

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, May 22, 2018 6:30 P.M. Business Meeting

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

OPENING OF THE MEETING

A. The Montgomery Township Board of Education held a business meeting on Tuesday, May 22, 2018 at 6:30 p.m. in the Upper Middle School media center.

B. Roll Call - The following Board Members were present: Phyllis Bursh, Richard Cavalli, Minky Chenette, Charles F. Jacey, Jr., Dr. Paul Johnson, Amy Miller, Ranjana Rao and Shreesh Tiwari (arrived 6:34 p.m.)

Absent: Dharmesh Doshi

Also Present: Nancy Gartenberg, Superintendent
Elizabeth Nastus, Interim Assistant Superintendent
Annette M. Wells, Business Administrator/Board Secretary
Robbin Boehmer, Assistant Business Administrator/Assistant Board Secretary

C. President Cavalli read the following Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of the meeting on January 10, 2018 and May 18, 2018. 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 Cavalli then led everyone in the Salute to the Flag.

E. President Cavalli welcomed all to the business meeting.

EXECUTIVE SESSION- A motion was made by Ms. Chenette and seconded by Ms. Bursh that the board adopt a resolution to go into executive session at 6:33 p.m.

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

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

1. Items related to personnel, harassment, intimidation and bullying incidents, and negotiations with the 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.

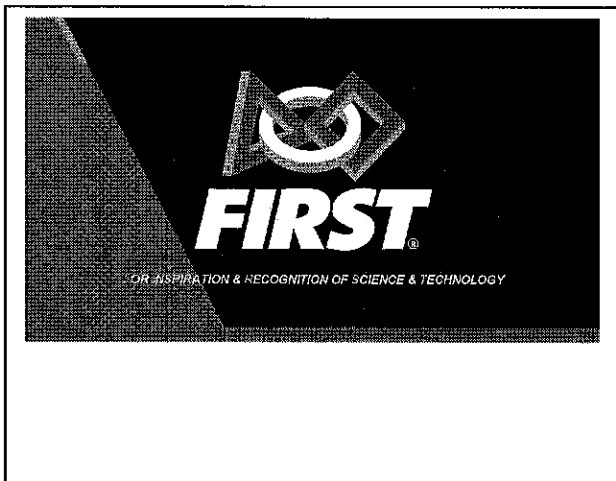
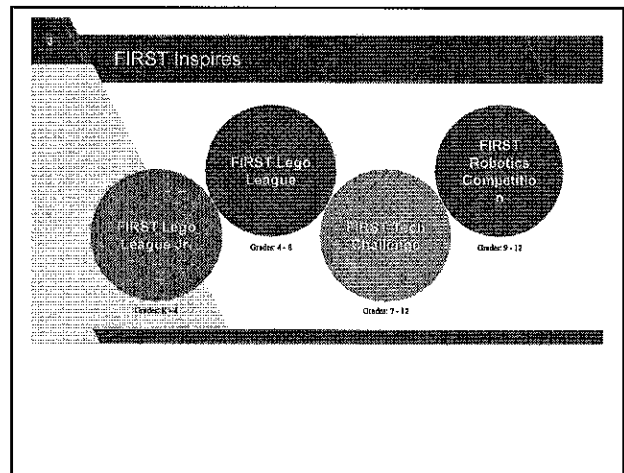
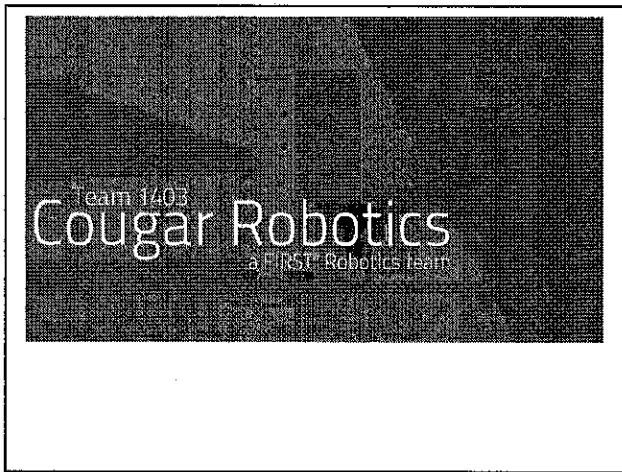
Upon call of the roll, the motion carried with a unanimous vote recorded.

RETURN FROM EXECUTIVE SESSION- The Board returned from Executive Session at 7:35 p.m.

Mr. Cavalli announced that in addition to the evening's presentations, there would also be an update on the new Policy Committee from Ms. Bursh and a short review of OFF committee topics by Mr. Jacey.

SUPERINTENDENT'S REPORT
PRESENTATIONS

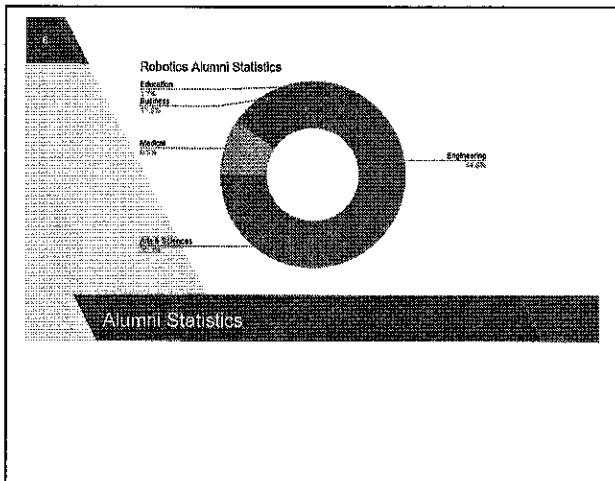
Ms. Gartenberg introduced Mr. Tim Leicht and Ms. Patricia Leicht, Robotics Team Advisors, who then introduced the MHS Robotics team who gave the following presentation:




Our Team

Electrical	Visual
Mechanical	Business
Robotics	Strategy
Programming	Communications
	Coach


Our Season




Technology



CNC



Laptops

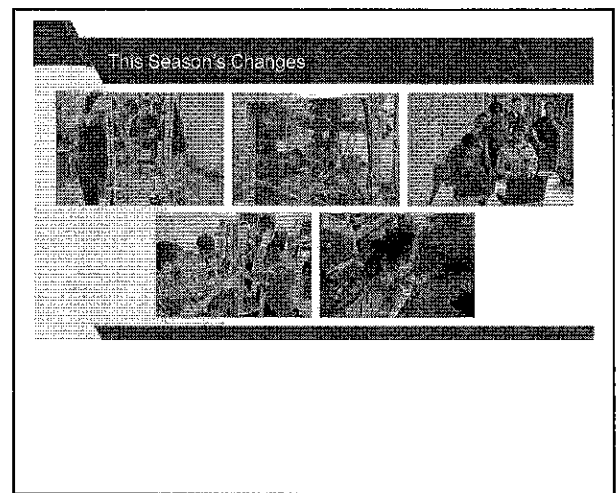
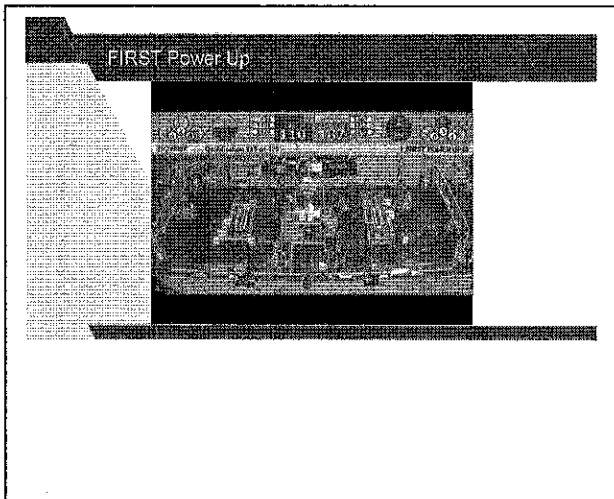
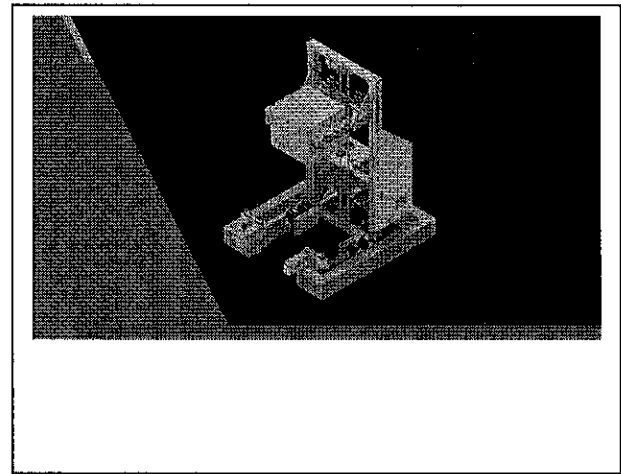
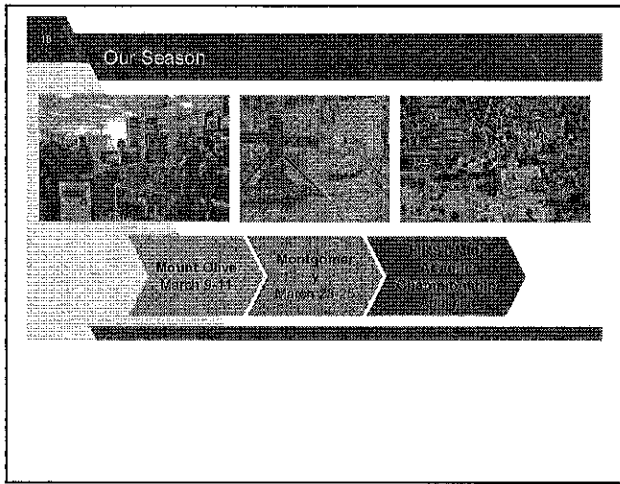
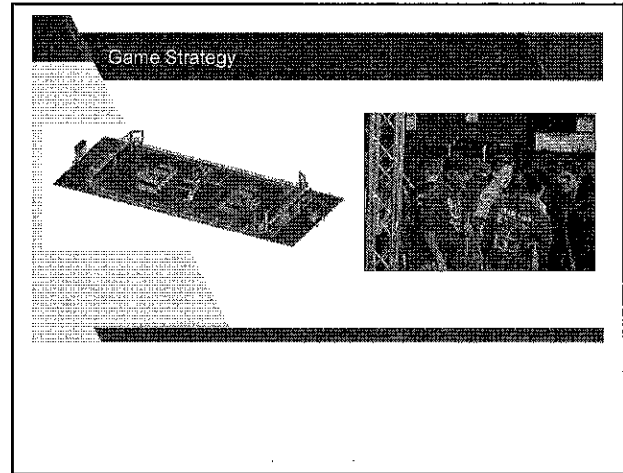


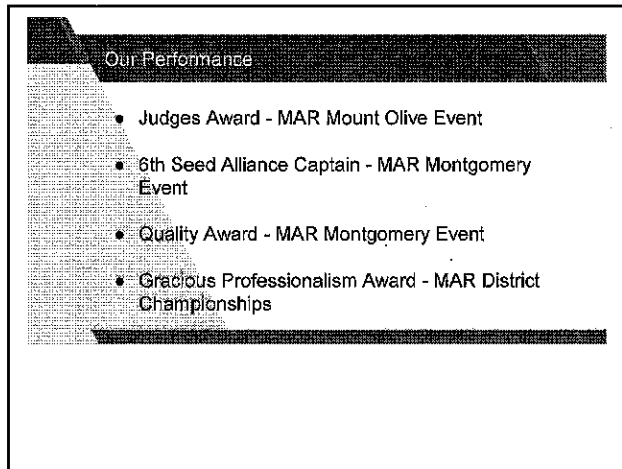
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Time was allotted for the board and public to ask questions about the presentation.


NEW BUSINESS FROM BOARD/PUBLIC

The public commented on the following topics:


Mr. Scott Mason, as President of the MTEA, remarked that the educational staff was in full support and committed to the strategic plan. The group, however, finds that comments by the board question teacher professionalism. He emphasized that that the group would like to be treated fairly and does not wish to accept less each year in pay.

Mr. Cavalli responded that the board is appreciative of Mr. Mason's and the MTEA's candor and trust in expressing feelings. It is unfortunate that the board gave the perception that employees are not valued. Montgomery and the board are "greatly proud of its educators." While the board realizes that the level of knowledge and professionalism is high, it is seeking to do "great things" in a shorter period of time to continue as premier school district. He noted that the board is striving to maximize pensionable pay and healthcare for its employees and noted that the board is always open to conversation with its educators.



Ms. Gartenberg and the Strategic Plan Goal Leaders updated the board on the accomplishments, adjustments and completion of each objective within the strategic plan goals.



Strategic Plan Goals Update





Montgomery Township School District
May 22, 2018

Timeline

- February 2017 Board adopted strategic plan
- February 2017 Goal teams were formed to begin the development of action plans for the 2017-2022 timeframe. Action plans were completed August 2017
- Goal teams meet regularly to advance the 2017-2022 strategic plan

Strategic Planning Meetings

Moving the Work Forward

Goal Team Meetings
Meetings inclusive of all administration and teachers on a particular goal team.

Objective Team Meetings
Meetings inclusive of part or all of an objective team. This is where the majority of the work is done!



Administrative Meetings (BS, ALT)
Regularly scheduled meetings for district administration where the Strategic Plan was the main agenda item.

Assessment, Curriculum, and Instruction Meetings
AGI Board Committee meetings where items related to the strategic plan were on the agenda.

Meetings Involving Faculty
Objective Team or Goal Team meetings where faculty were present and working with administration.



BOE Public Presentations
Board meetings, such as tonight, where presentations were made on either a specific objective, goal, or overall progress.

BOE Chairs Meetings with ECRA
Meetings where BOE committee chairs were invited to meet with our consultant from ECRA.

Stakeholders



- Students
- Faculty and Staff
- Parents
- Community members
- Administrators
- Board members

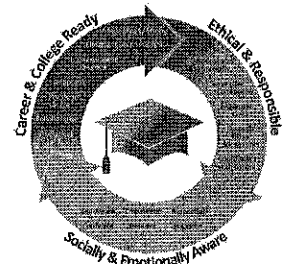
Meeting Frequency


Meeting Type	Number of Meetings from 2017-2018
Goal Team Meetings	17
Objective Team Meetings	125
Administrative Meetings (BS, ALT, etc.)	12
Assessment, Curriculum, and Instruction (ACI)	11
Meetings Involving Faculty	81
BOE Public Presentations	8
BOE Chairs Meeting with ECRA	3

Total of at least 176 meetings of which teachers were present at 81
This represents an average of about 12 meetings per month focused on the Strategic Plan





Portrait of a Graduate






Mission




To empower every student to succeed in a diverse, dynamic, global society by providing quality educational experiences in a caring environment.

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Goal 1




Student Success

Maximize the social-emotional and academic growth of every student

10




Vision




To be a premier school district in developing confident, compassionate, engaged learners.

8




Members - Team 1




GOV. STATE OF MISSOURI	
Mark Accardi (UMS)	Branda Huretyager (LMS)
Staci Anderson (UMS)	Georgianna Kichura (LMS)
Kevin Armstrong (LMS)	Stephanie Lachenauer (UMS)
Fiona Borland (District)	Susan Lacy (VES)
Lynn Carr (VES)	Megan Mastl (MHS)
Cory Delgado (UMS)	Ariy Monaco (OHES/VES)
Brittany Discepola (OHES)	Stephanie Strafer (OHES)
Karen Dudley (OHES)	Alison Pankowski (OHES)

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Strategic Goals




- Maximize the social-emotional and academic growth of every student.
- Ensure a learning environment that promotes excellence.
- Strengthen stakeholder relationships to support and enhance student learning.
- Optimize operational and financial resources to enhance student experience.

9




Members - Team 1




GOV. STATE OF MISSOURI	
Lauren Forha (VES)	Damian Pappa (District)
Cone Gayford (District)	Joe Riccardi (MHS)
Mike Girvan (MHS)	Max Rodriguez (VES)
Naoma Green (MHS)	Jen Rogers (OHES)
Melissa Gustich (LMS)	Alison Doyle Smith (UMS)
Carla Hamplon (MHS)	Eric Stotteland (OHES)
Ed Harsell (LMS)	Joanne Tarkenton (MHS)
Melissa Hodgson (MHS)	Alma Reyes (District)

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Objective: 1.1 Differentiate instructional strategies to support each student's unique learning needs, interests, and aptitudes




- What has been accomplished?
 - Developed survey questions focused on differentiation practices currently implemented throughout district
 - Developed survey questions focused on enhancing current differentiation strategies
- How do we know?
 - Electronic survey administered Spring 2018 to K-12 teachers
- What adjustments have been made to original approach?
 - Team configuration altered; more specificity in action items
- What percentage of actions for the year is completed?
 - 100%

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Objective: 1.3 Ensure students' social-emotional needs are being addressed




- What has been accomplished?
 - Conducted MTSD SEL program inventory
 - Conducted research on best practice
 - Aligned NJ SEL Competencies with Portrait of a Graduate
 - Initiated process of developing K-12 SEL Framework
 - Began accreditation process to become District of Character
- How do we know?
 - Program Inventory Document
 - Site visits to Schools of Character
 - Learning Outcomes Document
 - Acknowledgement from Character.org - 2 practices

16




Objective: 1.2 Enhance Student Services & 1.7 Branch out guidance into two sections: one for college experience and one for student services




- What has been accomplished?
 - Focused on transitions of greatest concern (8-9 and college)
 - Created context map of transition experiences
 - Initiated 9th grade mentoring program
 - Initiated Montgomery 360 at MHS
 - Rearranged course selection/8th grade visit to MHS
 - Established Peer Helper program at UMS
 - Revised Freshmen Guidebook
 - Improved supports to parents
 - Established alumni Linked-In group
 - Surveyed local public high schools and college admissions reps (1.7)
 - Researched local non-public schools (1.7)

14




Objective: 1.3 Ensure students' social-emotional needs are being addressed (continued)




- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 100%

17




Objective: 1.2 Enhance Student Services & 1.7 Branch out guidance into two sections: one for college experience and one for student services (continued)




- How do we know?
 - All feedback from parents, students and staff has been positive (100%)
 - Program adjustments have been put in place
- What adjustments have been made to original approach?
 - Partnered with 1.3 & 2.1 on SEL competencies framework
- What percentage of actions for the year is completed?
 - 100%

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Objective: 2.3 Provide relevant, targeted professional development for all staff




- What has been accomplished?
 - Conducted an audit of professional development topics covered since 2012
 - Investigated additional features of the district's current tool (GoSignMeUp) for in-house professional development in order to develop a user guide for PD facilitators
 - Developed a protocol for utilizing the district registration software for both district PD days and Flex PD opportunities
 - Collaborated with MTEA on updating flex pd procedures, including instituting a new, streamlined Flex PD approval process
 - Calibrated Flex PD options among Supervisors/VPs to ensure consistency in Flex PD approval process

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Objective: 2.3 Provide relevant, targeted professional development for all staff (continued)




- How do we know?
 - Completed documentation for all accomplished tasks
- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 100%

19




Objective: 2.6 Address areas for improvement in English Language Learners (ELLs) program




- What has been accomplished?
 - Completed Sheltered Instruction (SIOP) training of 70+ teachers
 - Provided PD on English Language Learners (ELLs) and Disabilities to counselors, academic support and CST staff
 - Provided small-group PD to teachers at UMS / LMS
 - Collected survey and anecdotal data to improve future SIOP training
 - Provided cultural and language awareness mini-lessons to SIOP participants
 - Created and continue to build mainstream teacher resources in shared Google drive
 - Provided SIOP strategies and activities PD book for SIOP participants

22




Objective: 2.5 Ensure special education services provide a continuum of supports and interventions that meet each learner's needs.




- What has been accomplished?
 - Initiated analysis of program placement options, resources and supports for current students with disabilities, Preschool - Grade 12
 - Developed and administered a survey to special education teachers, related services providers and child study team members
 - Obtained special education staff input regarding program placement options and availability of resources and supports to address the needs of the students with disabilities

20




Objective: 2.6 Address areas for improvement in English Language Learners (ELLs) program (continued)




- What has been accomplished? (Continued)
 - Developed list of program needs based on state mandates and identified needs; Curtailed list to highest priority items
 - Designed and implemented ELA-standards-aligned ELL grades 9 - 12 curriculum
 - Conducted three (3) parent advisory meetings
 - Communicated Seal of Biliteracy procedure out to community
 - Developed and translated ESL-class progress report
 - Began collection and translation of district documents including district report cards, and OHES/VES Handbook into 3 priority languages
 - Objective team and ELL teachers attended ELL Summit hosted by NJPSA

23




Objective: 2.5 Ensure special education services provide a continuum of supports and interventions that meet each learner's needs. (continued)




- How do we know?
 - Survey, Student Placement Report, Special Education Resources Report
- What adjustments have been made to original approach?
 - Modification to the survey instrument to facilitate ease in responding and to yield more specific responses for initial analysis.
- What percentage of actions for the year is completed?
 - 100% as of May 22, 2018

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Objective: 2.6 Address areas for improvement in English Language Learners (ELLs) program (continued)




- How do we know?
 - Professional Development Agendas, Sign-in sheets, Surveys, Shared Google folder, PD book and other teacher resources
 - Objective Team Action Plan and meeting document
 - BOE-approved Grades 9-12 ELL Curriculum in Rubicon (Beginner, Intermediate/Adv. 1-2, Intermediate/Adv. 3-4)
 - Parent Advisory Sign-in Sheets, articles and photographs published in MTSD E-news and website (Article 1; article 2; photographs 5/15)
 - Seal of Biliteracy Article and information published in MTSD E-news, website, and MHS Program of Studies (Website, Article, MHS POS p. 51)
 - Translated documents
 - ELL Summit attendance Professional Development certificates

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Objective: 2.6 Address areas for improvement in English Language Learners (ELLs) program (continued)

- What adjustments have been made to original approach?
 - Modification to SLOP training with emphasis on smaller, more content-specific groups, and increased focus on teacher production of concrete instructional resources and models
 - Addition of a social component to the ELL Parent Advisory Meetings to include an end-of-year Potluck Social gathering for families
 - Additional team member focus on access to local and national professional resources and organizations
- What percentage of actions for the year is completed?
 - 100%




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Goal 2

School and Work Environment
Ensure a learning environment that promotes excellence




26




Objective: 4.2 Evaluate the impact of programs and expenditures on student learning

- What has been accomplished?
 - Examined and compared academic growth and proficiency of Wilson Reading Program with comparative groups of students
 - Analyzed performance of students in one comparative group with students having less than three years of Wilson Instruction prior to the 2017-2018 school year
 - Developed objective team questions for certified Wilson Teachers' focus groups
 - Conducted focus groups with certified Wilson Teachers.
 - Examined feedback from certified Wilson Teachers' focus groups.
 - Determined most effective approach to eliciting student feedback.




26




Members - Team 2

Craig Buszka (MHS)	Betsy Randolph (UMS)
Lia Cepulo (CHES/VES)	Jenn Ragnow (LMS)
Diamond Dabronzo (CHES)	Jen Riddell (MHS)
Kelly Ferrante (UMS)	Lisa Romo (LMS/UMS)
Joanne Grambertone (VES)	Elise Ryan (LMS)
Jessica Glover (CHES)	Kathie Scotti (CHES)




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Objective: 4.2 Evaluate the impact of programs and expenditures on student learning (continued)

- How do we know?
 - March 13, 2018 Board of Education Presentation data
 - Certified Wilson Teachers' feedback from 4/20/18 and 4/30/18 focus groups
- What adjustments have been made to original approach?
 - Decision to conduct multiple focus groups at elementary and middle school level
- What percentage of actions for the year is completed?
 - 100%




27




Members - Team 2


Christopher Herde (LMS/UMS)	Kathy Sinclair (CHES)
Temmy Kim (MHS)	Jason Sullivan (MHS)
Paige Mascaroni (VES)	Susan Teza (MHS)
Steven Miller (MHS)	Linda Truscinski (VES)
Rebecca Pino (MHS)	Adam Warshafsky (District)



30




Objective: 1.4 Increase teacher-parent communication about student's educational progress




- What has been accomplished?
 - Implemented Revised K-4 Standards-Based Report Card and Parent-Teacher Conference Form
 - Communicated established 5-12 grading timeline expectations to students and parent
- How do we know?
 - Effective implementation of conference forms for November and April parent-teacher conferences at OHES and VES
 - Effective implementation of report cards at OHES and VES available to parents on Feb. 2 and June 21, 2018

31




Objective: 1.5 Expand High School Programs and Pathways (continued)




- How do we know?
 - Documentation from Hanover
 - Program of studies and course request tallies
- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 100%

34




Objective: 1.4 Increase teacher-parent communication about student's educational progress (continued)




- How do we know? (continued)
 - Grading timeline expectations posted on school websites
 - Grading expectations included in 5-12 student 2018-2019 handbooks
 - Grading expectations shared with parents through multiple venues
 - Grading expectations included in teacher gradebooks
 - Grading expectations emphasized at building cabinet meetings
- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 100%

32




Objective: 2.1 Ensure the curriculum and assessment system across grade and building levels support the Portrait of a Graduate




- What has been accomplished?
 - Defined all sub-competencies comprising the Portrait of a Graduate
- How do we know?
 - Created document to be shared with district stakeholders.
- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 100%

35




Objective: 1.5 Expand High School Programs and Pathways




- What has been accomplished?
 - Increased discussion and review of alternative pathways at Cabinet Level meetings
 - Review and analysis of initial Hanover research study findings
 - Development of alternative grade 9 science pathway through introduction of Integrated Physical, Earth, and Life Science (IPELS) course for 2018-2019 school year
 - Analysis of course request tallies

33




Objective: 2.2 Examine the Science Program




- What has been accomplished?
 - Introduced Transitional Introductory Unit in Physics
 - Increased articulation between UMS and MHS Science teachers
 - Turnkey modeling and whiteboarding between MHS Science teachers and teachers at LMS and UMS
 - Analyzed historical achievement data from 8th grade to Physics
 - Developed new district-wide professional development for science program (KT3 MTSD)
 - Introduced supervisor walk-throughs K-12 in Science & Math
 - Reviewed and confirmed math skills necessary for success in Physics First
 - Implemented and posted Common Grading Protocols for grades 5-12
 - Posted Science Resources for Parents on district and school sites

Objective: 2.2 Examine the Science Program




- What has been accomplished?
 - Introduced Transitional Introductory Unit in Physics
 - Increased articulation between UMS and MHS Science teachers
 - Turnkey modeling and whiteboarding between MHS Science teachers and teachers at LMS and UMS




Objective: 2.2 Examine the Science Program (continued)

- How do we know?
 - Curricular revisions, lesson plans
 - Physics First end of first marking period and mid-year survey data
 - Teacher observation and walkthrough data
 - Implementation of Summer Soar Program
- What adjustments have been made to original approach?
 - None.




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Objective: 3.3 Develop strategies for ongoing staff involvement in the decision-making process, as well as with planning and implementation of new initiatives (continued)

- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 100% by June 30, 2018




39




Objective: 2.2 Examine the Science Program (continued)

- What percentage of actions for the year is completed?
 - 100% completion of initial focus groups; spring 2018 focus groups on track for completion.
 - 100% completion of communication to students and parents as recorded in progress report.
 - 100% completion of utilization of teacher-learning teams as related to professional development and the consistency of the student learning experience.
 - 100% completion of the examination of the recommendation process, inclusive of student math and science achievement data
 - 100% completion of the transitional unit for freshman physics, including creation, implementation and review of unit




38




Goal 3

Communication and Partnerships
Strengthen stakeholder relationships to support and enhance student learning




41




Objective: 3.3 Develop strategies for ongoing staff involvement in the decision-making process, as well as with planning and implementation of new initiatives

- What has been accomplished?
 - Established District Leadership team with focus on district-wide initiatives, i.e., homework
 - Established School Leadership teams in each building to problem-solve and further school and district goals
 - Scheduled meeting for May 25, 2018 for teachers to participate in decision making continuum and evaluate rollout protocols
- How do we know?
 - Meeting agendas for all DLT and SLT meetings.
 - District making continuum and protocol rollout for fall 2018




39




Members - Team 3


Joel Brooks (MHS)	Scott Pachula (MHS)
Carolyn Gomolo (CHES)	Jan Pendleton (MHS)
Kim Dewell (UMS)	Chris Payne (MHS)
Terry Follmy (CHES)	Mike Richards (LMS)
Jen Curran (VES)	Karen Stalowski (MHS)
Regina Dornich (LMS/UMS)	Kim Vanatta (VES)
Janet Meeker (MHS)	Annie Yip (LMS)
Shelley Moore (UMS)	



42




Objective: 2.4 Recruit and retain high quality educators




- What has been accomplished?
 - Filled 20 districts regarding their recruitment and selection protocols;
 - Identified components for cohort program, outlined a proposed budget for the program, and investigated possible funding sources
 - Developed, administered, and examined the results of a questionnaire for local universities regarding expectations for student teachers
- How do we know?
 - Documentation of feedback from districts pertaining to recruitment and selection process; enhancements made to the MTSD electronic employment application
 - Planned funding for a Cohort program for pre-tenured staff in the district's 18-19 school year via Title II grant proposal
 - Survey results will be compared with existing program data for student teachers

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Objective: 3.1 Build partnerships between schools, families, and community to enhance student-learning opportunities (continued)




- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 100% completed by June 2018

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Objective: 2.4 Recruit and retain high quality educators (continued)




- What adjustments have been made to original approach?
 - None
- What percentage of outcomes is completed for the year?
 - 100% (Action 2, "Enhance onboarding protocols and support systems provided to pre-tenured staff" is ahead of schedule)

44




Objective: 3.2 Improved communication with all stakeholders




- What has been accomplished?
 - Attended five school leadership team meetings to collect data about modes of effective communication among stakeholders
 - Analyzed Blackboard Connect use and users
 - Successfully made texting available through Blackboard Connect
 - Began website redesign process
 - Investigated "Speak Up Research Project for Digital Learning"
- How do we know?
 - Evaluation of current communication among parents, teachers, and students to inform effective changes
 - Snapshot usage of Blackboard connect by all five schools
 - Multiple meetings regarding website redesign

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Objective: 3.1 Build partnerships between schools, families, and community to enhance student-learning opportunities




- What has been accomplished?
 - Created outline of local school practices and alignment with higher education
 - Drafted a website design to host learning opportunities for students through community business partnerships
- How do we know?
 - Meeting with Somerset County Vice Principals on May 25th will provide direction
 - Communication with volunteers to create baseline initiatives for community professionals in collaboration with MTEF

45





Objective: 3.2 Improved communication with all stakeholders (continued)



- What adjustments have been made to original approach?
 - Objective 3.2 team analyzed and honed in on focus of objective 3.2 based upon original survey feedback
- What percentage of actions for the year is completed?
 - 100%. Collection of data in progress. The goal for 2018-2019 includes creation of a district wide transition committee.

48






Goal 4

Resources and Operations

Optimize operational and financial resources to enhance student experience



49

Objective: 4.1 Provide a safe and healthy school environment (continued)

- How do we know?
 - Signed purchase order for new radio equipment
 - Training of a new driver with a new driver training manual
 - Pending results of audit from third party security vendor
 - Minutes of district safety committee meetings
 - 2018-19 approved budget

52






Members - Team 4

Copy Delgado (UMS)	Scott Pachuta (M16)
Kim Dewell (UMS)	Mike Richards (LMS)
Robyn Frazier (District)	Pam Schmitt (OHES)
Gene Cayard (District)	Kathie Scott (OHES)
Dave Klein (District)	Tom Warr (MTPD)
Susan Lacy (VES)	Mary McLoughlin (District)
Kathy Logonets (MHB)	Gharwells
Jalme Velaz (District)	

* Includes District Safety Team Members
** Each school has a safety team



50

Objective: 4.1 Provide a safe and healthy school environment (continued)

- What adjustments have been made to original approach?
 - The district safety team became more involved as members of the Goal 4 team
 - Additional action added to include training for new bus drivers
- What percentage of actions for the year is completed?
 - 100%



53

Objective: 4.1 Provide a safe and healthy school environment

- What has been accomplished?
 - Ordered new radio equipment for buses
 - Created a new bus driver training manual
 - Initiated third party district security audit
 - Increased frequency of district safety committee meetings
 - Increased emphasis on safety projects in 2018-19 Budget
 - Reviewed safety plans


51


Objective: 4.3 Maintain balanced and sustainable short and long-term budgets

- What has been accomplished?
 - Meetings held with district sustainability team
 - Approved Sustainable NJ Grant
 - Approved Safety Grant
 - LED Light Fixtures Installed at various schools
 - Budgeted LED Lights at MHS Parking Lot
 - Development of a 3-5 Year Financial Plan
 - Preliminary list of Long Range projects identified for each school

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Objective: 4.3 Maintain balanced and sustainable short and long-term budgets




- How do we know?
 - Receipt of funding from Sustainable NJ
 - Safety Grant approval
 - Replacement of light fixtures
 - 3-5 Year Financial Plan
 - List of identified projects

55




Objective: 4.4 Ensure facilities are efficiently maintained and operated (continued)




- How do we know?
 - Training sign-in sheets
 - Head custodian check sheets
 - Approved 2018-19 Budget
 - Maintenance staff work record
- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 90% of actions identified for the 2017-18 school year have been completed. Five 5 year maintenance plan target date for completion June 2018.

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Objective: 4.3 Maintain balanced and sustainable short and long-term budgets (continued)




- What adjustments have been made to original approach?
 - No adjustments necessary
- What percentage of actions for the year is completed?
 - 100% of actions identified for the 2017-18 school year have been completed

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Strategic Planning




Thank you!

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Objective: 4.4 Ensure facilities are efficiently maintained and operated



- What has been accomplished?
 - Custodial staff trained in proper cleaning
 - Custodial manuals developed and distributed
 - Capital projects included in the 2018-19 Budget
 - Consultation with head custodian and building principals scheduled on routine maintenance items
 - Maintenance/Grounds staff record logs completed on schedule

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Time was allotted for the board and public to ask questions about the presentation.

Policy Committee Update:

Mr. Bursh noted that Policy 8550 - Unpaid Meal Charges/Outstanding Food Service Charges on tonight's agenda no longer mentions alternative meals. The new committee will be addressing nine policies and two regulations at the next meeting.

Operations, Facilities and Finance Update:

Mr. Jacey informed the committee on the following:

- Referendum projects – eight projects have not been completed. The tennis courts are close to completion, only requiring nets on two courts. The paving of the transportation lot has been deferred to 2019.
- Food service bids will be going out shortly. The district will be asking for several different bids before deciding on the best alternative. A food tasting from the K-6 menu is being planned.
- The 3-5 Year Financial Plan is in the rough draft stage but will be shared with the board in the near future.
- Health insurance is guaranteed at 15% for 2018-19. However, Brown and Brown Advisors did go out to bid with no bids received. The issue is our loss ratio which makes Montgomery unattractive to other insurers. The Wellness Campaign is being actively pursued in an effort to emphasize the importance of good health to our employees.
- The committee has looked at the hiring of a math and part-time arts/music teacher. This was discussed in executive session.
- The busing analysis supplied by Ms. Friedlander, Transportation Supervisor, showed an increase of \$1.2 to \$2 million necessary to go to a two-tier plan. The two-tier plan also would require an addition of 22 bus drivers, which is believed to be unattainable.
- The committee is watching the bill by Senator Bateman about funding for School Resource Officers. No action has been taken on it thus far.
- Review of the current year financials show no problems within operations.
- The committee is also looking for ways to make public OFF meetings more meaningful in content. Mr. Jacey would like to entertain the idea of perhaps moving the public meeting from November to September.

ANNOUNCEMENTS BY THE PRESIDENT

Mr. Cavalli commented on the following:

- The APSMT has been asked, through the President, Ms. Jen Riddell, to participate in more committee meetings.
- The board to consider re-implementing board and/or committee goals.

PUBLIC COMMENTS

The public commented on the following:

- School bus safety in light of the recent accident in Northern New Jersey and whether background checks and driving performance were part of the district's checks prior to the hiring of drivers. Consistency of drivers on routes was also brought up.
- The use of tutors and whether the district is tracking how students perform with and without tutors as an aid.
- The teaching of physics and geometry and timing of overlap of subject matter.

- A survey conducted by an MHS parent was presented that showed MHS students lacking sleep and questioning emotional and academic performance due to the start times for students.
- Mr. Craig Buszka, MHS science teacher, expressed concern over lack of dialog with teachers regarding the science program. He questioned whether the board and administration were looking to eliminate the physics program and teaching methodology and why teachers were not involved in the overall process.

Mr. Cavalli responded that busing routes have been looked at and analyzed. The district does not have the \$1.2-\$2 million in finances available to move to the two-tier system without a referendum to the public. The committee is now looking to see if a shift in the three-tier system can generate better start times for all students. He noted that the district is working to sync math and science curriculum, but it still is a work in progress. The district is also studying the impact of tutoring and homework. The subject of homework is also being studied as it relates to student sleep schedules. School and bus safety is regulated by the state with all bus drivers required to be fingerprinted and meet CDL requirements. The district is notified weekly if a driver's license is revoked. Ms. Wells will look into whether there is any notification of tickets and report at a later date. In response to Mr. Buszka, Mr. Cavalli asked that any issues go through Mr. Sullivan so that concerns may be relayed and addressed in ACI Committee meetings.

APPROVAL OF MINUTES

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

April 10, 2018 Executive Session Meeting
 April 10, 2018 Workshop and Business Meeting

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

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

April 24, 2018 Executive Session Meeting
 April 24, 2018 Organization of Business and Academic Affairs and Business
 Meeting

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

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

April 26, 2018 Executive Session Meeting
 April 26, 2018 Special Meeting

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

ACCEPTANCE OF CORRESPONDENCE

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

1. Email dated 4/24/18 from M. Windrem regarding Bill Number S2492

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

ACTION AGENDA**1.0 ADMINISTRATIVE**

A motion was made by Ms. Miller and seconded by Ms. Rao to approve agenda items 1.1 through 4.1 as follows:

- 1.1 Routine Monthly Reports – Accept the following reports:

- a. Student Control Report
- b. Fire/Security Drill Report
- c. Harassment, Intimidation and Bullying (HIB) Report

- 1.2 Policy Second Reading – Accept and adopt the following policy following a second reading:

8550 Unpaid Meal Charges/Outstanding Food Service Charges

2.0 CURRICULUM & INSTRUCTION

- 2.1 Out-of-District Placements 2017-2018

Approve the following Out-of-District placements for the 2017-2018 school year.

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
181939	Eden Autism Services	4/27/30/18-6/20/18 Withdrawn		-\$14,974.27	-\$14,974.27
181939	Eden Autism Services 1:1 Aides	4/27/30/18-6/20/18 Withdrawn		-\$10,782.96	-\$10,782.96
105191	Garfield Park Academy 1:1 Aide	5/1/18-6/22/18		\$5,510.00	\$5,510.00
102327	Somerset County Education Services Commission Career Center	4/11/18-6/30/18		\$16,430.54	\$16,430.54

2.2 Out-of-District Placements 2018-2019

Approve the following Out-of-District placements for the 2018-2019 school year.

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
102426	Douglass Developmental Disabilities Center	6/25/18-8/10/18 8/30/18-6/14/19	\$20,805.00	\$107,152.67	\$127,957.67
100041	Morris-Union Jointure DLC	6/27/18-8/8/18 9/5/18-6/12/19	\$15,117.00	\$92,222.00	\$107,339.00
181201	Morris-Union Jointure DLC	6/27/18-8/8/18 9/5/18-6/12/19	\$15,117.00	\$92,222.00	\$107,339.00
100606	Sage Day School	6/25/18-7/27/18	\$3,325.00		\$3,325.00
000309	Sage Day School	6/25/18-7/27/18	\$3,325.00		\$3,325.00

2.3 Consultant Approvals 2017-2018

Approve the following consultants for the 2017-2018 school year.

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Long Island Tutorial Services, Inc.	Medical Bedside Instruction	\$52.00/hour
Technology for Education and Communication Consulting, Inc.	Evaluations: Speech & Language Augmentative Communication On Site On Site & Home Visit Assistive Technology Assistive Tech/Augment Comm Consult Speech Consult / Speech Therapy Assistive Technology/AAC Gen Training iPad Training 1/2 Day iPad Traing Full Day	\$525.00/each \$875.00/each \$975.00/each \$825.00/each \$125.00/hour \$125.00/hour \$150.00/hour \$750.00 each \$1000.00/each
Princeton Speech Language & Learning Center	Prompt Speech & Language Service 40 minutes/Session	\$148.00/session
Princeton Center for Therapy Assessment	Neuropsychological Evaluation	\$3990.00

2.4 Consultant Approvals 2018-2019

Approve the following consultants for the 2018-2019 school year.

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Rethink Ed	Rethink Platform District Bundle Unlimited Access Onsite Teacher Coaching & Mentoring VBMAPP Licenses (10 pack)	\$34,425.00/lot \$2,200.00/lot \$250.00/lot

2.5 Chapters 192/193 Funding 2017-2018 – Approve additional funding under the provisions of Chapters 192/193, Nonpublic Auxiliary and Handicapped Services, in the amount of \$179.00 for the 2017-18 school year to be allocated as follows:

		<u>Year to Date</u>
Chapter 192 Compensatory Education	\$0.00	\$1,772.00
Chapter 192 E.S.L.	\$0.00	\$0.00
Chapter 192 Total	\$0.00	\$1,772.00
Chapter 193 Exam and Classification	\$0.00	\$20,743.00
Chapter 193 Corrective Speech	\$0.00	\$5,178.00
Chapter 193 Supplementary Instruction	<u>\$179.00</u>	<u>\$6,791.00</u>
Chapter 193 Total	\$268.00	\$32,712.00
Grand Total		\$34,484.00

3.0 FINANCE

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 April 30, 2018:

- 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 April 30, 2018.

3.3 Receipt of Certification from Board Secretary - Pursuant to NJAC 6A:23-2.12 (c) 3, I, Annette M. Wells, certify that as of April 30, 2018 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 April 30, 2018 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 April – approve the monthly bills as follows:
- | | |
|-------------------|----------------|
| General Operating | \$6,535,277.51 |
| Food Service | \$155,196.36 |
- 3.6 Travel Reimbursement – 2017/2018 and 2018/2019 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 28).
- 3.7 Approval of Paperless Board Meeting Service – approve an annual agreement with Schoolboardnet, LLC for the paperless board meeting service at an annual cost of \$1,888.
- 3.8 Appointment of School Physician – appoint Dr. Bert Mandelbaum as school physician for the 2018-2019 school year at the cost of \$20,000.
- 3.9 Approval to Provide Transportation for the Montgomery Township Recreation Department – approve to provide transportation for the Montgomery Township Recreation Department summer Rec-N-Crew program to various locations in New Jersey and Pennsylvania between June 28 – August 8 at a rate of \$45/hour.
- 3.10 Receipt and Award of Bid –Epoxy Floor Replacement at Montgomery High School (Bid CP18-18/PSA-6423HS) – Bids were received on May 3, 2018 for epoxy floor replacement at Montgomery High School as follows:

*No bids were received on Thursday, May 3, 2018 for bid CP18-18,
Epoxy Floor Replacement at Montgomery High School.*

- 3.11 Resolution Regarding Bridge Access Easement – Approve the following resolution:

BE IT RESOLVED that the Montgomery Township Board of Education hereby adopts and approves the attached Easement Agreement, as amended by the Board Attorney, between the Montgomery Township Board of Education and the County of Somerset granting to the County a Bridge Access Easement for the purposes construction, maintenance, repair, replacement and reconstruction of a bridge/culvert and all related appurtenances such as, but not limited to abutments, headwalls, wingwalls, footings, guiderails, utilities, signage, subsurface drainage systems, and other features related to the safe and efficient functioning of the bridge and roadway approaches.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Board Secretary to negotiate, enter into, execute, and deliver such other documents relating to the Easement Agreement and any other documents necessary to effectuate same. The Board President and the Board Secretary are hereby authorized to execute the Easement Agreement, addendum and such other agreements as the Board President and the Board Secretary deem necessary and appropriate.

3.12 Receipt and Award of Bid – Student Transportation Services – To and From School (Bid B19-02) – Bids were received on May 1, 2018 for student transportation services-to and from school as follows:

<u>Vendor</u>	<u>Base Bids</u> <u>First Student Hillsborough, NJ</u>	<u>May Transportation Dayton, NJ</u>
TT1/2H	\$22,483.20	No Bid
TT1/15LM	\$22,483.20	
TT1/16R	\$22,483.20	
+/- Adjustment Cost	+/- \$1.00	
Tier Cost	\$67,449.60	
TT10/22H	\$22,579.80	No Bid
TT10/21UM	\$22,579.80	
TT10/17V	\$22,579.80	
+/- Adjustment Cost	+/- \$1.00	
Tier Cost	\$67,739.40	
TT11/25H	\$23,925.60	\$22,680.00
TT11/4LM	\$23,925.60	\$22,680.00
TT11/9R	\$23,925.60	\$22,680.00
+/- Adjustment Cost	+/- \$1.00	+/- \$1.65
Tier Cost	\$71,776.80	\$68,040.00
TT24/23H	\$23,923.80	\$22,680.00
TT24/9UM	\$23,923.80	\$22,680.00
TT24/10R	\$23,923.80	\$22,680.00
+/- Adjustment Cost	+/- \$1.00	+/- \$1.96
Tier Cost	\$71,771.40	\$68,040.00

It is recommended that the Board of Education award bid B19-02 for student transportation services-to and from school as follows:

<u>Vendor</u>		
<u>First Student Hillsborough, NJ</u>	TT1/2H	\$22,483.20
	TT1/15LM	\$22,483.20
	TT1/16R	\$22,483.20
	+/- Adjustment Cost	+/- \$1.00
	Tier Cost	\$67,449.60
	TT10/22H	\$22,579.80

	TT10/21UM	\$22,579.80
	TT10/17V	\$22,579.80
	+/- Adjustment	+/- \$1.00
	Cost	
	Tier Cost	\$67,739.40
May Transportation	TT11/25H	\$22,680.00
<u>Dayton, NJ</u>	TT11/4LM	\$22,680.00
	TT11/9R	\$22,680.00
	+/- Adjustment	+/- \$1.65
	Cost	
	Tier Cost	\$68,040.00
	TT24/23H	\$22,680.00
	TT24/9UM	\$22,680.00
	TT24/10R	\$22,680.00
	+/- Adjustment	+/- \$1.96
	Cost	
	Tier Cost	\$68,040.00

- 3.13 Receipt/Award of Bid – Student Transportation Services – School Related Activity (Bid B19-03) – Bids were received on May 1, 2018 for student transportation services–school related activity as follows:

*No bids were received on Tuesday, May 1, 2018 for bid B19-03,
Student Transportation Services –School Related Activity.*

- 3.14 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 for the 2018-2019 school year as follows:

<u>Category</u>	<u>Vendor</u>
General Classroom Supplies	Cascade School Supplies
Audio Visual Supplies	Camcor, Inc. Paper Clips, Inc. Valiant National AV Supply
Copy Duplicator Paper	W. B. Mason Co., Inc.
Custodial Supplies	Interboro Packaging Corporation Staples Contract & Commercial, Inc. United Sales USA Corp. W. B. Mason Co., Inc.
Family/Consumer Science Supplies	NASCO Education LLC S.A.N.E.

Fine Arts Supplies	Blick Art Materials LLC Cascade School Supplies Ceramic Supply, Inc. NASCO Education LLC National Art & School Supplies, Inc. School Specialty, Inc./Sax Arts Education Triarco Arts & Crafts, LLC W. B. Mason Co., Inc.
Health & Trainer Supplies	Henry Schein Inc. Medco Supply Co. School Health Corporation
Library Supplies	Cascade School Supplies DEMCO, Inc. The Library Store. Inc.
Math Supplies	EAI Education/Eric Armin Inc. NASCO Education LLC
Office/Computer Supplies	Staples Contract & Commercial, Inc.
Physical Education Supplies	NASCO Education LLC Passon's Sports/BSN Sports & US Games School Specialty, Inc./Sportime
Rocketry	Metco Supply Inc. Midwest Technology Products Pitsco Education/Hearlihy
Science Supplies	Carolina Biological Supply, Co. Fisher Scientific Company LLC Flinn Scientific Inc. Frey Scientific Co. Metco Supply Inc. NASCO Education LLC PARCO Scientific Company Sargent-Welch/VWR International LLC Ward's Science/VWR International LLC
Special Needs	School Health Corporation School Specialty, Inc./Abilitations Super Duper Publications, Inc.

Teaching Aids	Becker's School Supplies Cascade School Supplies Discount School Supply/ Earlychildhood, LLC EAI Education/Eric Armin Inc. Kaplan Early Learning Company Kutz Bros. Lakeshore Learning Materials NASCO Education LLC Really Good Stuff, LLC School Specialty, Inc./Childcraft
Technology Supplies	Electronix Express/Electronics Inc. Klingspor's Woodworking Shop Midwest Technology Products Paxton Patterson, LLC Pitsco Education/Hearlihy Valley Litho Supply Co.
World Languages	Teachers Discovery/American Eagle Co. Inc.

3.15 Approval for the Purchase of District Technology Equipment and Supplies – approve the purchase of HP chromebooks and service, Dell LED monitors, Google chrome management console licenses, Acer chromebooks, Acer chromeboxes and Acer active stylus pen entered into on behalf of the Educational Services Commission of New Jersey, Cooperative Pricing System #65MCESCCPS, Technology Supplies Bid #MRESC 15/16-11.

<u>Vendor</u>	<u>Contract Title and MRESC Contract #</u>	<u>Total</u>
CDW-G Vernon Hills, IL	Technology Supplies Bid # MRESC 15/16-11	\$291,365.49

3.16 Approval for the Purchase of District Technology Equipment and Supplies – approve the purchase of WD drives and QNAP server entered into on behalf of the NJSBA TEC Cooperative Pricing System, K-12 Classroom Products & Services E8801-ACESCPS.

<u>Vendor</u>	<u>Contract Title and MRESC Contract #</u>	<u>Total</u>
Shi International Corp. Somerset, NJ	K12 Classroom Products & Services #E-8801-ACESCPS	\$18,979.79

- 3.17 Receipt/Award of Quote – AV and Projection Systems for Orchard Hill Elementary School and Village Elementary School (Q18-59) – Quotes were received for AV and projection systems for Orchard Hill Elementary School and Village Elementary School as follows:

<u>Vendor</u>	<u>Base Bid</u>
Total Video Products Mickleton, NJ	\$29,548.00
AVS Installations LLC	\$37,416.00

It is recommended that the Board of Education award quote Q18-59 for AV and projection systems for Orchard Hill Elementary School and Village Elementary School as follows:

<u>Vendor</u>	<u>Base Bid</u>
Total Video Products Mickleton, NJ	\$29,548.00

- 3.18 Approval for Genesis Student Information System, Interface Connectors and Off-Site Secure Data Back-Up Services – award the contract for Genesis student information system, interface connectors and off-site secure data back-up services from July 1, 2018 to June 30, 2019 as follows:

<u>Vendor</u>	
Genesis Educational Services Jamesburg, NJ	\$25,299.00

4.0 PERSONNEL


- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 29 - 36).

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

ADJOURNMENT

A motion was made by Ms. Miller and seconded by Ms. Bursh that the meeting be adjourned at 10:32 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Annette M. Wells
School Business Administrator/
Board Secretary

**Montgomery Township Board of Education
Travel Reimbursement Requests
2017/2018**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Michele Caltiere	MHS	6/24 - 6/29/18	Summer Journalism Workshop	\$60.00				\$795.00	\$180.00	\$1,035.00	\$1,042.44
Maria Pazoquez	UMS	5/30/2018	Students Taking Action Together		\$6.63					\$6.63	\$25.23

*Excluding

**Estimated

BOE 5/22/18

**Includes Registrations

**Travel Reimbursement Requests
2018/2019**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Lynn Blakemore	UMS	10/23/2018	New Jersey Science Convention		\$4.34			\$175.00		\$179.34	\$179.34

*Excluding

**Estimated

BOE 5/22/18

**Includes Registrations

4.1 PERSONNEL**Resignations/Retirements/ Rescissions**

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
TRANS	Sherri	Cuoco	Bus Driver TRN.TR.DRVR.NA.06	06/01/2018	Retirement	02/02/1990 – 06/01/2018

Leaves of Absence

Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
OHES	Jamie	Davison	Teacher/Special Education TCH.OH.RCTR.MG.02	Temporary Disability FMLA Unpaid Leave Anticipated Return	09/04/2018 – 10/02/2018 (Paid w/ Benefits) 10/03/2018 – 12/21/2018 (Unpaid w/ Benefits) 12/22/2018 – 01/01/2019 01/02/2019
OHES	Brittany	Discepola	Teacher/Grade 1 TCH.OH.TCHR.01.12	Temporary Disability FMLA Unpaid Leave Anticipated Return	09/04/2018 – 10/03/2018 (Paid w/ Benefits) 10/04/2018 – 12/21/2018 (Unpaid w/ Benefits) 12/22/2018 – 01/01/2019 01/02/2019
LMS	Kristin	Kaplan	Teacher/Grade 6 TCH.LM.ENGL.06.06	Temporary Disability FMLA Anticipated Return	05/01/2018 – 06/03/2018 (Paid w/ Benefits) 06/04/2018 – 11/02/2018 (Unpaid w/ Benefits) <i>Revised</i> 11/05/2018 <i>Revised</i>
MHS	Anna	Panova-Cicchino	Teacher/Math TCH.HS.MATH.MG.06	Temporary Disability FMLA Unpaid Leave Anticipated Return	09/24/2018 – 11/16/2018 (Paid w/ Benefits) 11/17/2018 – 02/15/2019 (Unpaid w/ Benefits) 02/16/2019 – 04/12/2019 04/15/2019

Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Janina	Campbell	Teacher/Math TCH.HS.MATH.MG.05	Dana Buccì	MA+30	6-7	\$72,515		09/01/2018 – 06/30/2019

LMS	Catherine	Gonzalez	Teacher/Special Education TCHLLM.RCTR.MG.15	Yasmine Burd	BA	I	\$59,440	09/01/2018 – 06/30/2019 <i>Revised</i>
LMS	Jessica	Mains	Teacher/Grade 5 Math/Science TCHLLM.MASC.05.08	David Bernstein	BA	10-11	\$66,400	09/01/2018 – 06/30/2019

Appointments – To be Funded by Title II

Location	First	Last	Position	Salary/ Stipend	Dates/Notes
OHES	Theresa	Foltiny	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
OHES	Lindsay	Fox	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
OHES	Cara	Zimmerman	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
OHES	Geena	Bergen	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
OHES	Trevor	Reeder	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
VES	Brienne	Rodriguez	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
VES	Diana	Loiacono	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
VES	Kaitlin	Uhaze	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
VES	Jennifer	Furman	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
VES	Samantha	Borelli	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
VES	Joanne	Giambertone	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
MHS	Glen	Stuart	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
MHS	Craig	Buszka	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
MHS	Christopher	Resch	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000

MHS	Jane	Heebner	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000
MHS	Stacy	Westhusin	Staff Development	\$20.00/hour	05/23/2018 – 06/30/2018 Not to Exceed \$1,000

Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Joanne	Tiu	Externship	NEW	09/04/18-12/14/18
DISTRICT	Bhawana	Gupta	Substitute Teacher	NEW	2017-2018
DISTRICT	William	Dominick	Substitute Teacher	NEW	2017-2018
DISTRICT	Anu	Mishra	Substitute Teacher	NEW	2017-2018
DISTRICT	Nina	Sanford	Substitute Teacher/Paraprofessional	NEW	2017-2018
DISTRICT	Danielle	Santoro	Student Teacher	NEW	2017-2018
DISTRICT	Jamie	Schleifer	Substitute Teacher/Paraprofessional	NEW	2017-2018

Renewals/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Joan	Accatatta	Substitute Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Adele	Batchelder	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Margaret	Bauer	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Claire	Belkot	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Jane	Blitz	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Samantha	Borelli	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Maureen	Coletti	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Deborah	D'Amore-Gleason	Substitute Teacher	RENEWAL	2018-2019

DISTRICT	Jessica	Delahoy	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Jennifer	Dambeck	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Laxmi	Dharmadhikari	Substitute Teacher/Paraprofessional/Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Ronald	Dofenti	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Taylor	Donovan	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Melanie	Dubs	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Lynne	Eichenbaum	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Juliana	Fragulis	Substitute Teacher/Paraprofessional/Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Allison	Francis	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Beth	Gamache	Substitute Nurse	RENEWAL	2018-2019
DISTRICT	Jennifer	Gandolfo	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Anuradha	Ghosh	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Karen	Gornick	Substitute Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Lillian	Graham	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Robert	Guardigli	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Bhawana	Gupta	Substitute Teacher	RENEWAL	2017-2018
DISTRICT	Steven	Heckel	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Henrietta	Hansen	Substitute Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Claudia	Hopkins	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Jacalyn	Kandel	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Maura	Kearns	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Eva	Kelly	Substitute Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Kaitlyn	Kennedy	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Sumanlata	Khandelwal	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Upma	Khurana	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Lori	Konkowski	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019

DISTRICT	Holly	Kotler	Substitute Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Arunima	Kuila	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Grace	Lee	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Carol	Link	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Jennifer	Madej	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Hemalatha	Mallela	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Gregory	Mariani	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Jackie	McNulty	Substitute Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Lynn	Min	Substitute Teacher/Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Anu	Mishra	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Eileen	Moran	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Grant	Moser	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Cynthia	Murphy	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Joan	Musante	Substitute Teacher/Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Gina	Mykytyn	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Aparna	Nakka	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Younghee	Noh	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Luann	Oldis	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Angela	Ostrowski	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Rashmi	Pandey	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	John	Poirier	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Pavani	Rao	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Joanna	Ronelli	Substitute Nurse	RENEWAL	2018-2019
DISTRICT	Barbara	Salvatore	Substitute Nurse	RENEWAL	2018-2019
DISTRICT	Nina	Sanford	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Ashley	Santos	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Charles	Schaub	Substitute Teacher	RENEWAL	2018-2019

DISTRICT	Frank	Scheer	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Jamie	Schleifer	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Dawn	Schmidt	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Marianne	Skau	Substitute Teacher/Secretary/Clerk/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Lary	Smith	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Sima	Smith	Substitute Teacher/Paraprofessional/Secretary/Clerk	RENEWAL	2018-2019
DISTRICT	Aparajita	Talukdar	Substitute Teacher/Paraprofessional	RENEWAL	2018-2019
DISTRICT	Giorgianna	Sorrentino	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Debra	Taylor	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Taleen	Topalian	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Shruti	Tyagi	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Shruti	Udeshi	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Grace	Valentin	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Kayla	Vainoti	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Anthony	Vanzino	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Salina	Vitale	Substitute Teacher	RENEWAL	2018-2019
DISTRICT	Ali	Wolfskehl	Substitute Teacher	RENEWAL	2018-2019

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
LMS	Mackenzie Pyne	Maya Coltisas	Traditional	\$110.00	Yes	11/01/2017-06/30/18

Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
MHS	Karen	Cohen	University of LaVerne	Summer 2018	3	\$345.00	Personalized Learning: A Powerful Solution to an Urgent Need for Change
MHS	Karen	Cohen	University of LaVerne	Summer 2018	3	\$345.00	Classroom Management for Middle & High School Teachers
MHS	Karen	Cohen	University of LaVerne	Summer 2018	3	\$345.00	Self-Directed Learning
UMS	Denita	Davis	TCNJ	Summer 2018	3	\$2314.50	Advanced Curriculum Development for Adolescents and Children
LMS	Linda	Kunkiewicz	Rutgers	Summer 2018	3	\$1915.68	Literacy for Students w/Disabilities
LMS	Linda	Kunkiewicz	Rutgers	Summer 2018	3	\$1915.68	Literacy Development
LMS	Linda	Kunkiewicz	Rutgers	Summer 2018	3	\$1915.68	Inclusive Teaching in Education
UMS	Maria	Pazlopez	University of the Pacific	Summer 2018	3	\$279.00	Using Technology to Foster Collaborative Learning
UMS	Maria	Pazlopez	University of the Pacific	Summer 2018	3	\$279.00	Adding New Ideas to Your Curriculum
UMS	Maria	Pazlopez	University of the Pacific	Summer 2018	3	\$279.00	Safe and Respectful Learning Environment
LMS	Lynn	Powers	University of LaVerne	Summer 2018	3	\$345.00	ADD/ADHD Strategies and Interventions for the Classroom
OHES	Wendy	Senra	Walden University	Summer 2018	3	\$2175.00	Group Counseling & Guidance in Schools
MHS	Bryan	Upshaw	Plymouth State University	Summer 2018	3	\$1893.00	Social Behavior in a Diverse Society
MHS	Erica	Walker	University of LaVerne	Summer 2018	3	\$345.00	Special Education Law

Co-Curricular 2017-2018

Location	First	Last	Position	Stipend	Dates of Employment/Notes
UMS	Michelle	Feigenwinter	Student Council 60%	\$2,211	2017-2018 School Year - Revised
UMS	Lauren	Horowitz	Student Council 40%	\$1,474	2017-2018 School Year

Other

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
MHS	Philip	Chao	Teaching 1 Additional Block	\$2,450.40	03/13/2017 – 06/30/2017
MHS	Christopher	Runion	Teaching 2 Additional Blocks	\$4,773.44	03/13/2017 – 06/30/2017
MHS	Glen	Stuart	Teaching 1 Additional Block	\$1,938.56	03/13/2017 – 06/30/2017
MHS	Jason	Sullivan	Teaching 1 Additional Block	\$3,610.24	03/13/2017 – 06/30/2017

***Pending Criminal Background Clearance**