

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, September 6, 2016 6:30 P.M. Workshop and 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 workshop and business meeting on Tuesday, September 6, 2016 at 6:30 p.m. in the Upper Middle School Media Center.

B. Roll Call - The following Board Members were present: Richard Cavalli, Minky Chenette, Sandra Donnay, Dharmesh Doshi (arrived 6:34 p.m.), Dale Huff, Amy Miller, and Christine Witt

Absent: Nicholas Hladick and Charles F. Jacey, Jr.

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

C. President Witt read the following Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of the meeting on January 7, 2016 and August 30, 2016. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.

D. President Witt then led everyone in the Salute to the Flag.

E. President Witt welcomed all to the workshop and business meeting.

EXECUTIVE SESSION – A motion was made by Mr. Huff and seconded by Ms. Miller that the board adopt a resolution to go into executive session at 6:31 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. A parent appeal to a harassment, intimidation and bullying determination 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 6:34 p.m.

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

### COMMITTEE/REPRESENTATIVE REPORTS

#### Representative Reports

Ms. Helen Zhang, student representative, reported that the high school students received a warm welcome back from the staff. Assemblies were held by grade level to introduce students to any new changes for the school year. Clubs and sports have all kicked off and are already planning events. Student Council has been busy selecting the Homecoming theme of “Fairytale.” When Ms. Zhang surveyed new freshmen about what they were most excited about, they shared that they are looking forward to STEM classes, new clubs and activities to join, giving back to the community, and making new friends.

Ms. Zhang left the meeting at 7:38 p.m.

EXECUTIVE SESSION – A motion was made by Mr. Doshi and seconded by Ms. Chenette that the board adopt a resolution to go into executive session at 7:38 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. A parent appeal to a harassment, intimidation and bullying determination, items related to personnel and special education litigation 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 8:05 p.m.

## **Board Committee Reports**

### **Operations, Facilities and Finance Committee Report**

Mr. Jacey reported that the committee will meet again on September 16, 2016.

### **Human Resources and Negotiations Committee Report**

Ms. Witt reported that the committee met on August 29<sup>th</sup> to discuss staff training across all staff groups, the school certification process, evaluations and to review their charter.

### **President's Report**

Ms. Witt announced that she hoped everyone had a great first day of school. Ms. Witt asked that all Board members let Ms. Maureen Orticelle, Executive Secretary to the Superintendent, know of their availability for their initial interview with ECRA.

## **BOARD/PUBLIC COMMENTS**

Ms. Shreesh Tiwari congratulated the Board on completing their goals and starting strategic planning. Mr. Tiwari asked that the board consider further social and emotional issues as demographics within the district continue to change and to focus on the whole child.

Ms. Michele Parise asked that the mandatory bag policy at the Upper Middle School be changed to allow for students to use a bag of the same size of their choice. Ms. Parise expressed her frustration with the current policy in place.

Mr. Alan Wirsul requested the High School band play John Phillip Souza. Mr. Wirsul also expressed his displeasure with the length of executive sessions as he believes it inhibits the public's ability to express their thoughts and concerns. Mr. Wirsul also commented that he believed Mr. Huff had missed recent meetings. Furthermore, Mr. Wirsul asked that OFF committee meetings be public and that everyone be required to sign in at all Board meetings. Mr. Wirsul also asked if any district funds had been spent on the MTEA lawsuit to date.

Ms. Witt responded that Ms. Parise's concern would be passed through the proper chain of command starting with the Upper Middle School principal.

Ms. Cavalli commented that Mr. Huff has had very good attendance.

Ms. Witt responded to Mr. Wirsul that executive sessions have been held as they always have in the past, including the set-up of the August 25<sup>th</sup> retreat meeting.

Ms. Wells responded to Mr. Wirsul that no funds had been spent on the law suit to date.

**PRESENTATION**

Ms. Kelly Mattis presented the HIB School Self-Assessment to the Board.

**School Self-Assessments  
2015-2016**

Anti-Bullying Bill of Rights

• 1

**Anti-Bullying Specialists**

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

• 4

**HIB: Statutory Definition**

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

• 2

**Factors for Determining Consequences-  
Student Considerations**

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

• 5

**HIB: Statutory Definition**

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

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

• 3

**HIB Self-Assessments**

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

• 6



## HIB Self-Assessments

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

• 7

## Core Elements

- C. Other staff instruction and training programs (15)

|      |    |
|------|----|
| OHES | 13 |
| VES  | 13 |
| LMS  | 15 |
| UMS  | 13 |
| MHS  | 14 |

• 10

## Core Elements

- A. HIB programs, approaches or other initiatives (15)

|      |    |
|------|----|
| OHES | 15 |
| VES  | 14 |
| LMS  | 14 |
| UMS  | 13 |
| MHS  | 15 |

• 9

## Core Elements

- D. Curriculum and instruction on HIB and related information and skills (6)

|      |   |
|------|---|
| OHES | 6 |
| VES  | 6 |
| LMS  | 5 |
| UMS  | 5 |
| MHS  | 6 |

• 11

## Core Elements

- B. Training on the BOE approved HIB policy (9)

|      |   |
|------|---|
| OHES | 7 |
| VES  | 8 |
| LMS  | 7 |
| UMS  | 8 |
| MHS  | 9 |

• 8

## Core Elements

- E. HIB personnel (9)

|      |   |
|------|---|
| OHES | 9 |
| VES  | 9 |
| LMS  | 9 |
| UMS  | 8 |
| MHS  | 8 |

• 12

### Core Elements

F. School level HIB incident reporting procedure (6)

|      |   |
|------|---|
| OHES | 5 |
| VES  | 5 |
| LMS  | 6 |
| UMS  | 6 |
| MHS  | 5 |

### Core Elements

H. HIB reporting (6)

|      |   |
|------|---|
| OHES | 6 |
| VES  | 6 |
| LMS  | 6 |
| UMS  | 6 |
| MHS  | 6 |

### Core Elements

G. HIB investigation procedure (12)

|      |    |
|------|----|
| OHES | 12 |
| VES  | 12 |
| LMS  | 12 |
| UMS  | 12 |
| MHS  | 12 |

### Scores for Indicators

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

|        | 2015-2016 | 2014-2015 | 2013-2014 |
|--------|-----------|-----------|-----------|
| ○ OHES | 73        | 73        | 68        |
| ○ VES  | 73        | 69        | 66        |
| ○ LMS  | 74        | 76        | 66        |
| ○ UMS  | 71        | 70        | 69        |
| ○ MHS  | 75        | 76        | 75        |

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

**REVIEW OF MINUTES**

The board reviewed the following minutes:

- August 16, 2016      Executive Session Meeting
- August 16, 2016      Workshop and Business Meeting

The minutes will be approved at the September 20<sup>th</sup> Business meeting.

**REVIEW DRAFT BUSINESS MEETING AGENDA SEPTEMBER 20, 2016**

The Board reviewed the draft agenda for the September 20<sup>th</sup> Business Meeting.

## **ACTION AGENDA**

### **PUBLIC COMMENTS**

Ms. Powell asked what is the process for reporting HIB. Ms. Powell asked what types of training HIB specialists receive and how they are selected for their positions. Ms. Powell also asked how the district measure's the effectiveness of HIB in the curriculum and where the survey shows "room for improvement."

Mr. Tiwari asked if there has been a correlation noted between age and number of incidences and how the district is using the data to compare their results to other schools.

Mr. Wirsul asked for clarification on the July food service bids and if they were part of the referendum projects. Mr. Wirsul also asked when HRNC committee members are appointed and why Ms. Wells was not a member.

Ms. Mattis explained the process of reporting and investigating an HIB case. Ms. Mattis explained the training that all district personnel receive and outlined how HIB specialists are selected. Ms. Mattis noted that while the district does track incidences by age it is not always appropriate to compare to other districts as maturity and time of student education crates an impact. Furthermore, Ms. Mattis clarified that there is always room to improve in the number of incidences that may go unreported as potential HIBs.

Mr. Cavalli suggested that that HIB form on the website be editable.

Ms. Witt explained that Ms. Wells is included in the Negotiations side of the HRNC committee and that Ms. Mattis is also part of the committee. Ms. Witt noted that for the upcoming Negotiations, members of HRNC who will not be continuing with the Board will be asked to consider allowing other members to attend committee meetings.

Ms. Wells responded to Mr. Wirsul that the food service bids were completely paid for by the Food Service enterprise fund not the referendum.

## **ACTION AGENDA**

### **1.0 ADMINISTRATIVE**

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

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

Harassment, Intimidation and Bullying (HIB) Self-Assessment Reports for 2015-2016

Upon call of the roll, the motion carried with six members voting in favor and Ms. Donnay abstaining.

A motion was made by Mr. Doshi and seconded by Ms. Chenette to approve agenda item 1.2 as follows:

1.2 HRNC Charter – Approve the Human Resources and Negotiations Committee Charter.

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

A motion was made by Ms. Donnay and seconded by Ms. Chenette to approve agenda item 1.3 as follows:

1.3 Board Appeal - BE IT RESOLVED that the Montgomery Board of Education (hereinafter referred to as the "Board") has conducted a hearing on an appeal of a finding of Harassment Intimidation and Bullying (hereinafter referred to as "HIB") in HIB Investigation No. VES061516001 and hereby affirms the Board's decision of June 28, 2016 and denies the Parents' appeal.

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

## 2.0 CURRICULUM & INSTRUCTION

A motion was made by Mr. Cavalli and seconded by Mr. Doshi to approve agenda items 2.1 through 2.3 as follows:

2.1 Out-of-District Placements 2016-2017 -

Approve the following Out-of-District placements for the 2016/2017 school year.

| Pupil ID | School           | Dates           | TUITION    |             |                |
|----------|------------------|-----------------|------------|-------------|----------------|
|          |                  |                 | ESY        | RSY         | Total for Year |
| 100333   | Bridge Academy   | 9/6/16-6/16/17  | \$         | \$41,542.20 | \$41,542.20    |
| 103326   | New Hope Academy | 7/5/16-8/18/16  | \$4,771.68 |             | \$4,771.68     |
| 000383   | New Hope Academy | 7/5/16-8/18/16  | \$4,771.68 |             | \$4,771.68     |
| 102148   | New Hope Academy | 7/5/16-8/18/16  | \$4,771.68 |             | \$4,771.68     |
| 103326   | New Hope Academy | 9/12/16-6/13/17 |            | \$40,900.00 | \$40,900.00    |
| 000185   | New Hope Academy | 9/12/16-6/13/17 |            | \$40,900.00 | \$40,900.00    |
| 180880   | New Hope Academy | 9/12/16-6/13/17 |            | \$40,900.00 | \$40,900.00    |
| 180650   | New Hope Academy | 9/12/16-6/13/17 |            | \$32,720.00 | \$32,720.00    |
| 102148   | New Hope Academy | 9/12/16-6/13/17 |            | \$40,900.00 | \$40,900.00    |

|        |   |                |  |                            |             |
|--------|---|----------------|--|----------------------------|-------------|
| 181524 | Shepard Preparatory School                  | 9/6/16-6/20/17 |  | \$50,691.00                | \$50,691.00 |
| 103382 | Academy Learning Center<br>1:1 Aide         | 9/2/16-6/20/17 |  | \$53,820.00<br>\$36,180.00 | \$90,000.00 |
| 102438 | Newgrange School<br>Revised from 50% to 70% |                |  | \$38,908.52                | \$38,908.52 |

2.2 Consultant Approvals 2016/2017 -

Approve the following consultants for the 2016/2017 school year.

| CONSULTANT NAME/VENDOR      | SERVICES PROVIDED  | RATES OF SERVICE |
|-----------------------------|--|------------------|
| Wilson Language             | WRS Level I Certification of 8 Staff                       | \$6,000.00       |
| Wilson Language             | WRS Level II Advanced Word Study Online Course for 2 Staff | \$1,500.00       |
| Bayada Home Healthcare Inc. | Nurse on Bus – 3+ Students                                 | \$73.00/hour     |

2.3 Tuition Student Acceptance – Approve the acceptance of S.T. as a 6<sup>th</sup> grade tuition student at Lower Middle School, for the 2016/2017 school year, at the Board approved tuition rate.

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

3.0 FINANCE

A motion was made by Mr. Huff and seconded by Ms. Chenette to approve agenda items 3.1 and 3.2 as follows:

3.1 Approve the following Resolution –

BE IT RESOLVED by the Montgomery Township Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement and Release between the Board and the Parents of a student whose name is on file in the Superintendent’s office, which is annexed to this Resolution, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

3.2 Travel Reimbursement – 2016/2017 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 11).

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

**4.0 PERSONNEL**

A motion was made by Ms. Miller and seconded by Mr. Doshi to approve agenda item 4.1 as attached (see Pages 12 - 18).

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


**PRESIDENT'S REPORT**

Ms. Witt asked that a schedule be sent regarding board member attendance at Back-to-School Nights.

**ADJOURNMENT**

A motion was made by Ms. Donnay and seconded by Ms. Chenette that the meeting be adjourned at 9:49 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  
2016/2017**

| Name                | School | Date(s)          | Conference  | Parking & Tolls | *Mileage (.31) | Meals    | Lodging  | Registration | Other    | Total**    | Approved Year-to-Date Total** |
|---------------------|--------|------------------|---|-----------------|----------------|----------|----------|--------------|----------|------------|-------------------------------|
| Christine Buber     | OHES   | 10/14/16         | NJSCA Fall Conference                                   |                 | \$4.03         |          |          | \$99.00      |          | \$103.03   | \$103.03                      |
| Corie Gaylord       | MHS    | 11/15 & 11/22/16 | TCNJ - "Genders in Transition"                          |                 | \$8.93         |          |          |              |          | \$8.93     | \$1,736.04                    |
| Carla Hampton       | MHS    | 9/20 - 9/24/16   | Annual NACAC Conference                                 | \$48.16         | \$35.65        | \$236.00 | \$436.00 | \$320.00     | \$357.45 | \$1,433.26 | \$1,433.26                    |
| Susan Lacy          | VES    | 10/24 - 10/25/16 | Responsive Classroom Leadership Conference 2016         | \$90.78         | \$88.88        | \$138.00 | \$444.00 | \$525.00     |          | \$1,286.66 | \$1,286.66                    |
| Kelly Mattis        | BO     | 9/20 - 9/21/16   | Human Resource Law from A-Z                             |                 |                |          |          | \$575.00     |          | \$575.00   | \$575.00                      |
| Mary McLoughlin     | BO     | 12/1 - 12/2/16   | IEPs and 504 Plans: A Legal Compliance Guide            |                 | \$57.04        |          |          | \$575.00     |          | \$632.04   | \$632.04                      |
| Nitu Sinha          | MHS    | 11/1 - 11/2/16   | NCTM Regional Conference                                | \$26.00         | \$46.25        |          |          | \$340.00     |          | \$412.25   | \$412.25                      |
| Evangeline Thornton | MHS    | 10/21/2016       | What was the Cold War                                   |                 | \$7.81         |          |          | \$35.00      |          | \$42.81    |                               |
| Evangeline Thornton | MHS    | 11/4/2016        | What is Africa to Me                                    |                 | \$7.81         |          |          | \$35.00      |          | \$42.81    |                               |
| Evangeline Thornton | MHS    | 11/18/2016       | The Culture of the 1960s                                |                 | \$7.81         |          |          | \$35.00      |          | \$42.81    |                               |
| Evangeline Thornton | MHS    | 2/10/2017        | Slavery, Immigration and Public Memory in New York City |                 | \$7.81         |          |          | \$35.00      |          | \$42.81    |                               |
| Evangeline Thornton | MHS    | 3/10/2017        | The Vietnam War and the Decades it Dominated            |                 | \$7.81         |          |          | \$35.00      |          | \$42.81    |                               |
| Evangeline Thornton | MHS    | 3/31/2017        | History of Medical Ethics: Tuskegee and Its Aftermath   |                 | \$7.81         |          |          | \$35.00      |          | \$42.81    |                               |
| Evangeline Thornton | MHS    | 4/21/2017        | Religion and World War II                               |                 | \$7.81         |          |          | \$35.00      |          | \$42.81    | \$299.67                      |

BOE 9/6/16

\*\*Estimated

\*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> |
|-----------------|--------------------------------------|----------------------------|--|---------------|----------------------------------|
| TRANS           | Sharon Hague<br>TRN.TR.DRVR.NA.12    | Bus Driver                 | 01/01/2017<br>(Revised)                          | Retirement    | 09/06/1984 – 12/31/2016          |
| OHES            | Adele Batchelder<br>AID.OH.TIA.EO.10 | Paraprofessional (.48)     | 08/11/2016<br>(Can hold 30 days)                 | Resignation   | 06/01/2015 – 09/09/2016          |
| OHES            | Elisa Burg<br>AID.OH.TIA.PS.01       | Paraprofessional (.48)     | 08/23/2016<br>(Can hold 30 days)                 | Resignation   | 03/12/2015 – 09/22/2016          |
| VES             | Kelley Kappus<br>TCH.VS.RCTR.MG.02   | Teacher/Resource<br>Center | 11/20/2016<br>(or until replacement<br>is found) | Resignation   | 09/01/2016 – 11/20/2016          |
| TRANS           | Frank Frascella<br>TRN.TR.DRVR.NA.17 | Bus Driver                 | 08/19/2016                                       | Resignation   | 07/19/2016 – 08/19/2016          |
| TRANS           | Cheryl Hurilla<br>TRN.TR.DRVR.NA.20  | Bus Driver                 | 08/19/2016                                       | Resignation   | 07/19/2016 – 08/19/2016          |
| TRANS           | James Kemp<br>TRN.TR.DRVR.NA.48      | Bus Driver                 | 09/05/2016                                       | Resignation   | 11/04/2013 – 09/05/2016          |

**Leaves of Absence**

| <b>Location</b> | <b>Name</b>                         | <b>Position</b>              | <b>Type of Leave</b>                               | <b>Dates of Leave/Notes</b>  |
|-----------------|-------------------------------------|------------------------------|--|--|
| LMS             | Lindsey Miller<br>TCH.LM.RCTR.MG.09 | Teacher/Special<br>Education | Temporary Disability<br>FMLA<br>Anticipated Return | 11/24/2016 – 01/20/2017 (Paid; With Benefits)<br>01/21/2017 – 04/23/2017 (Unpaid; With Benefits)<br>04/24/2017 |
| VES             | Melissa Sandler<br>TCH.VS.LLD.MG.02 | Teacher/Special<br>Education | Temporary Disability<br>FMLA<br>Anticipated Return | 02/13/2017 – 04/07/2107 (Paid; With Benefits)<br>04/18/2017 – 06/23/2017 (Unpaid; With Benefits)<br>09/01/2017 |

|       |                                       |                 |  |  |
|-------|---------------------------------------|-----------------|--|--|
| VES   | Alison Ryan<br>TCH.VS.TCHR.03.12      | Teacher/Grade 3 | Temporary Disability<br>FMLA<br>Unpaid Leave<br>Anticipated Return | 09/01/2016 – 11/04/2016 (Paid; Waiving Benefits) Revision<br>11/07/2016 – 02/03/2017 (Unpaid; Waiving Benefits)<br>02/06/2017 – 06/30/2017 (Unpaid; No Benefits)<br>09/01/2017 |
| TRANS | Dennis Tangolics<br>TRN.TR.DRVR.NA.35 | Bus Driver      | Unpaid Leave<br>Anticipated Return                                 | 04/30/2016- 09/30/2016 (Unpaid; No Benefits) (Revised)<br>10/01/2016   |

**Transfers/Voluntary Reassignments**

| New Position/Location        | Name                               | Previous Position/Location   | Step      | Salary      | Pro-rated | Dates of Employment/Notes |
|------------------------------|------------------------------------|------------------------------|-----------|-------------|-----------|---------------------------|
| Paraprofessional/MHS         | Anna Aggabao<br>AID.LM.TIA.EO.07   | Paraprofessional/LMS         | 10-11     | \$25,744.00 |           | 09/01/2016 – 06/30/2017   |
| Special Education<br>ICS/VES | Aubrie Caprio<br>TCH.HS.RCTR.MG.02 | Special Education<br>ICS/MHS | MA<br>5-6 | \$66,580.00 |           | 09/01/2016 – 06/30/2017   |
| Special Education<br>ICS/MHS | Kelley Kappus<br>TCH.VS.RCTR.MG.02 | Special Education<br>ICS/VES | MA<br>1-2 | \$64,885.00 |           | 09/01/2016 – 11/20/2016   |

**Appointments/Reinstatements (Certificated Staff)**

| Location | Name  | Position        | Replacing                                   | Step      | Salary      | Pro-rated | Dates of Employments/Notes |
|----------|---|-----------------|---|-----------|-------------|-----------|----------------------------|
| LMS      | Sarah Drozd*<br>(Leave Replacement)<br>TCH.LM.I.ASS.05.08 | Teacher/Grade 6 | Bobbi Wheaton                               | BA<br>1-2 | \$58,885.00 | Yes       | 09/01/2016 – 12/23/2016    |
| VES      | Erin Brown<br>(Leave Replacement)<br>TCH.VS.TCHR.04.15    | Teacher/Grade 4 | Amanda<br>Bassford/Jen<br>Yulo<br>(Revised) | MA<br>7   | \$67,575.00 | Yes       | 09/01/2016 – 06/30/2017    |

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

| Location | Name   | Position         | Replacing              | Step | Salary      | Pro-rated | Dates of Employments/Notes |
|----------|--|------------------|------------------------|------|-------------|-----------|----------------------------|
| OHES     | Bridget Krolik-Kaiser<br>(Leave Replacement)<br>AID.OH.TIA.PS.10 | Paraprofessional | Kelsey Davis           | 1-2  | \$24,490.00 |           | 09/01/2016 – 06/30/2017    |
| OHES     | Giulia Cilluffo*<br>AID.OH.ESA.UG.01                             | ESA (.48)        | Antoinette<br>Presutto | 1-2  | \$10,134.00 | Yes       | 09/01/2016 – 06/30/2017    |

**Appointments – Summer 2016**

| Location | Name            | Position               | Salary            | Dates/Notes                                      |
|----------|-----------------|------------------------|-------------------|--|
| LMS      | Lesley Haas     | Guidance Counselor     | \$494.10 per diem | 07/01/2016 – 08/30/2016 – Not to exceed 7 days   |
| LMS      | Kevin Armstrong | Guidance Counselor     | \$416.17 per diem | 07/01/2016 – 08/30/2016 – Not to exceed 7 days   |
| LMS      | Jocelyne Scott  | 10 Month Clerk/Library | \$192.43 per diem | 07/01/2016 – 08/30/2016 – Not to exceed 5 days   |
| OHES     | Nora Kobylarz   | 10 Month Clerk/Library | \$26.58 per hour  | 07/01/2016 – 08/30/2016 – Not to exceed 15 hours |

**Co-Curricular 2016 – 2017**

| Location | Name           | Position               | Stipend    | Pro-rated | Dates of Employment/Notes |
|----------|----------------|------------------------|------------|-----------|---------------------------|
| MHS      | Maureen Conway | Test Coordinator @ 50% | \$2,685.00 |           | 2016- 2017 School Year    |

**Tuition Reimbursement**

| Location | Name              | School             | Semester | Credits | Reimbursed Amount       | Course  |
|----------|-------------------|--------------------|----------|---------|-------------------------|---|
| VES      | Jaime Maccarone   | NJPSA/FEA          |          |         | \$1,500.00              | NJ Leader to Leader Mentoring Fees            |
| MHS      | Michelina Aichele | Rutgers University | Fall     | 3       | \$1,873.53<br>(Revised) | Literature Topics in Women's & Gender Studies |

|      |                      |                         |        |   |                         |   |
|------|----------------------|-------------------------|--------|---|-------------------------|---|
| MHS  | Micheline Aichele    | Rutgers University      | Fall   | 3 | \$1,873.53<br>(Revised) | Readings in Literature: Odysseys                |
| OHES | Jennifer Belmont     | University of LaVerne   | Fall   | 3 | \$ 345.00               | Achieving Success for English Language Learners |
| OHES | Jennifer Belmont     | University of LaVerne   | Fall   | 3 | \$ 345.00               | Creating A Meaningful Classroom                 |
| OHES | Jennifer Belmont     | University of LaVerne   | Fall   | 3 | \$ 345.00               | ADD/ADHD Strategies & Interventions             |
| MHS  | Brady Chenot         | John Hopkins University | Summer | 3 | \$1,873.53<br>(Revised) | Mind, Brain Science & Learning                  |
| MHS  | Temmy Kim Olivi      | University of LaVerne   | Fall   | 3 | \$ 345.00               | The Multicultural Classroom                     |
| OHES | Theresa Foltiny      | Rider University        | Fall   | 3 | \$1,873.53              | SPED: The Inclusive Classroom                   |
| OHES | Laura Sapnar         | University of LaVerne   | Fall   | 3 | \$ 345.00               | Bullying  |
| OHES | Laura Sapnar         | University of LaVerne   | Fall   | 3 | \$ 345.00               | Building Classroom Discipline                   |
| BOE  | Jesus Velazquez      | Rutgers                 | Fall   | 3 | \$ 359.00               | Transporting Students with Disabilities         |
| MHS  | Anna Panova-Cicchino | Rutgers University      | Summer | 3 | \$1,873.53<br>(Revised) | Web-Based Multimedia Design                     |
| OHES | Christine Yap        | University of LaVerne   | Fall   | 3 | \$345.00                | The Differentiated Classroom                    |

**Appointments**

| Location | Name               | Position                         | Hr. Rate     | Dates/Notes                              |
|----------|--------------------|----------------------------------|--------------|--|
| VES      | Max Rodriguez      | Curriculum Analysis and Revision | \$32.00/hour | 9/7/16 – 9/30/16 – Not to Exceed 6 hours |
| VES      | Joanne Giambertone | Curriculum Analysis and Revision | \$32.00/hour | 9/7/16-9/30/16 – Not to Exceed 6 hours   |
| OHES     | Margaret Armus     | Curriculum Analysis and Revision | \$32.00/hour | 9/7/16-9/30/16 – Not to Exceed 6 hours   |
| OHES     | Christine Yap      | Curriculum Analysis and Revision | \$32.00/hour | 9/7/16-9/30/16 – Not to Exceed 6 hours   |
| OHES     | Lisa Castano       | Curriculum Analysis and Revision | \$32.00/hour | 9/7/16-9/30/16 – Not to Exceed 6 hours   |
| OHES     | Krista VanNostrand | Curriculum Analysis and Revision | \$32.00/hour | 9/7/16-9/30/16 – Not to Exceed 6 hours   |

**Appointments/Substitutes**

| <b>Location</b> | <b>Name</b>           | <b>Position</b>  | <b>Status</b> | <b>Dates of Employment/Notes</b> |
|-----------------|-----------------------|--|---------------|----------------------------------|
| DISTRICT        | Heather Freund        | Substitute Teacher/Student Teacher                           | New           | 2016-2017 School Year            |
| DISTRICT        | Susan Falotico        | Substitute Teacher/Paraprofessional                          | Renewal       | 2016-2017 School Year            |
| DISTRICT        | Paul Goldstein*       | Substitute Teacher   | New           | 2016-2017 School Year            |
| DISTRICT        | Denise Himmelheber    | Substitute Teacher   | New           | 2016-2017 School Year            |
| DISTRICT        | Joan Hlubik           | Substitute Teacher   | Renewal       | 2016-2017 School Year            |
| DISTRICT        | Holly Kotler          | Substitute Teacher   | New           | 2016-2017 School Year            |
| DISTRICT        | Elizabeth Pierrot     | Substitute Bus Aide  | New           | 2016-2017 School Year            |
| DISTRICT        | Leanne Rohrbach       | Substitute Teacher/Secretary/Clerk/Aide                      | Renewal       | 2016-2017 School Year            |
| DISTRICT        | Lorena SantaMaria*    | Substitute Teacher/Paraprofessional/<br>Secretary/Clerk/Aide | New           | 2016-2017 School Year            |
| DISTRICT        | Maria Tattoli         | Substitute Teacher/Secretary/Clerk/Aide                      | Renewal       | 2016-2017 School Year            |
| DISTRICT        | Jessica Troy          | Substitute Teacher/Student Teacher                           | New           | 2016-2017 School Year            |
| DISTRICT        | Francine Wierzbinski* | Substitute Teacher   | New           | 2016-2017 School Year            |
| MHS             | Nicole Pontarollo*    | Intern for School Counselor                                  | New           | 2016-2017 School Year            |

**Appointments – Mentor Teachers**

| <b>Location</b> | <b>Provisional Teacher/Mentee</b> | <b>Mentor Teacher</b> | <b>Route</b> | <b>Stipend</b> | <b>Pro-rated</b> | <b>Dates of Employment/Notes</b> |
|-----------------|-----------------------------------|-----------------------|--------------|----------------|------------------|----------------------------------|
| OHES            | Alyssa Avino                      | Laura Boss            | Traditional  | \$550.00       |                  | 2016-2017 School Year            |



**Appointments CST Summer Work 2016**

| <b>Location</b> | <b>Name</b>      | <b>Position</b>     | <b>Salary</b>     | <b>Dates of Employment/Notes</b>                             |
|-----------------|------------------|---------------------|-------------------|--|
| District        | Brady Chenot     | LDTC                | \$405.60 Per Diem | CST Evaluations/Meetings<br>Approval up to 14 days (Revised) |
| District        | Stacey Delbridge | School Psychologist | \$437.32 Per Diem | CST Evaluations/Meetings<br>Approval up to 12 days (Revised) |

**Salary Advancement**

| <b>Location</b> | <b>Name</b>          | <b>Assignment</b>                   | <b>16/17 Degree &amp; Step</b> | <b>16 -17 Salary</b> | <b>Pro-Rated</b> | <b>Dates of Employment/Notes</b> |
|-----------------|----------------------|-------------------------------------|--------------------------------|----------------------|------------------|----------------------------------|
| MHS             | Derrin Cardia        | Teacher/Technology                  | MA+45<br>5-6                   | \$73,330.00          |                  | 09/01/2016 – 06/30/2017          |
| MHS             | Vincent Figueroa     | Teacher/Health & Physical Education | MA<br>9-10                     | \$70,315.00          |                  | 09/01/2016 – 06/30/2017          |
| MHS             | Shawn O'Steen        | Teacher/Athletic Trainer            | MA+30<br>9-10                  | \$74,815.00          |                  | 09/01/2016 – 06/30/2017          |
| MHS             | Anna Panova-Cicchino | Teacher/Math                        | MA+30<br>9-10                  | \$74,815.00          |                  | 09/01/2016 – 06/30/2017          |
| MHS             | Jessica Ritson       | Teacher/Guidance                    | MA+60<br>13-14                 | \$83,235.00          |                  | 09/01/2016 – 06/30/2017          |
| MHS             | Brian Grieco         | Teacher/Science                     | MA+60<br>15-16                 | \$85,350.00          |                  | 09/01/2016 – 06/30/2017          |
| MHS             | Eugene Porcelli      | Teacher/Social Studies              | MA+60<br>9-10                  | \$79,315.00          |                  | 09/01/2016 – 06/30/2017          |
| MHS             | June Beckford-Smith  | Teacher/Media                       | MA+60<br>24                    | \$98,820.00          |                  | 09/01/2016 – 06/30/2017          |
| UMS             | Wendy Wachtel        | Teacher/English                     | MA+15<br>17-18                 | \$80,715.00          |                  | 09/01/2016 – 06/30/2017          |
| UMS             | Jeanne Fedun         | Teacher/Guidance                    | MA+30<br>15-16                 | \$80,850.00          |                  | 09/01/2016 – 06/30/2017          |

|      |                           |                         |             |             |                         |
|------|---------------------------|-------------------------|-------------|-------------|-------------------------|
| LMS  | Jennifer Durante (DeMuth) | Teacher/Resource Center | MA+15<br>8  | \$71,190.00 | 09/01/2016 – 06/30/2017 |
| OHES | Diane Tucker              | Teacher/Grade 1         | MA+60<br>22 | \$93,810.00 | 09/01/2016 – 06/30/2017 |

**Other**

| <b>Location</b> | <b>Name</b>        | <b>Assignment</b>                                 | <b>Salary</b>   | <b>Dates of Employment/Notes</b>  |
|-----------------|--------------------|---|-----------------|---|
| MHS             | Mary Ellen Foley   | Nurse for an extended day to meet students' needs | \$51.76 p/h     | 2016-2017 School Year   |
| UMS             | Lisa Vanzino       | Nurse for an extended day to meet students' needs | \$27.29 p/h     | 2016-2017 School Year   |
| UMS             | Eileen Cappabianca | Nurse for an extended day to meet students' needs | \$47.22 p/h     | 2016-2017 School Year   |
| LMS             | Florence Smith     | Nurse for an extended day to meet students' needs | \$27.79 p/h     | 2016-2017 School Year   |
| LMS             | Denise Salvatore   | Nurse for an extended day to meet students' needs | \$51.76 p/h     | 2016-2017 School Year   |
| VES             | Patricia Cizin     | Nurse for an extended day to meet students' needs | \$56.14 p/h     | 2016-2017 School Year   |
| VES             | Woodard, Janis     | Nurse for an extended day to meet students' needs | \$27.79 p/h     | 2016-2017 School Year   |
| OHES            | Pamela Schrum      | Nurse for an extended day to meet students' needs | \$56.29 p/h     | 2016-2017 School Year   |
| OHES            | Ann Messineo       | Nurse for an extended day to meet students' needs | \$27.29 p/h     | 2016-2017 School Year   |
| VES             | David Tarantula    | Tech. Aide - Overtime                             | \$48.96 per day | 09/07/2016 – 10/14/2016<br>Additional 1.5 hours each day – Maximum of 28 days |

**\*Pending Criminal Background Clearance**