprised of three or four Board members. The District Business Administrator shall be designated the District representative to the OFF. The Board President and the Superintendent shall serve as ex-officio members of the OFF.

### **PURPOSE**

Working in partnership with the District administration, the OFF shall provide assistance to the Board of Education with its oversight of:

1. The integrity of the District's financial reporting, accounting, budgeting and internal controls;
2. The preparation and presentation of the Annual Budget;
3. The District's compliance with regulatory and legal requirements;
4. The performance of the independent auditing firm, the scope of its planned work, its qualifications and its independence;
5. The financial sustainability of the district including new programs and initiatives (OP&M and academic);
6. The District's facilities, grounds, transportation, food service and operational resources.

### **RESPONSIBILITIES**

1. Obtain the Board's approval of this Charter and annually reassess this Charter with the committee.
2. Review with management its recommendation for the appointment of independent auditors for the year.
3. Meet with the independent auditors and District management to review the scope of the proposed audit for the current year and at the conclusion of such audit review the results, including any comments and recommendations.
4. Review the audited financial statements with management and the auditors.
5. Review significant RFP's, lease purchase arrangements and financing transactions.
6. Review adequacy of insurance coverage and premium costs (excluding coverage presently reviewed by other committees).
7. Work with the Board and District management to set short and long-term budget guidelines.
8. Monitor the budget preparation process.
9. Review proposed budget presentations and related communications.
10. Ensure engagement of the public on issues of significant financial and budgetary concern.
11. Review actual expenditures vs. approved budget, including inter-account budget transfers, periodically during the year with District management.
12. Review monthly revenue expenditures and fund summary reports.
13. Review the financial aspects of the District long-range strategic plan.
14. Report to and obtain feedback from the board on issues being deliberated at OFF.
15. Prepare and submit notes of all OFF meetings to the Board for their information.
16. Review, annually, facility and grounds maintenance and building repair plans.
17. Review the District's long-range facility plan, in accordance with State requirements, and any updates to such plan.
18. Review the District's periodic assessment of the appropriateness of all district facilities and grounds.
19. Review periodic maintenance reports and future plans from the Director of Facilities.
20. Review periodic reports regarding transportation plans and resource adequacy with the Supervisor of Transportation.
21. Review periodic reports regarding technology infrastructure plans and resource adequacy including security measures with the Instructional Technology Manager.
22. Review, annually, the District's Safety and Security Plan.
23. Review periodic reports regarding the District's food service operations.
24. Review the performance of the architect of record and make recommendations to the board regarding the annual appointment.
25. Investigate any matter brought to its attention to an appropriate resolution.
26. Perform other activities which may be assigned by the Board.

### **MEETINGS**

The OFF shall meet monthly and on an "as needed" basis.

The OFF shall report regularly with respect of its activities and make recommendations to the Board for its consideration.

## **CHARTER OF THE POLICY COMMITTEE**

This charter constitutes a statement of the Policy Committee's structure and responsibilities. It provides guidance for the Policy Committee's interaction with the Board, District management and others.

### **PHILOSOPHY**

The Policy Committee will provide oversight to ensure policies support the goals and needs of the Board of Education and School District, as well as ensure that District policies are in conformance with law and the general practices of school districts in the State of New Jersey. The committee will consider all school district stakeholders in the revision and implementation of policies.

### **ORGANIZATION**

The Policy Committee shall be comprised of three or four Board members. The Superintendent shall designate the District representative to the Policy Committee. The Board President and Superintendent shall serve as ex-officio members of the Policy Committee.

### **PURPOSE**

Working in partnership with the district staff and legal consultants, the Policy Committee shall:

- Develop policies in support of the goals and needs of the Board of Education and School District.
- Ensure that District policies are in conformance with law and the general practices of school district in the State of New Jersey commensurate with providing a high quality, effective and efficient system of education for all students in the Montgomery Township School District.

### **RESPONSIBILITIES**

- Obtain the Board's approval of this charter and annually reassess the charter with the committee.
- Provide and solicit input for current policy revisions and/or new policies;
- Recommend revisions to current policies and general guidelines for new policies;
- Review policy drafts and revise accordingly;
- Periodically monitor and evaluate effectiveness of all district policies
- Prepare and submit minutes of all PC meetings to the Board for their information and approval;
- Report all significant matters discussed at each PC meeting with the Board;
- Perform other activities which maybe be assigned by the Board.

### **MEETINGS**

The Policy Committee shall meet on a regularly scheduled basis (at least 6 times per year). The Policy Committee may hold meetings at such other times, as it deems appropriate, to fulfill its responsibilities.

The Policy Committee shall report regularly with respect of its activities and make recommendations to the Board for its consideration.

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

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Patricia Abiad	OHES	6/4/15	Revving Up Read Alouds		\$10.53			\$150.00		\$160.53	\$160.53
Margaret Armus	OHES	6/4/15	Revving Up Read Alouds		\$10.53			\$150.00		\$160.53	\$160.53
Fiona Borland	BO	4/20/15	Google Apps - An Administrators Guide to Going 100% Google					\$149.00		\$149.00	
Fiona Borland	BO	6/28 - 7/1	ISTE 2015 Conference		\$25.42	\$198.00	\$513.00	\$333.00		\$1,069.42	\$3,136.76
Lisa Bullard	OHES	6/4/15	Revving Up Read Alouds		\$10.53			\$150.00		\$160.53	\$315.73
Lisa Castano	OHES	6/4/15	Revving Up Read Alouds		\$10.53			\$150.00		\$160.53	\$160.53
Jessica Cesario	OHES	6/2/2015	Speech Language Specialists Roundtable		\$9.92					\$9.92	\$730.94
Kimberly Charette	OHES	6/4/15	Revving Up Read Alouds		\$10.60			\$150.00		\$160.60	\$160.60
Cynthia Cooper	OHES	6/4/15	Revving Up Read Alouds		\$10.53			\$150.00		\$160.53	\$160.53
Kimberly Critelli	OHES	6/4/15	Revving Up Read Alouds		\$10.53			\$150.00		\$160.53	\$160.53
James Dolan	VES	5/8/2015	Google Apps Certification Workshop					\$274.00		\$274.00	\$884.72
Rachel Dolci	OHES	5/1/2015	Rutgers University Alternate Route P-3 Preservice Teacher Training Program					\$200.00		\$200.00	\$200.00
Nancy Gartenberg	BO	5/22/2015	Racial & Ethnic Discrimination - Legal One		\$8.06			\$75.00		\$83.06	
Nancy Gartenberg	BO	6/5/2015	Disability Discrimination - Legal One		\$8.06			\$75.00		\$83.06	\$4,588.61
Rachel Ledebuhr	LMS	6/22 - 6/26/15	Teacher's College Advanced Writing Institute		\$8.99			\$825.00	\$154.00	\$987.99	\$987.99
Gabrielle Marion	OHES	6/4/15	Revving Up Read Alouds		\$10.53			\$150.00		\$160.53	\$160.53
Amy Monaco	OHES/MES	6/4/15	Revving Up Read Alouds		\$5.27			\$135.00		\$140.27	\$615.01
Christine O'Lone	OHES	6/2/2015	Speech Language Specialists Roundtable		\$9.92					\$9.92	\$9.92
Shawn O'Steen	MHS	5/30 - 5/31/15	NJ Orthopedic Casting Workshop					\$575.00		\$575.00	\$710.00
Lauren Rocha	OHES	6/4/15	Revving Up Read Alouds		\$10.53			\$150.00		\$160.53	\$160.53
Lucianne Smith	BO	6/25/15	The Administrative Assistant Conference	\$10.00	\$12.71			\$199.00		\$221.71	\$221.71

\*\*Estimated

BOE 4/28/15

\*Excluding Tolls

\*\*Includes Registrations.

## 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	6/29 - 7/3/15	Teacher's College Reading & Writing Project		\$31.00			\$825.00	\$157.00	\$1,013.00	\$1,013.00
Kimberly Dewrell	LMS	8/10 - 8/14/15	Teacher's College Reading & Writing Project	\$25.00	\$12.40			\$825.00	\$154.00	\$1,016.40	\$1,016.40
Ina DiGangi	UMS	6/29 - 7/3/15	Teacher's College Reading & Writing Project	\$25.00	\$20.00			\$825.00	\$154.00	\$1,024.00	\$1,024.00
Melissa Gustich	LMS	8/10 - 8/14/15	Teacher's College Reading & Writing Project	\$25.00	\$43.40			\$825.00	\$154.00	\$1,047.40	\$1,047.40
Jenny Honold	LMS	8/3 - 8/7/15	Teacher's College Reading & Writing Project					\$825.00	\$157.00	\$982.00	\$982.00
Christian Lugo	MHS	8/3 - 8/6/15	Rutgers Summer AP Institute - AP Art History		\$60.02			\$1,025.00		\$1,085.02	\$1,085.02
Lindsey Miller	LMS	8/3 - 8/7/15	Teacher's College Reading & Writing Project	\$40.00	\$37.20			\$825.00	\$157.00	\$1,059.20	\$1,059.20
Lindsey Miller	LMS	8/10 - 8/14/15	Teacher's College Reading & Writing Project	\$40.00	\$37.20			\$825.00	\$157.00	\$1,059.20	\$2,118.40
Jason Oosting	MHS	Summer 2015	AP Art History Summer Institute in Rome, Italy					\$1,900.00		\$1,900.00	\$1,900.00
Gene Porcelli	MHS	Summer 2015	Online AP Teacher Training - UCLA Extension					\$725.00		\$725.00	\$725.00
Tiffany Riley	LMS	8/10 - 8/14/15	Teacher's College Reading & Writing Project					\$825.00	\$157.00	\$982.00	\$982.00
Kellye Statz	MHS	8/3 - 8/7/15	AP Summer Institute		\$201.81			\$880.00		\$1,081.81	\$1,081.81
Paul Stemmler	MHS	Summer 2015	Online AP Teacher Training - UCLA Extension					\$725.00		\$725.00	\$725.00
Wendy Wachtel	UMS	8/3 - 8/7/15	Teacher's College Reading & Writing Project	\$25.00	\$20.00			\$825.00	\$154.00	\$1,024.00	\$1,024.00

\*\*Estimated

BOE 4/28/15

\*Excluding Tolls  
\*\*Includes Registrations.

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

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Effective</b>	<b>Reason</b>	<b>Dates of Employment/Notes</b>
DISTRICT	Diane Nagy SEC.BO.PSVC.NA.01	Secretary – Pupil Services	05/21/2015	Resignation	03/31/2014 – 05/21/2015

**Leaves of Absence**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Type of Leave</b>	<b>Dates of Leave/Notes</b>
MHS/UMS	Francis Seid LOA.FL.ESL.MG.01	Teacher/ESL	FMLA Unpaid Leave Anticipated Return	03/20/2015 – 06/19/2015 unpaid w/benefits (Revised) 06/20/2015 – 06/30/2016 unpaid w/o benefits (Revised) 09/01/2016 (Revised)
OHES	Monica Clewell LOA.OH.RCTR.MG.04	Teacher/Kindergarten Resource Center	Temporary Disability FMLA Anticipated Return	04/20/2015 – 06/24/2015 paid w/benefits 09/01/2015 – 11/20/2015 unpaid w/benefits (Revised) 11/23/2015 (Revised)
UMS	Kristen Kanickij LOA.UM.MATH.MG.01	Teacher/Math Grade 7	Temporary Disability FMLA Unpaid Leave Anticipated Return	05/11/2015 – 06/24/2015 paid (benefits waived) (Revised) 09/01/2015 – 11/20/2015 unpaid (benefits waived) (Revised) 11/21/2015 – 01/03/2016 unpaid (benefits waived) (Revised) 01/04/2016 (Revised)
VES	Dawn Cresap LOA.VS.TCHR.03.07	Teacher/Grade 3	Temporary Disability FMLA Unpaid Leave Anticipated Return	09/01/2015 – 10/07/2015 paid w/benefits 10/08/2015 – 12/23/2015 unpaid w/benefits 12/24/2015 – 06/30/2016 unpaid w/o benefits 09/01/2016
MHS	Carolyn Casey LOA.HS.HPE.MG.02	Teacher/Health/Physical Education	Sick Bank	05/12/ 2015 – 06/24/2015
VES	Nicole Varona LOA.VS.RCTR.MG.04	Teacher/Resource Center	Temporary Disability FMLA Anticipated Return	02/09/2015 – 04/15/2015 paid w/benefits (Revised) 04/16/2015 – 06/30/2015 unpaid w/benefits (Revised) 09/01/2015



**Transfers/Voluntary Reassignments**

<b>New Position/Location</b>	<b>Name</b>	<b>Previous Position/Location</b>	<b>Step</b>	<b>Salary</b>	<b>Pro-rated</b>	<b>Dates of Employment/Notes</b>
TIA/LLD – UMS (Replacing Mike Holinko)	Sandy Ajamian AID.UM.TIA.LD.01	TIA/ 1:1 - LMS	10-11	\$24,733.00		04/16/2015 – 06/30/2015

**Appointments/Reinstatements (Administrative Staff)**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Replacing</b>	<b>Step</b>	<b>Salary</b>	<b>Pro-rated</b>	<b>Dates of Employments/Notes</b>
DISTRICT	Nicole Reilly BUS.BO.ASBA.NA.01	Asst. Business Admin./Asst. Board Secretary	Annette Wells		\$95,000.00		07/01/2015 – 06/30/2016
DISTRICT	David Klein DIR.BO.FACS.NA.01	Director of Facilities	Robert Austin		\$126,000.00		07/01/2015 – 06/30/2016

**Appointments/Reinstatements (Certificated Staff)**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Replacing</b>	<b>Step</b>	<b>Salary</b>	<b>Pro-rated</b>	<b>Dates of Employments/Notes</b>
MHS	Matt Fleming (Leave Replacement) TCH.HS.HPE.MG.02	Teacher/Health/ Physical Education	Carolyn Casey	BA 1-2	\$57,030.00	Yes	09/01/2014 – 04/30/2015 (Revised)
MHS	Matt Fleming TCH.HS.HPE.MG.06	Teacher/Health/ Physical Education	Laurie Hunter	BA 1-2	\$57,030.00	Yes	05/01/2015 – 06/30/2015
MHS	Bryan Upshaw (Leave Replacement) TCH.HS.HPE.MG.02	Teacher/Health/ Physical Education	Carolyn Casey	BA 3-4	\$58,030.00	Yes	05/01/2015 – 06/30/2015

MHS/UMS	Jean Evertsen (Leave Replacement) TCH.FL.ESL.MG.01	Teacher/ESL	Francis Seid	MA 3-4	\$64,030.00	Yes	02/02/2015 – 06/30/2015 (Revised)
MHS	Jarred Boykin (Leave Replacement) TCH.HS.MATH.MG.07	Teacher/Math	Francis Ross	MA 1-2	\$63,030.00	Yes	05/01/2015 – 06/01/2016

**Appointments/Substitute Teachers**

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Maria Morlando*	Substitute Teacher	New	2014 – 2015 School year
DISTRICT	Christine Osola*	Substitute Teacher	New	2014 – 2015 School Year

\*Pending Criminal History Clearance

**4.2 PERSONNEL****Appointments/Reinstatements (Certificated Staff)**

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
UMS	Alex Kristopovich (Leave Replacement) TCH.UM.MATH.MG.01	Teacher/Math Grade 8	Kristen Kanickij	BA 1-2	\$57,030.00	Yes	05/11/2015 – 06/30/2015
VES	Jamie Maccarone APR.VS.APRN.NA.01	Vice Principal	Al Hadinger		\$95,000.00		07/01/2015 – 06/30/2016

**Appointments/Reinstatements (Unaffiliated Staff)**

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
DISTRICT	Nora Kolbert BUS.BO.ADAST.NA.01	Administrative Assistant	Jane Rudolph		\$55,000.00		07/01/2015 – 06/30/2016

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

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
LMS	Volodymyr Kush* AID.LM.TIA.EO.02	TIA/1:1 @ 48%	Luann Oldis	1-2	\$11,226.00	Yes	05/01/2015 – 6/30/2015

\*Pending Criminal History Clearance