

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Meeting, Tuesday, November 24, 2020

EXECUTIVE SESSION A G E N D A

4.1 PERSONNEL

Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
LMS	Edward	Leckner	Teacher/Math TCH.LM.MATH.06.03	07/01/2021	Retirement	01/03/2005 – 06/30/2021
VES	Valerie	LoCoco	Teacher/Grade 4 TCH.VS.TCHR.04.07	01/01/2021	Retirement	09/01/1996 – 01/01/2021
OHES	Pamela	Schrum	Teacher/Certified School Nurse TCH.OH.NRSE.MG.01	07/01/2021	Retirement	10/29/2007 – 06/30/2021

Leaves of Absence

Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
OHES	Angela	D'Agostino	Paraprofessional AID.OH.TIA.EO.04	Leave of Absence Anticipated Return	11/16/2020 – 12/07/2020 (Paid; w/ Benefits) 12/08/2020
TRANS	Maria	Goldstein	Bus Driver TRN.TR.DRVR.NA.11	Leave of Absence Unpaid Leave Anticipated Return	09/08/2020 – 11/19/2020 .5am (Paid; w/Benefits)- Revised 11/19/2020 .5pm – 12/31/2020 (Unpaid; w/o Benefits) 01/01/2021 - Revised
UMS	Robert	Guardigli	Paraprofessional AID.UM.TIA.RC.09	FMLA Anticipated Return	10/08/2020 – 11/29/2020 (Unpaid; w/ Benefits) - Revised 11/30/2020 - Revised
LMS	Kristin	Kaplan	Teacher/LA Grade 6 TCH.LM.ENGL.06.06	FMLA Unpaid Leave Anticipated Return	09/01/2020 – 11/20/2020 (Unpaid; waives Benefits) 11/23/2020 – 01/03/2021 - Revised 01/04/2021 - Revised

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VES	Meghan	Knapp	Teacher/School Psychologist TCH.VS.PSYC.MG.01	Temporary Disability FMLA Anticipated Return	02/16/2021 – 03/19/2021 (Paid; waives Benefits) 03/22/2021 – 06/30/2021 (Unpaid; waives Benefits) 09/01/2021
LMS	Alyssa	Mentzel	Teacher/Special Education TCH.LM.RCTR.MG.16	Temporary Disability FMLA Anticipated Return	03/01/2021 – 04/09/2021 (Paid; w/ Benefits) 04/12/2021 – 06/19/2021 (Unpaid; w/ Benefits) 09/01/2021
TRANS	Dalia	Nolan	Bus Attendant TRN.TR.BAID.NA.09	EPSLA Leave of Absence Unpaid Leave Anticipated Return	09/24/2020 – 10/15/2020 (Paid; w/ Benefits) 10/16/2020 – 10/23/2020 (Paid; w/ Benefits) 10/25/2020 – 11/20/2020 (Unpaid; w/ Benefits) - <i>Revised</i> 11/23/2020 - <i>Revised</i>
LMS	Martha	Ospina	Teacher/Spanish TCH.LM.WLNG.MG.02	Leave of Absence Anticipated Return	10/12/2020 – 11/30/2020 (Paid w/ Benefits) 12/01/2020
MHS	Kristen	Wawrzyniak	Teacher/LDTC TCH.HS.LDTC.MG.02	EPSLA EFMLA EFMLA Anticipated Return	11/19/2020 - 11/29/2020 (Paid; w/ Benefits) 11/30/2020 - 12/11/2020 (Unpaid; w/ Benefits) 12/14/2020 - 12/31/2020 (Paid; w/ Benefits) 01/01/2021

Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Carron	Ankiel-Kohn	Teacher/English (Leave Replacement) TCH.HS.ENGL.MG.07	Rachel Sitar	MA+30	15-16 (J)	\$86,235	Yes	09/01/2020 – 11/27/2020 – <i>Revised</i>
LMS	Kathy	De Oliveira	Teacher/6 th Grade LA/SS (Leave Replacement) TCH.LM.ENGL.06.06	Kristin Kaplan	MA	1 (A)	\$67,685	Yes	09/01/2020 – 12/23/2020 – <i>Revised</i>
VES	Andrew	Martinez	Teacher/Grade 3 TCH.VS.TCHR.03.08	Valerie LoCoco	BA	1 (A)	\$61,685	Yes	01/01/2021 – 06/30/2021
VES	Andrew	Martinez	Teacher/Grade 3 (Leave Replacement) TCH.VS.TCHR.03.08	Kristen Gluck	BA	1 (A)	\$61,685		09/01/2020 – 12/31/2020 – <i>Revised</i>
DISTRICT	Damian	Pappa	Assistant Superintendent ASP.BO.ASPT.NA.01	Mary McLoughlin	N/A	N/A	\$172,000	Yes	12/01/2020 – 06/30/2021
OHES	Nayda	Spagnolo	Teacher/Spanish TCH.OH.WLNG.02	Gloria Stuart	MA+30	7-8 (E)	\$76,860	Yes	12/01/2020 – 06/30/2021
UMS	David	Totin	Special Education (Leave Replacement) TCH.UM.LLD.MG.02	Mark Accardi	BA	3-4 (C)	\$63,485	Yes	12/14/2020 – 03/25/2021

Appointments/Renewals (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Tommy	Cagle *	Assistant Custodian + 2 nd Shift CUS.HS.ACUS.NA.01	Willard Cruser	1	\$24,608	\$736	Yes	01/04/21 – 06/30/2021

Transfers

New Position/Location	First	Last	Previous Position/Location	Step	Salary	Dates of Employment
Paraprofessional/LMS AID.LM.TIA.RC.04	Jeannie	Chapowski	Paraprofessional/UMS AID.UM.TIA.RC.11	4	\$26,730	10/28/2020 – 06/30/2021

Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Gretchen	Lainez	Substitute Teacher/Paraprofessional	NEW	2020-2021
DISTRICT	Padma	Pasumarthy	Substitute Teacher/Paraprofessional	NEW	2020-2021

Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
VES	Joseph	Bassford	University of LaVerne	2020-2021	3	\$375.00	Creating a Google Apps Classroom
DISTRICT	Fiona	Borland	Kean University	2020-2021	3	\$2380.89	Clinical Practicum in School District Administration II
OHES	Alison	Koblin	University of LaVerne	2020-2021	3	\$375.00	Anxiety & Phobia Awareness

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
LMS	De Oliveira, Kathy	Melissa LiVoti	Traditional	\$550.00	\$293.33	09/01/2020-12/23/2020 *Revision

Appointments – Curriculum Development 2020-2021

Location	First	Last	Position	Salary	Dates of Employment/Notes
MHS	Gail	Murphy	Curriculum Writing – AP Indicator (Not to Exceed 4 hours)	\$34.00 p/h	11/24/2020 – 12/31/2020

Extra-Curricular Activities 2020-2021

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Christopher	Sima	Football, Volunteer Coach	\$6,200	2020-21 Fall Season (Reimbursed by the Booster Club)
MHS	Marissa	DiCristina	Cheerleading Coach, Varsity	\$5,995.00	2020-21 Winter Season
MHS	Dana	Castronovo	Cheerleading Coach, JV @ 50%	\$2,383.50	2020-21 Winter Season
MHS	Haley	Gregson	Cheerleading Coach, JV @ 50%	\$2,383.50	2020-21 Winter Season
MHS	Katherine	Romanchik	Dance Coach	\$5,995.00	2020-21 Winter Season
MHS	Lilly	Walsh	Dance Coach, Assistant/JV	\$4,767.00	2020-21 Winter Season
MHS	Rob	Melusky	Equipment Manager	\$1,050.00	2020-21 Winter Season
MHS	Matt	Fox *	Ice Hockey Coach, JV	\$7,008.00	2020-21 Winter Season

Other

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
MHS	Craig	Buszka	Teaching 1 Additional Period	\$1,485.12	11/30/2020 – 12/23/2020
MHS	Elizabeth	Dilgard	Teaching 1 Additional Period	\$1,351.25	11/30/2020 – 12/23/2020
MHS	Melissa	Fattorusso	Teaching 1 Additional Period	\$1,357.62	11/30/2020 – 12/23/2020
MHS	Karen	Kwietniak	Teaching 1 Additional Period	\$1,325.75	11/30/2020 – 12/23/2020
MHS	Daniel	Lee	Teaching 1 Additional Period	\$1,198.25	11/30/2020 – 12/23/2020
MHS	Samatha	Nowak	Teaching 1 Additional Period	\$1,096.25	11/30/2020 – 12/23/2020
MHS	Temmy	Olivi	Teaching 1 Additional Period	\$1,542.50	11/30/2020 – 12/23/2020
MHS	Anna	Panova-Cicchino	Teaching 1 Additional Period	\$5,196.60	11/02/2020 – 01/29/2021
MHS	Joseph	Riccardi	Teaching 1 Additional Period	\$1,096.25	11/30/2020 – 12/23/2020
MHS	Inez	Serrano	Teaching 1 Additional Period	\$4,341.60	11/02/2020 – 01/29/2021
MHS	Nitu	Sinha	Teaching 2 Additional Period	\$9,583.20	11/02/2020 – 01/29/2021
MHS	Jason	Sullivan	Teaching 1 Additional Period	\$2,076.52	11/30/2020 – 12/23/2020
LMS	Alma	Reyes	Teaching 2 Additional Periods	\$5,235.35	10/28/2020 – 11/30/2020
LMS	Catherine	Gonzalez	Interpreter	\$20.00 p/h \$45.35 p/h	2020-2021 School Year Prep Time/Lunch/Before or After School Only

*** Pending Criminal Background Clearance and Employment History Clearance**

4.2 Resolution Authorizing Suspension of Employee – Approve the following resolution:

WHEREAS, the Superintendent of Schools has recommended that an employee, whose name is on record in the Superintendent’s office, be placed on administrative leave with pay.

WHEREAS, the Board of Education finds that it is in the best interest of the school district to accept the Superintendent’s recommendation;

NOW THEREFORE BE IT RESOLVED that the employee was on administrative leave with pay, effective October 30, 2020 through November 17, 2020; and

BE IT FURTHER RESOLVED that the Board authorizes the Superintendent or her designee to take whatever steps are necessary to effectuate the purposes of the resolution.

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

4.3 Resolution Authorizing Increment Withholding – Approve the following resolution:

WHEREAS, the Superintendent of Schools (“Superintendent”) has recommended that the Montgomery Township Board of Education (“Board”) withhold the employment and adjustment increments of an Employee whose name is on file in the Superintendent’s office (“Employee”) for the 2021-2022 school year based on unprofessional conduct, performance deficiencies and lack of professional judgment, which the Employee was informed of by the Superintendent during the 2020-2021 school year; and

WHEREAS, on November 24, 2020 the Board provided the Employee with the opportunity for an informal appearance before the Board and to have a representative appear on her behalf and present witnesses and documentary evidence; however, the Employee did not utilize this opportunity; and

WHEREAS, the Board has considered the Superintendent’s recommendation together with the entire record including the reasons provided to the Employee by the Superintendent through the Evaluative Memorandum and Notice of Increment Withholding, dated November 17, 2020; and

WHEREAS, the Board has determined that the Superintendent’s recommendation to the Board that the Employee’s employment and adjustment increments be withheld for the 2021-2022 school year is amply supported by the record as a whole;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby adopts and affirms the Superintendent’s recommendation to withhold the Employee’s employment and adjustment increments for the 2021-2022 school year; and

BE IT FURTHER RESOLVED that the Board hereby requests that the School Business Administrator/Board Secretary provide the Employee with written notice that her employment and adjustment increments for the 2021-2022 school year are being withheld, together with the reasons therefore, within ten (10) days of the date of this Resolution, all pursuant to N.J.S.A. 18A:29-14.