

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, November 13, 2018 6:00 P.M. Workshop and Business Meeting

These minutes were formally approved at the December 18, 2018 Workshop and Business Meeting.

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held a workshop and business meeting on Tuesday, November 13, 2018 at 6:00 p.m. in the Montgomery Upper Middle School media center.
- B. Roll Call - The following Board Members were present: Phyllis Bursh, Richard Cavalli, Minkyo Chenette, Dharmesh Doshi (arrived at 6:16 p.m.), Charles F. Jacey, Jr., Amy Miller (arrived at 6:15 p.m.), and Ranjana Rao
- Absent: Dr. Paul Johnson and Mr. Tiwari
- Also Present: Nancy Gartenberg, Superintendent
Elizabeth Nastus, Interim Assistant Superintendent
Annette M. Wells, School Business Administrator/Board Secretary
Robbin Boehmer, Assistant Business Administrator/Assistant Board Secretary
Stephen Fogarty, Board Attorney (arrived 6:27 p.m.)
Annalyn St. Ledger, Student Representative
- 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 November 7, 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 workshop and business meeting.

EXECUTIVE SESSION- A motion was made by Ms. Rao and seconded by Ms. Chenette that the board adopt a resolution to go into executive session at 6:11 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 noted that Ms. Wells' resignation was being approved as part of the evening's personnel agenda. He thanked Ms. Wells for eleven years of valuable service and together with the board wished her much success in her new position in Oakland, NJ.

Mr. Fogarty presented the results of his audit of the two transportation incidents that occurred on September 6, 2018. Through his investigation, Mr. Fogarty made the following recommendations, noting that many have already been instituted by administration as a result of their investigation, including:

- Drivers needing to take a dry run of routes prior to the first day of school
- Drivers to have knowledge of routes, drop offs, and students on their bus
- District to verify that dry runs of routes have been completed prior to the first day of school
- After school services need to be understood, especially by contracted drivers
- Parental changes to student's schedules need to follow board policy
- A freeze on route changes to be implemented for two weeks for before and after school
- Technology needs to be updated to improve communication between drivers and "base camp"
- A division of labor needs to be implemented within transportation office to be able to "triage"
- Drivers need to be able to speak uninterrupted with transportation supervisor
- District policy needs to be updated to establish when the board is notified when police respond
- Student names and nicknames need to be made available to drivers
- Driver handbook needs to be developed with a sign off that it has been read and understood

Mr. Fogarty noted that on September 6th, 2018 all children were returned safely. Time was allotted for the board to ask questions. There were no additional questions at this time.

NEW BUSINESS FROM BOARD/PUBLIC

The public commented on the following topics:

- Support of a 3% increase for teachers noting the patience and dedication of the Montgomery teaching staff toward students and families. It was noted that for some, salary is lower than several years ago.
- The prioritization of board items over employees, noting that members feel valued based upon a percentage increase. The priority in the budget should go to the number one resource – teachers.
- Safety audit information and teachers' contract have taken too long to resolve
- Questions regarding a possible breach of ethics and whether investigation has been conducted as to whether school board ethics code has been abided by
- Thank you to Mr. Jacey for his years of service on the board
- Congratulations to Mrs. Tonkin on her election to the board of education and how vote count may be an influence on the election of board president in the future
- Questions on who reviews negotiations offers, whether all board members are involved in the process and decisions, and who makes the final decision on offers to the MTEA
- Ethics questions were raised in response to information that was publicly known and whether violations had occurred

- Collaboration within the district has led to Montgomery continuing as a premier district focusing on the social and emotional health of students and staff

Mr. Cavalli responded to public comment noting that a survey of the board during executive session led him to believe that no ethics violations had occurred. He offered to meet with Ms. Riddell over ethics charges. Mr. Cavalli addressed the issue of chapter 78 health percentages taking additional amounts from employee paychecks and summarized the rising costs of benefits and healthcare specifically. The board would like to work in mediation on ways to bridge the gap including ways to spend on healthcare differently. In 2014, the MTEA was 63% of the budget, and in 2018, it is 67% of the budget. The state does not allow the district to go out for a referendum to pay salaries. He also noted that the board is communicated with directly after IBB negotiations. The committee does not commit the board, and any contract would need to be agreed to in public session.

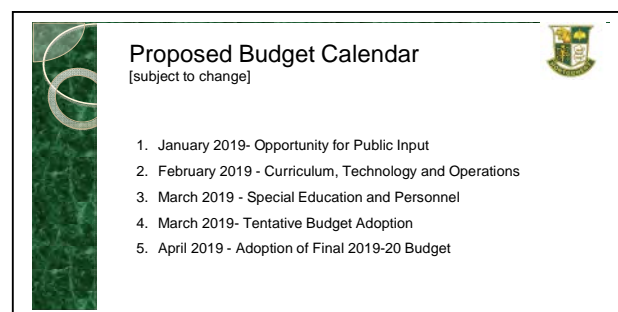
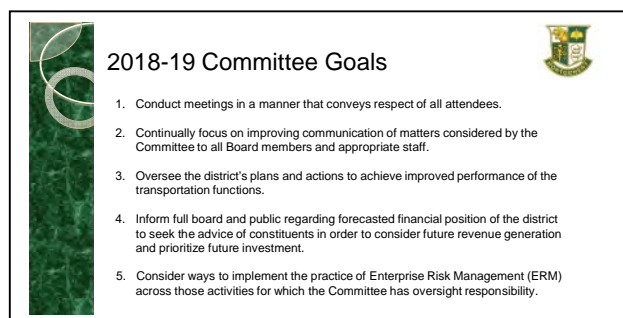
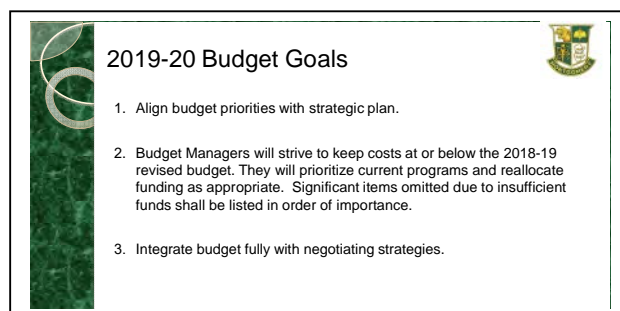
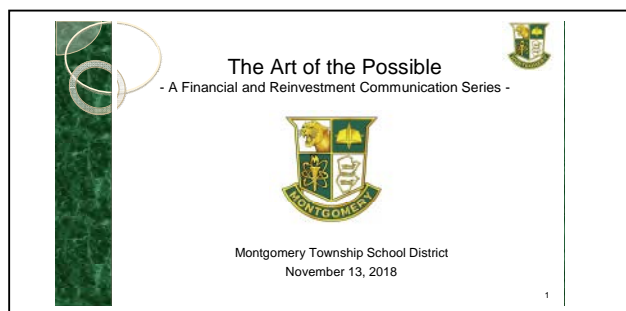
Ms. Miller commented that while she was not on the negotiations committee, she did feel well informed and part of the process. She acknowledged that the board is committed to the process and passionate about coming to a resolution. All board members are committed to the IBB process and see the collaborative efforts as valuable both now and for future agreement.

Mr. Doshi commented on the board's obligation toward fiscal responsibility, stating that a 2% increase in taxes does allow for much leeway giving rising costs of employee benefits. He reiterated that the board does value its Montgomery teachers and wants to work toward an amicable resolution.

Ms. Chenette told the public that it will take a little more time, but that the IBB experience has been valuable and allowed both sides to resolve a lot of the "soft" items.

PRESENTATIONS

Mr. Richard Cavalli presented The Art of the Possible presentation as follows:



MTSD Core Principles: We believe

- Every student can learn and grow academically and social-emotionally.
- Each student is entitled to an excellent education that meets his or her individual needs.
- In upholding high academic standards for every student.
- Hiring, developing, and retaining outstanding staff is essential to student success.
- Decisions should be made in the best interest of students, using evidence and research based best practices

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Art of the Possible - Defined

To our Students and Community by achieving our Mission, Vision, and Portrait of a Graduate by both re-allocating and or reinvesting in our District to

- Provide the best total educational experience at Montgomery
- Expand the unique **opportunity** to pursue your passion(s) and achieve life success post Montgomery

However, we cannot expect current or better results by working within the continuing financial constraints. It is likely the District will need a budget reset.

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MTSD Core Principles: We believe

- Effective, transparent communication is essential for the District's success.
- Our diversity is a strength that creates resilient, socially aware, global citizens.
- Collaboration with all stakeholders enriches teaching and learning.
- Sound financial stewardship strengthens our organization and community.
- Accountability is essential to ensure excellence.

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One Montgomery: Montgomery Township and School District

- Consistently ranked as one of the top towns to raise a family in NJ providing a great quality of life work balance
- Ranked as one of the most highly educated towns
- Parents and community are benefitted, understand and make a significant investment in total education
- Highly active parents in children's total education experience: PTA/O, Arts, Clubs, Sports, MTEF
- MTSD consistently ranked amongst the best of education systems in NJ and the Country

The symbiotic relationship among Montgomery Township, Rocky Hill Borough and MTSD to the provide for a Premier education at a superior value and excellent quality of life.

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Today's Objectives

- To provide for the first time to all stakeholders deep insight to the historical drivers and to the 5 Year "As Is Projections"
- To initiate an educational process and conversation among all stakeholder as to the priorities of reinvesting in the district to achieve and sustain the Districts Mission, Vision, and Portrait of a Graduate - to meet our social contract with our community.

To result in a collaborative process with stakeholders to develop a long term financial plan to achieve our Strategic Intent

Contents

- Operations, Facilities and Finance (OFF) Committee Members
- Methodology
- Academic Performance
- Context and Summary Observations
- Next, Continuing Steps, 2019/2020 Budget Goals and Calendar
- Finances: Detailed Historical Trends
- Finances "As Is Projected"

Art of the Possible - Defined

From the District: To reinvest in District Mission, Vision and Portrait of a Graduate to achieve our:

- Mission - To empower every student to succeed in a diverse, dynamic, global society by providing quality educational experiences in a caring environment
- Vision- To be a premier school district in developing confident, compassionate, engaged learners
- Portrait of a Graduate - Ethical & Responsible, Socially & Emotionally Aware, and College & Career Ready



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OFF Team Members and Contributors

- Charles Jacey, Jr. - Chairperson
- Shreesh Tiwari - Second Chair
- Ranjana Rao
- Rick Cavalli
- Annette Wells - Business Administrator
- Nancy Gartenberg - Superintendent
- Scott Mason - MTEA President
- Jennifer Riddell - APSMT President

Source: Projected data current as of 11/1/2018

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Methodology

- Identify the key historical financial drivers to MTSD finances
- Determine the year over year growth and underlying reasons for growth
- Develop a 5 year trend analysis to the growth factors
- Apply the growth factors to additional market drivers to develop the "As Is Projections"

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MTSD Ratio Students to Classroom Teacher



Source: DOE Taxpayers Guide to Education Spending

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MTSD Academic Performance

Class of 2018 - Mean SAT Scores

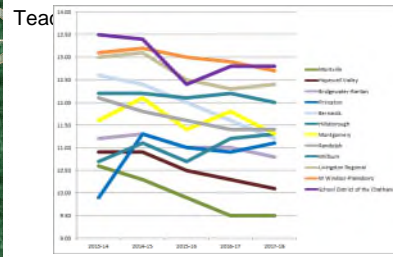
	Montgomery	New Jersey	National
Evidence-Based Reading and Writing	641	547	536
Math	669	547	531

Class of 2018 - Mean ACT Scores

	English	Math	Reading	Science	Composite
Montgomery	28.8	28.8	28.6	27.9	28.7
New Jersey	23.8	23.6	24.0	23.0	23.7
National	20.2	20.5	21.3	20.7	20.8

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MTSD Ratio Students to Classroom Teacher



Source: DOE Taxpayers Guide to Education Spending

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MTSD Academic Performance

New Jersey Top High Schools

	US News	NJ Monthly
2018	Ranked #16	Ranked #11
2017	Ranked #25	Ranked #16
2016	Ranked #23	Ranked #12

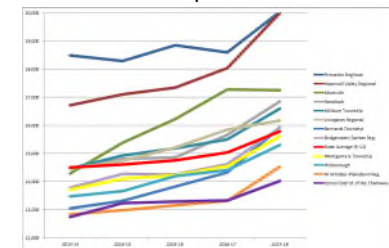
National Merit Program

Class of 2018 - 12 finalists, 62 Commended Students
Class of 2017 - 17 finalists, 1 Semifinalist, 41 Commended

Context and Summary of Observations

- Absent a vote on the budget - Districts are limited to grow their general budget (tax levy) by 2% per annum. (Districts can take an allowance above 2% for health insurance and pass cost of health insurance in the form of tax to the community.)
 - The 2018/2019 budget is \$85,155,803
- The expenses of the District is growing at a rate the outpaces the 2% tax levy and challenges to either sustain current academic performance or strategic intent -
- Other Revenues: State funding unreliable - at risk, limited alternative revenues sources
 - The State does not allow for BOE to create an endowment fund
- The primary drivers are salaries, special education, insurance, transportation, and technology
 - The 2018/2019 tax levy 2% approximates at \$1.467M. A hypothetical increase of MTEA salaries at 2.5% would be \$1.029M or 70%
- At current "As Is Projections" the District will exhaust surplus by 2021

MTSD Cost Per Pupil



Source: DOE Taxpayers Guide to Education Spending

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Context and Summary of Observations

These challenges are NOT unique to our District

Our Strategic Plan and Your Board are seeking a discourse to be pre-emptive, prescriptive in successfully addressing the challenges, opportunity to the long term symbiotic relationship of OUR community and school District

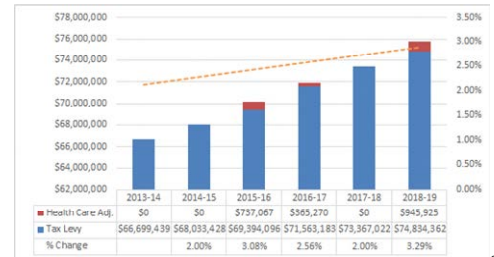
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Steps In Process - Representative

- Continuing to increase transparency and entering into education and discourse with stakeholders regarding Goal 4 of Strategic Plan: Optimize operational and financial resources to enhance student experience.
- Continuing collaboration and coordination with MTWP Committee
- Entered into collaboration with MTEA and APSMT to increase transparency and institutional ownership
- Engaged in Interest Based Bargaining vs Positional Negotiations with MTEA

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Revenue - Tax Levy



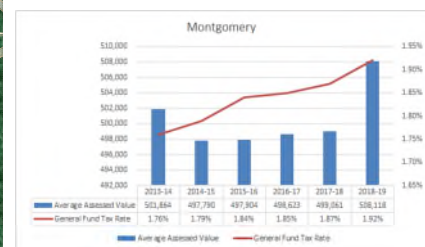
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Steps In Process - Representative

- Working with Office of the Superintendent of Schools to improve on institutional goal alignment and accountability
- Evaluating and prioritization of offerings and programs: Competitive Sports, Clubs, Non-core curriculum
- Improving on budgeting internal processes, prioritization evaluation, and initiating school based budgeting
- Integrating budgeting process and accountability across all committees
- Assessing organizational capabilities and structure versus future needs
- Developing a parallel reinvestment plan tied to strategy

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Approximate Tax Per Average Home



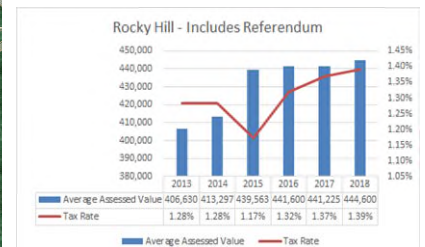
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Total Revenues



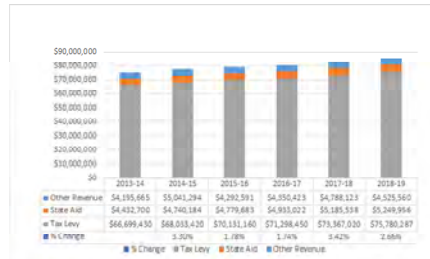
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Approximate Tax Per Average Home



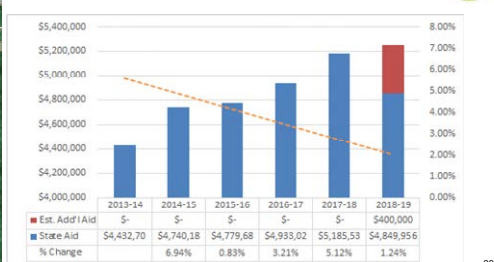
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Revenue Sources



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Revenue - State Aid



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Revenue - Other



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Revenues vs Expenses % Growth Comparison

Adjusting for Healthcare waiver - Expense outpacing tax levy growth rates



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Budgeted Fund Balance



Note: 17-18 one time saving from h/c to Horizon, 18-19 additional state aid 180k, unspent saving for strategic planning from 17-18 h/c saving

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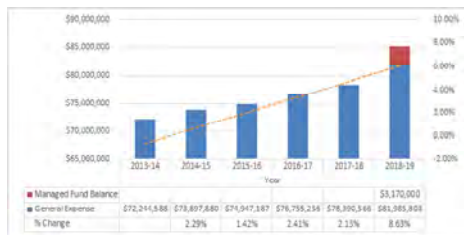
Revenues vs Expenses \$ Gap

Expenses are outpacing the ability to tax, increasing reliance on at risk revenues



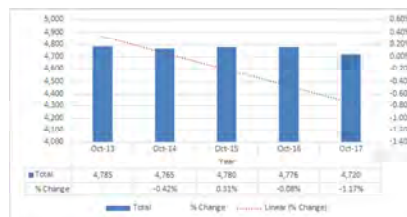
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Operating Expenses



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Student Resident Enrollment



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Revenues vs Expenses \$



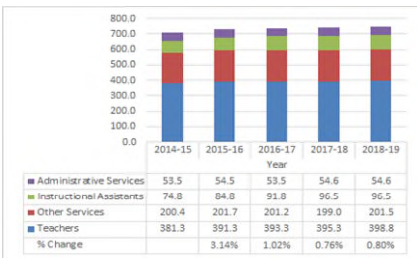
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Employee Growth



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Employee Growth



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Health Benefits



Note: 2015-2016 moved to state medical plan, 2017 moved to Horizon with 15% cap 2018-2019

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Payroll



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Medical Insurance



Note: 2015-16 year change from private to state, 2017-18 state to private, and 2018-2019 contractually capped at 15%

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Percent Salary Increase - Contracted

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
MTEA	2.5	2.5	2.5	3.0	2.38	2.31	IBB
APSMT	1.5	1.75	2.89	2.75	2.5	2.25	2.5
CWA Drivers	1.0	1.25	2.0	2.0	2.0	2.5	2.5
CWA Assistants	1.0	1.25	.40/hr	.40/hr	.40/hr	.40/hr	.40/hr
Unaffiliated	1.5	1.75	2.7	2.7	2.38	2.5	2.38

Payroll and Benefits as % of Tax Levy



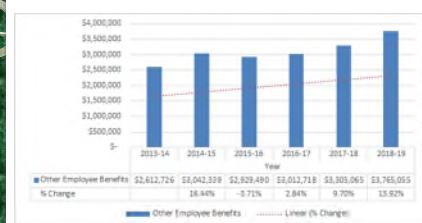
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Payroll as % of Tax Levy



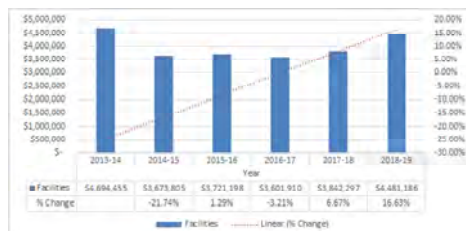
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Other Employee Benefits

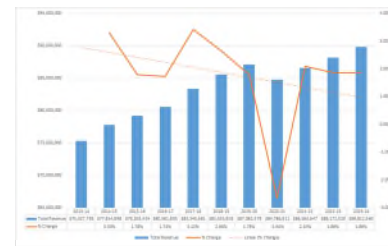


Note: District share of PERS contribution, FICA, employee tuition, workers compensation, employee retirement benefits,

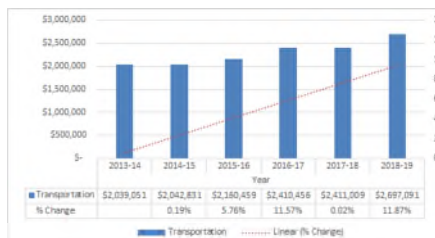
Facilities



Total Revenues: "As Is Projected"



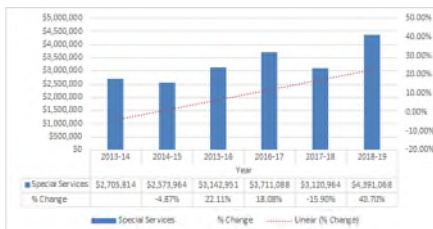
Transportation



Revenue Sources: "As Is Projected"



Special Education



Note: 2016-17 initial investment in ESS. 2017 - 2019 benefited by reduced growth in outside placement costs

Budgeted Fund Balance: "As Is Projected"



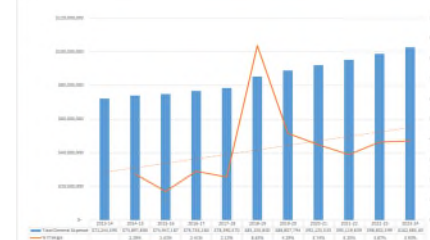
Note: 17-18 one time saving from h/c to Horizon, 18-19 additional state aid 180k, unspent saving for strategic planning from 17-18 h/c saving

Estimated 5 Year Capital Plan

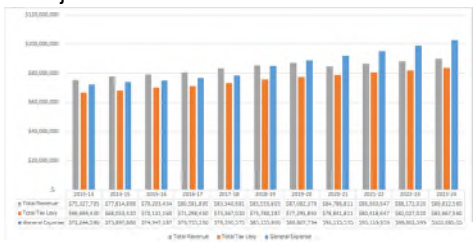
	2019-20 Budget	2020-21 Budget	2021-22 Budget	2022-23 Budget	2023-24 Budget
OHES	225,000	525,000	425,000	365,000	75,000
VES	850,000	1,225,000	68,000	75,000	50,000
LMS	550,000	625,000	575,000	375,000	50,000
UMS	1,700,000	175,000	775,000	325,000	65,000
MHS	330,000	1,250,000	1,550,000	1,450,000	1,275,000
GRAND TOTAL	3,655,000	3,800,000	5,393,000	2,590,000	1,515,000

Note: Five Year Estimated Total: \$16,953,000. Historic referendum 40% matched by State for qualifying projects

Operating Expenses: "As Is Projected"



Revenues vs Expenses \$: "As Is Projected"



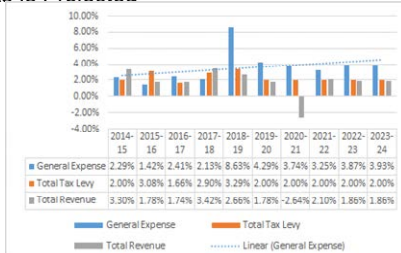
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Expenses: "As Is Projections"

	BUDGET	PROJECTIONS				
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
SALARIES	52,535,643	53,954,105	55,410,866	56,906,960	58,443,448	60,021,421
HEALTH BENEFITS	13,474,305	14,503,742	15,611,828	16,804,571	18,088,441	19,470,398
FACILITIES	4,481,186	4,481,186	4,481,186	4,481,186	4,481,186	4,481,186
UNALLOCATED BENEFITS	3,765,055	3,915,657	4,072,263	4,235,175	4,404,582	4,580,765
OTHER DISCRETIONARY	2,028,608	2,028,607	2,028,607	2,028,607	2,028,607	2,028,607
TRANSPORTATION	2,697,091	2,831,946	2,973,543	3,122,220	3,278,331	3,442,248

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Revenues vs Expenses % Growth Comparison: "As Is Projected"



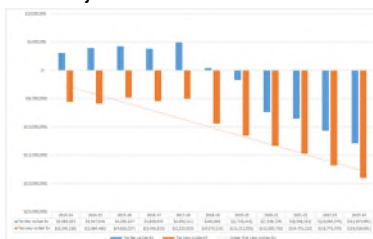
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Expenses: "As Is Projections"

	BUDGET	PROJECTIONS				
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
OUT OF DISTRICT TUITION	3,065,344	3,341,225	3,641,935	3,969,709	4,326,983	4,716,412
ADMINISTRATIVE SERVICES	1,171,951	1,195,390	1,219,298	1,243,684	1,268,557	1,293,929
SPECIAL SERVICES	1,325,724	1,445,039	1,575,093	1,716,851	1,871,368	2,039,791
CO/EXTRA-CURRICULAR	388,937	388,937	388,937	388,937	388,937	388,937
CURRICULUM & INSTRUCTION	221,959	221,959	221,959	221,959	221,959	221,959
DEFERRED		500,000	500,000			
TOTAL	85,155,803	88,807,794	92,125,535	95,119,859	98,802,399	102,685,651

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Revenues vs Expenses \$ Gap: "As Is Projected"



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Revenues vs Expenses: "As Is Projections"

	BUDGET	PROJECTIONS				
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
REVENUES	\$85,155,803	\$87,082,379	\$84,786,811	\$86,563,647	\$88,172,020	\$89,812,560
EXPENSES	\$85,155,803	\$88,317,329	\$91,087,516	\$93,472,049	\$96,476,989	\$99,608,808
NET	\$0	(\$1,234,950)	(\$6,300,705)	(\$6,908,402)	(\$8,304,969)	(\$9,796,248)

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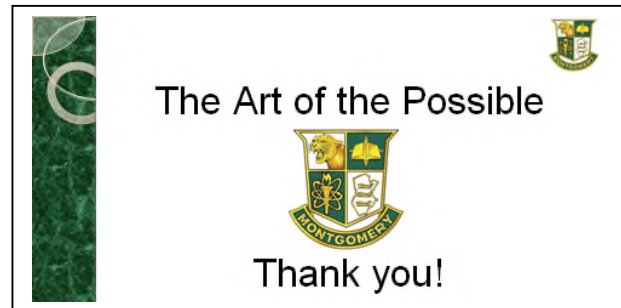
Revenues: "As Is Projections"

	BUDGET	PROJECTIONS				
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
TAX LEVY	75,780,287	77,295,893	78,841,811	80,418,647	82,027,020	83,667,560
STATE AID	4,849,956	5,050,000	5,250,000	5,450,000	5,450,000	5,450,000
BUDGET FUND BALANCE	3,729,335	4,041,486	0	0	0	0
MISC	512,846	525,000	525,000	525,000	525,000	525,000
OTHER FUNDS	110,000	0	0	0	0	0
TUITION	147,760	150,000	150,000	150,000	150,000	150,000
FEDERAL	25,619	20,000	20,000	20,000	20,000	20,000
TOTAL REVENUE	85,155,803	87,082,379	84,786,811	86,563,647	88,172,020	89,812,560

Community Interest Expressed

- Maximizing efficiencies and effectiveness
- Evaluating areas of educational investment - representative
 - Augmentation and additional content offerings
 - School start times and busing
 - Expanded college and career counseling capability - return on education
 - Expanded guidance counseling - behavioral health
 - Full day kindergarten

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

Ms. Mary McLoughlin, Director of Pupil Services, and Ms. Fiona Borland, Director of Instructional Technology, presented the Strategic Plan Goal 1 Update as follows:

Strategic Plan Goal 1 Update

Montgomery Township School District
2018-19 School Year

1

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

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Stakeholders

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

3

Mission and Vision

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

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

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Portrait of a Graduate

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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.

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Goal 1

Student Success

Maximize the social-emotional and academic growth of every student.

7

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

- What are we currently working on?
 - Action item: To provide a Professional Development model that will serve as a resource for differentiated instruction
- How will we accomplish this action?
 - Unpack the data from teacher survey and identify current tools available
- How will we know the action is accomplished?
 - We will have a defined professional development model of differentiation for elementary/middle/high school levels for the Fall 2019
- What percentage of actions for the year is completed?
 - 30%

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Members - Team 1

Leader: Mary McLoughlin

Mark Accardi (UMS)	Brenda Huneryager (LMS)
Staci Anderson (UMS)	Georgianna Kichura (LMS)
Kevin Armstrong (LMS)	Stephanie Lachenauer (UMS)
Fiona Borland (District)	Susan Lacy (VES)
Lynn Carro (VES)	Megan Mastil (MHS)
Cory Delgado (UMS)	Amy Monaco (OHES/VES)
Brittany Discepola (OHES)	Stephanie Shaffer Obe (OHES)
Karen Dudley (OHES)	Alison Pankowski (OHES)

8

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 with parent module
 - 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)

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Members - Team 1

Leader: Mary McLoughlin

Lauren Fornal (VES)	Damian Pappa (District)
Corie Gaylord (District)	Joe Riccardi (MHS)
Mike Girvan (MHS)	Max Rodriguez (VES)
Naoma Green (MHS)	Jen Rogers (OHES)
Melissa Gustich (LMS)	Allison Doyle Smith (UMS)
Carla Hampton (MHS)	Eric Stetteland (OHES)
Erin Harsell (LMS)	Daryl Schwenck (MHS)
Melissa Hodgson (MHS)	Alma Reyes (District)

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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

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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

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

- What adjustments have been made to original approach?
 - Partnered with 1.3 & 2.1 on SEL competencies framework
- What are we currently working on?
 - Added action items focusing on mental health and wellness
 - Explore the feasibility of adding a middle school SAC
 - Research and implement risk assessment screening for all students in grades 7-12
 - Train staff in recognizing signs of concern in students ("gatekeeper" training)
 - Examine feasibility of providing Youth Mental Health First Aid training for all staff over the next 3 years

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- **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 will we accomplish these actions?
 - Include staffing needs in budget
 - Implement risk assessment for students grades 7-12
 - Train all MTSD staff on November 7, 2018 on signs of concern
 - Have at least 5 staff members trained in Youth Mental Health First Aid this school year
- What percentage of actions for the year is completed?
 - 80%

15

- **Objective:** 1.4 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:** 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

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- **Objective:** 1.4 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 are we currently working on?
 - Create guidelines for supervisor-led PD by Spring 2019

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

- What adjustments have been made to the original approach?
 - None
- What are we currently working on?
 - Attend identified professional workshops SEL training.
 - Examine current SEL Practices and Programs for proper alignment.
 - Create programs and strategies to develop SEL competencies where needed.
 - Write MTSD SEL Framework in summer 2019
 - Apply for UMS School of Character and pursue district of character status.

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- **Objective:** 1.4 Provide relevant, targeted professional development for all staff (continued)

- What are we currently working on?
 - Calibrate professional development best practices across departments and grade levels
 - Explore the possibility of expanding summer PD to neighboring districts in order to increase shared ideas, collaboration, and diverse viewpoints by Summer 2019
- What percentage of actions for the year is completed?
 - 60%

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


- What percentage of actions for the year is completed?
 - 30%

18

- **Objective:** 1.5 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

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Objective: 1.5 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.




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Objective: 1.6 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: 1.5 Ensure special education services provide a continuum of supports and interventions that meet each learner's needs. (continued)

- What are we currently working on?
 - Analyze data obtained through report and survey to identify potential programming needs
 - Administer Parent Survey
 - Administer follow up staff survey to access indicators of demographics of needs.
- What percentage of actions for the year is completed?
 - 70%




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Objective: 1.6 Address areas for improvement in English Language Learners (ELLs) program (continued)

- What adjustments have been made to original approach?
 - Modification to SIOP 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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Objective: 1.6 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




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Objective: 1.6 Address areas for improvement in English Language Learners (ELLs) program (continued)

- What are currently working on?
 - Training additional cohorts in SIOP strategies until all staff is trained
 - Provide SIOP follow-up PD for teachers
- What percentage of actions for the year is completed?
 - 80%




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Objective: 1.6 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




30




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.



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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%


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Strategic Planning

Thank you!

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

- What are we currently working on?
 - Examine the K-8 Language Arts Program.
 - Focus on Academic Support within the K-8 Language Arts Program.
- What percentage of actions for the year is completed?
 - 50%

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Time was allowed for questions and comments from the board.

Mr. Richard Cavalli presented MTEA and BOE: Interest Based Bargaining 2017-2018 presentation as follows:



MTEA and BOE: Interest Based Bargaining 2017-2018


November 13, 2018
BOE Abridged & Modified

Montgomery Township – Provides a great career climate for our District

One Montgomery

- Consistently ranked as one of the top towns to raise a family in NJ providing a great quality of life work balance
- Ranked as one of the most highly educated towns
- Parents and community are benefits, understand and make a significant investment in total education
- Highly active parents in children's total education experience: PTA/O, Arts, Clubs, Sports, MTEF
- MTSD consistently ranked amongst the best of education systems in NJ and the Country

The symbiotic relationship among Montgomery Township, Rocky Hill Borough and MTSD to the provide for a Premier education at a superior value and excellent quality of life.



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Mutual Goals of IBB

- Build upon our successes to date with Board/MTEA collaboration
- Develop collective understanding of MTEA and BOE interests beyond the typical industrial view of "Negotiations"
- From MTEA Perspective: Value and Respected as it relates operational and financial interests
- From BOE Perspective: Maximizing total non-financial [quality of work] and financial compensation [pension, take home pay, insurance, and time] while being economically sustainable in being One Montgomery and Dynamically Premier
- Jointly: To align interests in a collaboratively educational and opportunity solving integrated team



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BOE Investment of Effort

- No less than 29 meetings
 - Internal pre and post
 - IBB Committee
 - IBB Finance
 - IBB Time
 - Excludes small group meetings [SM, DO, CJ, RC and Facilitator]
- BOE and MTSD Person Hours – in addition to the above
 - Greater 300 hours



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IBB Committee Members

MTEA	Board of Education
Scott Mason, President Debbie O'Reilly, Chair Jamie Meeker Jim Pendleton Kelly Rafferty Kathy Sinclair Linda Truscinski	Rick Cavalli, President and Chair Minkyo Chenette Charlie Jacey, Co-Chair Ranjana Rao Shreesh Tiwari Kelly Mattis Annette Wells



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IBB Accomplishments To Date

- Mutual Interests better understood
- Financial and Budgeting Clarity [?]
- "Use the Method": DLT, SLT, SST, and MTEA Representation in Board Committees. [Ex. PD, PLC, etc.]; Time Value



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Time and Finance Committee Members

Time	Finance
Debbie O'Reilly, MTEA Chair Jamie Meeker Jim Pendleton Kathy Sinclair Linda Truscinski Minkyo Chenette, BOE Chair Ranjana Rao Kelly Mattis Annette Wells	Scott Mason, President MTEA Debbie O'Reilly, Chair MTEA Kelly Rafferty NIEA Rick Cavalli, President BOE Charlie Jacey, BOE Chair Ranjana Rao Shreesh Tiwari Annette Wells Insurance and Accounting Experts



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Chronology [1 of 2]

- 2017: The BOE and MTEA initiated discussion on increased collaboration and integration to improve culture and effectiveness of Our District in successful development and execution of strategic plan
- 2017: The MTEA was central in the Strategic Planning Committee
- 2017: The MTEA and BOE initiated conversations regarding "Getting to Yes"
- 2017-18: The MTEA, Administration, and BOE Collaborated in the many aspects of jointly improving communication and execution of aspect of Payroll and Benefits
- 2017-18: The MTEA has been collaboratively integrated into Board Committees: OFF, HRC, and ACI [Now PSEI]
- 2017-18: The MTEA and BOE with Administration jointly entered into IBB



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MTEA Prioritization "Survey": BOE Evolving Understanding

From - BOE	To - MTEA
<ol style="list-style-type: none"> 1. Pensionable Income 2. Take Home Pay 3. Health Insurance – Chapter 78 4. Quality of Work: Valued/Time and Respected 	<ol style="list-style-type: none"> 1. Health Insurance – Chapter 78; Take Home Pay 2. Pensionable Income 3. Quality of Work: Valued/Time and Respected



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Chronology [2 of 2]

- Fall/Winter 2017: MTEA and NJEA provide training sessions on MTEA salary guide
- Winter 2018: Brown & Brown presents MTEA experience economics and market trends in healthcare
- Winter/Spring 2018: Suplee, Clooney & Company present details of MTSD balances sheet: surplus and reserves
- Winter/Spring 2018: NJEA presents on the financial condition of MTSD financial statement and balance sheet
- Spring 2018: NJEA presents on the appropriation, reconciliation of MTSD salaries
- June 2018 – Most time and value operational concerns resolved
- The BOE has made continuous offers to MTEA-IBB for the BOE to mutually collaborate; communicate and clarify information and proposals to the members



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BOE Objectives

To achieve the core principals of and enable the Mission, Vision, Goals and Objectives of the MTSD Strategic Plan

- To reinvest in our District team while supporting economic sustainability of the MTSD in achieving its commitment to the community and constituents
- To be equitable
- To sustain, augment non-financial compensation: Time, Respect, Value, Safety and Security, and Facilities and Operations



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Where We Are Today – MTEA Declares Impasse

- June 2018 MTEA opts for impasse, 60+ districts enter impasse
- August 2018 BOE encourages continuation of IBB process while impasse is pursued in parallel; given uncertainties at State level - BOE recommends 1 year contract – MTEA rejects
- October 2018 rejects BOE offer and framework; opts for impasse
 - MTEA recommend and determines Difference Card not viable, collective discussion on 1 year contract, MTEA opts for impasse
 - BOE framework shared savings and equitable distribution of medical insurance and waiver savings, BOE shared additional cost areas since 6/2018 [2.5 teachers, 1.5 transportation dispatcher]
 - October 2018 – IBB BOE presents data on breakage analysis. \$850K **over** vs \$400K **under** contract value
 - Under inaccurate assumption on breakage and percent of direct salary increase budgeted



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BOE Framework – Shared Opportunity, to Be Mutually Defined

- Breakage: Develop a framework to share in a breakage – calculation to be mutually defined, agreed
- Share in healthcare coverage savings – to be equally distributed
- Share in elimination/modification of medical waiver – to be equally distributed
- BOE to impinge on surplus



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Current Financial Situation [as presented April - June 2018]

- 2017-2018 Budget – Deferred \$1M costs over ensuing two years, retained portion of health care cap for 2019-2022, pushed over \$750 in capital improvement over following 3 - years
- 2018-2019 Structural deficits of approximately \$2.5
- 2014 – 2018: General fund has grown 6.79% and investment for educators and extended team has grown 13.51% approximately 5% greater than CBA value
- MTEA has grown in population by 8.6% vs student enrollment -1% from 2014 to current
- MTEA investment in budget has grown from 63% to 67% of general fund
- The regulatory 2% - without a public vote on budget - tax fund increase allowed is approximately \$1.4M. An increase of salaries for MTEA is approximately \$500,000 for each 1%. A 2% increase on MTEA salaries is approximately 65% of total allowable direct property tax increase
- The annual growth of healthcare and special education are greatest significant annual cost increases



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MTEA – MTSD Demographics [as presented April - June 2018]

	Contract Year 2014	Current Year 2017-2018	Difference	Percent Difference
Number of Students	4768	4720	-48	-1.01%
Number of MTEA Members	587	638	51	8.62%
MTEA Contract Salary	\$ 36,986,812	\$ 40,343,852	\$ 3,757,040	10.27%
Benefits	\$ 10,070,749	\$ 12,252,725	\$ 2,181,976	21.67%
MTEA Additional Investment	\$ 2,008,913	\$ 2,642,423	\$ 633,512	31.54%
Total MTEA Investment	\$ 48,666,474	\$ 55,239,002	\$ 6,572,528	13.51%
General Fund	\$ 77,082,133	\$ 82,319,823	\$ 5,237,690	6.79%
MTEA % of GF	63.13%	67.10%		



Note: The projected MTEA contract growth was calculated at 7.89% excluding Additional Investment

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MTEA/NJEA Suggested Research and Benchmarks

- MTSD – According to accounting benchmarks is at or near minimal reserve levels [Impact on bond financing] – BOE offered to use surplus monies [taxing authority implications]
- MTSD – Additional salary availability of \$5.5M. Agreed to not be accurate
- MTEA – Starting salary
 - 20% greater than 2018 national college average [10 month unadjusted]
 - \$20K greater than national teacher starting salary
 - 83% of median NJ and 113% of national household income [10 month unadjusted]
 - 81% of average Microbiologist salary [non-starting]
- Lifetime compensation benchmarking - Among MTEA benchmark peers [As Provided by MTEA]: MTEA Teachers second highest lifetime earnings. Ridgewood #1
- Upon retirement
 - Estimated pension benefits of between \$1.5 and \$2.0 M dollars
 - Access to group health vs individual insurance via NJ State Health Plan



Core Principal: Hiring, developing, and retaining outstanding staff is essential to student success.

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MTSD – Finances and Budget [as presented April - June 2018]

	Contract Year 2014-15	Current Year - Revised	\$ Difference 2014-15 vs CY	% Difference 2014-15 vs CY	2018-2019 Budget	Budget vs CY Revised	Difference Budget vs Revised
Salaries	\$ 46,454,067	\$ 51,043,786	\$ 4,589,719	10%	\$ 52,535,640	\$ 1,491,857	\$ 2,922
Benefits	\$ 14,802,795	\$ 15,354,102	\$ 551,307	4%	\$ 17,389,360	\$ 2,031,258	\$ 13,235
Out of District Tuition	\$ 1,961,277	\$ 2,377,597	\$ 416,320	21%	\$ 3,065,344	\$ 687,747	\$ 28,935
Business Services	\$ 126,448	\$ 194,170	\$ 67,722	54%	\$ 141,664	\$ (45,506)	\$ (24,984)
Technology	\$ 123,560	\$ 199,219	\$ 75,659	61%	\$ 206,263	\$ 7,044	\$ (545)
Facilities	\$ 3,671,805	\$ 4,874,192	\$ 1,201,187	33%	\$ 4,481,186	\$ (393,006)	\$ (8,084)
Transportation	\$ 2,042,811	\$ 2,578,150	\$ 535,738	26%	\$ 2,697,091	\$ 118,541	\$ (4,605)
School Administration	\$ 91,892	\$ 103,872	\$ 7,980	8%	\$ 111,062	\$ 11,190	\$ (10,775)
Special Services	\$ 612,687	\$ 1,219,594	\$ 606,907	99%	\$ 1,325,724	\$ 106,130	\$ (8,795)
Curriculum & Instruction	\$ 134,836	\$ 386,670	\$ 251,834	187%	\$ 221,959	\$ (164,711)	\$ (42,695)
General Ed Discretionary	\$ 2,067,062	\$ 2,075,222	\$ 7,332	0%	\$ 1,855,753	\$ (219,469)	\$ (10,588)
Equipment	\$ 841,391	\$ 565,855	\$ (275,536)	-33%	\$ 172,855	\$ (393,000)	\$ (69,451)
Cy/Extra-Curricular	\$ 358,447	\$ 421,303	\$ 62,755	18%	\$ 388,937	\$ (32,365)	\$ (7,665)
General Administration	\$ 601,943	\$ 610,193	\$ 8,250	1%	\$ 704,062	\$ (93,010)	\$ (23,461)
Total	\$ 79,897,898	\$ 88,210,493	\$ 8,412,595	11%	\$ 96,399,899	\$ 8,189,406	\$ (9,999)



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Comparative Salary Increase by Year

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
MTEA	2.5	2.5	2.5	3.0	2.38	2.31	IBB
APSMT	1.5	1.75	2.89	2.75	2.5	2.25	2.5
CWA Drivers	1.0	1.25	2.0	2.0	2.0	2.5	2.5
CWA Assistants	1.0	1.25	.40/hr	.40/hr	.40/hr	.40/hr	.40/hr
Unaffiliated	1.5	1.75	2.7	2.7	2.38	2.5	2.38



An 1.9% increase is needed to Fund the Guide

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MTEA Cost Reduction Suggestions

- Teachers College investment is less than \$50,000 and requires training to be done by TC [Train the Trainer would result in modest savings]
- Technology Platforms are under investigation. The total cost of identified platforms are less than \$75,000. Investment in consolidated platforms would likely have an initial significant impact with unknown determinable savings
- Reductions in number of supervisors and administrators – short term is not viable; the Board has asked the Superintendent for an organizational review of all buildings and functions
- The Difference Card – the presented saving assumptions – proven not to be true for current year. Agree to revisit in Spring of 2019



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Chapter 78 – MTEA Contribution to Health Insurance

- Montgomery is currently at Stage 4
- The Primary drivers to negative take home pay are
 - Shifting of salary bands and tax brackets [securing pensionable income]
 - Pro Rata increase in pension and dues contribution
 - The relative increase of the cost of healthcare to salary growth
- According to NJEA less than 10% of MTEA employees will have net negative take home
- Due to the base line level of expense, the growth rate, and majority contribution of healthcare paid by MTSD/Public, any local reduction of health insurance future costs **will likely put future pensionable salary increases at risk**



The likely structural resolution is in the hands of NJ State Elected Officials.

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Time was allowed for questions and comments from the board.

Representative Reports

Student Representative Report – Ms. Annalyn St. Ledger commented that while she is personally inspired by the local level of politics, the negative impact on clubs and extracurricular activities due to the ongoing negotiations is having a negative impact on students.

MTEA Report – Ms. Debra O'Reilly, chairperson of the MTEA negotiations committee, commented on the offers presented by the board, questioned whether bargaining was being done in good faith, and questioned whether confidence should be taken in the board leadership. She believes that state fact finding will reveal additional information that will be made public.

Board Member Delegate/Representative Reports – None
(SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.)

Board Committee Reports

Assessment, Curriculum and Instruction Committee Report – Mr. Doshi noted the addition of a .5 FTE school counselor at MHS with no budgetary implications as it is a move in positions. The committee is looking at science offerings and will have a demonstration of performance software during upcoming meetings.

Board of Education Executive Council Report – Mr. Cavalli reported that reorganization of personnel was referred back to HRC.

Human Resources Committee Report – Ms. Miller stated that the committee is discussing the organizational chart and related job descriptions.

Operations, and Finance Committee Report – Mr. Jacey reported that the last two meetings were focused on tonight's presentation.

Policy and Communications Committee Report – Ms. Bursh reported on the items Mr. Fogarty brought forward. Ms. Rao brought up the idea of having district information shared on social media. Mr. Fogarty addressed the issue as a matter of policy with the committee deciding the extent and how it would be accomplished and managed. Ms. Gartenberg voiced that the public is more likely to look at the website for information about the schools.

Pupil Services and SEL Committee Report – Ms. Chenette reported that the committee is discussing how to present information to the full board. They are also discussing the start time of schools.

REVIEW OF MINUTES

The board reviewed the following minutes:

- | | |
|---------------------|-------------------------------|
| 1. October 6, 2018 | Executive Session Meeting |
| 2. October 6, 2018 | Special Meeting |
| 3. October 16, 2018 | Executive Session Meeting |
| 4. October 16, 2018 | Workshop and Business Meeting |

The minutes will be approved at the November 27, 2018 business meeting.

REVIEW OF THE DRAFT NOVEMBER 27, 2018 BUSINESS MEETING AGENDA

The board reviewed the draft agenda for the November 27, 2018 business meeting.

PUBLIC COMMENTS

The public commented on the following:

- Whether social media postings would allow for comments
- Appreciation of additional communication regarding transportation with meetings still taking place at the schools. Comments and suggestions for meetings were noted.
- Whether the sports fee should be reinstated
- Whether it is typical of the Educational Foundation to have only one event

It was noted that if a social media platform were utilized for informational purposes, it would not allow for public comment. Ms. Gartenberg explained that transportation is being handled on a daily basis. Survey monkey will also be used to gather additional feedback. The sports fee is one area that the board will be reexamining. Ms. Chenette responded that the MTEF has one event per year with all funds going to school committees to fund grants.

ACTION AGENDA**1.0 ADMINISTRATIVE**

A motion was made by Ms. Bursh and seconded by Mr. Jacey to approve agenda items 1.1 through 4.3 as follows:

1.1 Routine Monthly Report – Accept the following reports:

- a. Harassment, Intimidation and Bullying (HIB) Report
- b. Bus Evacuation Drill Report

2.0 CURRICULUM & INSTRUCTION

2.1 Consultant Approvals 2018-2019 - Approve the following consultants for the 2018-2019 school year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Educational Services Commission of New Jersey	Master Collaborative Educational Services Agreement – November 13, 2018 – June 30, 2020	See Attached
Educational Services Commission of New Jersey	Occupational Therapy/Physical Therapy Home Instruction	\$146.00/hour
General Healthcare Resources	Speech/Language Pathologist Occupational Therapy/Physical Therapy OT/PT Evaluation SLP – Evaluation SLP – Bilingual Evaluation Only	\$78.00/hour \$76.00/hour \$275.00 each \$275.00 each \$360.00 each

Language & Literacy Associates for Multilingual Education (LLAMAME, LLC)	Two (2) Days of Site-Based Professional Development for K-12 Faculty	\$5,000.00 Total Cost
--	---	--------------------------

- 2.2 Chapters 192/193 Funding 2018-2019 – Approve additional funding under the provisions of Chapters 192/193, Nonpublic Auxiliary and Handicapped Services, in the amount of \$2,141.00 for the 2018-2019 school year to be allocated as follows:

	Additional Funding	Year to Date
Chapter 192 Compensatory Education	\$0.00	\$2,538.00
Chapter 192 E.S.L.	\$0.00	<u>\$0.00</u>
Chapter 192 Total		\$2,538.00
Chapter 193 Exam and Classification	\$0.00	\$9,649.00
Chapter 193 Corrective Speech	\$0.00	\$7,142.00
Chapter 193 Supplementary Instruction	<u>\$2,141.00</u>	<u>\$6,899.00</u>
Chapter 193 Total	\$2,141.00	\$23,690.00
Grand Total		\$26,228.00

3.0 **FINANCE**

- 3.1 Travel Reimbursement – 2018/2019– approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 24).
- 3.2 **WHEREAS**, on April 10, 2018 the Montgomery Township Board of Education awarded DeSapio Construction, Inc. original bid for Restroom Renovations at Orchard Hill Elementary School and Village Elementary School in the total contract lump sum of \$438,800.00; and

WHEREAS, changes are necessary in order for the project to be completed;

NOW, THEREFORE BE IT RESOLVED, that the Montgomery Board of Education approves the following change orders to DeSapio Construction, Inc. in the amount of \$7,609.20:

- #4 Supply and install (6) new Sloan automatic sensor sink faucets at the boys and girls gang restroom \$7,080.00
- #5 Supply and install the faculty restroom lockset with new entry function lockset. The new lockset will replace the current lockset which does not have a lock function. \$529.20

- 3.3 Receipt and Award of Quote – Procurement and Installation of BrightLink Interactive Projectors (Quote #Q19-20) – Quotes were received for the procurement and installation of BrightLink interactive projectors as follows:

<u>Vendor</u>	<u>Base Bid</u>
Staples Technology Solutions Englewood, NJ	\$18,512.87
Total Video Products Mickleton, NJ	\$23,195.00

It is recommended that the Board of Education award quote Q19-20 for the procurement and installation of BrightLink interactive projectors as follows:

<u>Vendor</u>	
Staples Technology Solutions Englewood, NJ	\$18,512.87

4.0 PERSONNEL

- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 25 - 31).
- 4.2 Approval of Personnel Agenda – approve the personnel agenda as attached (See Page 32).
- 4.3 Approval of Personnel Agenda – approve the personnel agenda as attached (See Page 32).

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

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 11:18 p.m.

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

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

1. Items related to personnel and 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 12:07 a.m.

ANNOUNCEMENTS BY THE PRESIDENT

None

ADJOURNMENT

A motion was made by Ms. Chenette and seconded by Mr. Doshi that the meeting be adjourned at 12:07 p.m. Upon call of the question, the motion carried unanimously

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Annette M. Wells". The signature is fluid and cursive, with the first name being the most prominent.

Annette M. Wells
School Business Administrator/
Board Secretary

Montgomery Township Board of Education **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**
Suzanne Asral	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Sharon Baller	OHES	12/2 - 12/4/18	NJASL Fall Conference					\$215.00		\$215.00	\$215.00
Nathalie Bogen	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Cathy Carr	VES	11/29/2018	Life Stem Investigators		\$1.92					\$1.92	\$1.92
Ina DiGangi	UMS	11/30/2018	Reading and the NJ PARCC Exam Workshop					\$165.00		\$165.00	\$165.00
William Dominick	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Lisa Franey***	VES	12/2 - 12/4/18	NJASL Fall Conference		\$26.90	\$183.00	\$298.00	\$175.00		\$682.90	\$682.90
Lesley Haas	LMS	11/16/2018	Beyond Gender Identity - New Language, Labels & Liability		\$6.39			\$150.00		\$156.39	\$156.39
Lauren Horowitz	UMS	11/30/2018	Reading and the NJ PARCC Exam Workshop					\$165.00		\$165.00	\$165.00
Stacy Kohler	UMS	11/28/2018	Emotional & Behavioral Problems		\$18.60			\$229.00		\$247.60	\$247.60
Valeriya Kotok	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Karin Lee	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Clarisa Lescano	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Elsa Licinski	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Caitlin Mannion	UMS	11/30/2018	Reading and the NJ PARCC Exam Workshop					\$165.00		\$165.00	\$165.00
Kimberly Marshall	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Casey Maxwell	VES	11/29/2018	Life Stem Investigators		\$4.03					\$4.03	\$292.48
Eliana Molano	MHS	2/15/2019	STAMP Data Review Online Webinar					\$100.00		\$100.00	\$100.00
Amy Monaco	OHES/VES	11/30/2018	Reading and the NJ PARCC Exam Workshop					\$165.00		\$165.00	\$165.00
Monica Noda- Olszyk	District	12/3 - 12/4/18	School-Based Occupational Therapists		\$22.75			\$449.00		\$471.75	\$471.75
Michael Richards	LMS	11/16/2018	Beyond Gender Identity - New Language, Labels & Liability		\$9.42			\$150.00		\$159.42	\$3,035.01
Jessica Ritson	MHS	11/15/2018	Rutgers Camden Counselor Day		\$7.63					\$7.63	\$7.63
Lisa Romano	UMS	11/30/2018	Reading and the NJ PARCC Exam Workshop					\$165.00		\$165.00	\$1,577.40
Jesus Velazquez***	BO	12/6/2018	Excelling as a Manager/Supervisor		\$46.81			\$99.00		\$145.81	
Jesus Velazquez***	BO	12/12/2018	Breaking Bad Communication Habits		\$18.72			\$199.00		\$217.72	\$363.53
Wendy Wachtel	UMS	11/30/2018	Reading and the NJ PARCC Exam Workshop		\$5.58			\$165.00		\$170.58	
Wendy Wachtel	UMS	4/1 & 4/8/19	Teachers as Scholars - Dystopian Visions		\$11.28					\$11.28	\$1,205.36

*Excluding Tolls

**Estimated

BOE

11/13/2018

**Includes Registrations

***Revised

4.1 PERSONNEL

Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
DISTRICT	Roy	Brendel	Maintenance/Grounds MNT.BO.MANT.NA.02	12/01/2018	Resignation	12/01/2004 – 11/30/2018
MHS	Cynthia	Gorman	Paraprofessional AID.OH.TIA.RC.10	11/26/2018	Resignation	01/16/2014 – 11/25/2018
OHES	Madison	Malave	Paraprofessional (Leave Replacement) AID.OH.FPS.MG.04	11/24/2018	Rescind	11/26/2018 – 12/07/2018
DISTRICT	Annette	Wells	Business Administrator SBA.BO.BADM.NA.01	02/09/2019	Resignation	10/08/2007 – 02/08/2019

Leaves of Absence

Location	Name	Lasts	Position	Type of Leave	Dates of Leave/Notes
OHES	Laura	Boss	Teacher/Kindergarten TCH.OH.TCHR.KD.02	Unpaid Leave Anticipated Return	11/24/2018 – 02/01/2019 (Unpaid; w/o Benefits) - <i>Revised</i> 02/04/2019 - <i>Revised</i>
UMS	Jacquelyn	Butler	Teacher/Special Education TCH.UM.RCTR.MG.01	Temporary Disability FMLA Anticipated Return	11/01/2018 – 12/14/2018 (Paid w/ Benefits) - <i>Revised</i> 12/17/2018 – 02/09/2019 (Unpaid w/ Benefits) - <i>Revised</i> 02/11/2019 – <i>Revised</i>
OHES	Diamond	DaBronzo	Teacher/Special Education TCH.OH.RCTR.MG.06	Temporary Disability FMLA Unpaid Leave Anticipated Return	09/17/2018 – 11/16/2018 (Paid w/ Benefits) - <i>Revised</i> 11/19/2018 – 02/16/2019 (Unpaid w/ Benefits) - <i>Revised</i> 02/17/2019 – 04/10/2019 - <i>Revised</i> 04/11/2019
OHES	Brittany	Discepolo	Teacher/Grade 1 TCH.OH.TCHR.01.12	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 – 06/30/2019 - <i>Revised</i> 09/01/2019 – <i>Revised</i>
MHS	Melissa	Fattorusso	Teacher/English TCH.HS.ENG.MG.09	Temporary Disability FMLA Anticipated Return	02/04/2019 – 03/29/2019 (Paid waives Benefits) - <i>Revised</i> 04/01/2019 – 06/28/2019 (Unpaid waives Benefits) 09/01/2019
OHES	Heather	Geniton	Teacher/Special Education TCH.OH.FPS.MG.03	FMLA Anticipated Return	01/02/2019 – 03/22/2019 (Unpaid waives Medical) 03/25/2019

LMS	Meghan	Murphy	Teacher/Grade 5 Math/Science TCH.LM.MASC.05.01	Temporary Disability FMLA FMLA Unpaid Leave Anticipated Return	02/11/2019 – 05/05/2019 (Paid w/ Benefits) 05/06/2019 – 06/28/2019 (Unpaid w/ Benefits) 09/01/2019 – 09/29/2019 (Unpaid w/ Benefits) 09/30/2019 – 10/31/2019 11/01/2019
MHS	Shawn	Osteen	Teacher/Athletic Trainer TCH.HS.TRNR.MG.02	Leave of Absence Anticipated Return	09/04/2018 – 11/16/2018 (Paid waives Benefits) - <i>Revised</i> 11/19/2018 - <i>Revised</i>
VES	Teresa	Volpe	Ed. Support Assistant (.48) AID.VS.ESA.UG.03	Temporary Disability FMLA Anticipated Return	02/04/2019 – 03/29/2019 (Paid w/out Benefits) 03/31/2019 – 06/29/2019 (Unpaid w/out Benefits) 09/01/2019
OHES	Glen	Wilkens	Custodian CUS.OH.CUST.NA.02	Leave of Absence Anticipated Return	11/16/2018 – 01/11/2019 (Paid w/ Benefits) 01/14/2019

Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Julianne	Erdi	Teacher/Grade 1 (Leave Replacement) TCH.OH.TCHR.01.12	Brittany Discepolo	BA	2-3	\$60,240	Yes	12/22/2018 – 06/30/2019
OHES	Timothy	Farrell	Teacher/Special Education (Leave Replacement) TCH.OH.RCTR.MG.06	Diamond Dabronzo	BA	6-7	\$62,015	Yes	10/01/2018 – 04/10/2019
UMS	Joanne	May **	Supervisor/Pupil Services/ 5-8 (Leave Replacement) SPV.58.SPED.NA.01	Regina Dunich	N/A	N/A	\$97,600	Yes	12/01/2018 – 06/30/2019
OHES	Marilyn	Menninger	Teacher – Kindergarten (Leave Replacement) TCH.OH.TCHR.KD.02	Laura Boss	BA	1	\$59,400	Yes	12/01/2018 – 02/01/2019
MHS	Samantha	Nowak **	Teacher/English (Leave Replacement) TCH.HS.ENGL.MG.05	Micheline Aichele	BA	4-5	\$61,045	Yes	01/14/2019 – 06/30/2019 (or sooner, pending release)

Appointments/Renewals (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
DISTRICT	Julianna	Fragulis	Secretary/Clerk50/50 (.60) SCK.BO.PSVC.NA.01	New	12 6/7	\$23,769	Yes	11/14/2018 – 06/30/2018

MHS	Alba	Gonzalez	Custodian CUS.HS.CUST.NA.09	Antonio Urias	1-2	\$36,800	Yes	11/16/2018 – 06/30/2019
MHS	Silvia	Lizardi	Custodian CUS.HS.CUST.NA.17	Sylvia Rogozynski	1-2	\$36,800	Yes	10/22/2018 – 06/30/2019 - Revised
OHES	Dorota	Roszkowska	Assistant Custodian CUS.OH.ACUS.NA.01	Ewa Cholody	1	\$24,325	Yes	11/01/2018 – 06/30/2018

Transfers/Voluntary Reassignments

New Position/Location	First	Last	Previous Position/Location	Step	Salary	Dates of Employment
Paraprofessional/OHES	Jacqueline	Gomes	Paraprofessional/MHS AID.HS.TIA.RC.05	2-3	\$24,900	10/31/2018 – 06/30/2019

Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Rashmi	Kulkarni	Substitute Teacher	NEW	2018-2019
DISTRICT	Amanda	Luong	Student Teacher/Substitute Teacher	NEW	2018-2019
DISTRICT	Josh	Prevost	Substitute Teacher	NEW	2018-2019
DISTRICT	Alan	Wirsul	Substitute Teacher	NEW	2018-2019

Renewals/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Marianne	Mencher	Substitute Teacher	RENEW	2018-2019

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro- rated	Dates of Employment
MHS	Cynthia Gorman	Hope Boczon	Traditional	\$150.00	YES	11/16/2018-06/30/2019
OHES	Marilyn Menninger	Michelle Pender	Traditional	\$275.00 *Revision	YES	09/01/2018-02/01/2019 *Revision

Appointments – To Be Funded by FY2019 Title I Funds

Location	First	Last	Position	Salary/ Stipend	Dates/Notes
VES	Erika	Fedo	Teacher – Bluebird Program	\$59.98 p/h	11/14/2018 – 06/25/2019 Not to exceed 15 hours

Home Instruction

Location	First	Last	Position	Hourly Rate	Dates of Employment/Notes
HS	Samantha	Lloyd	Home Instruction	\$59.98 p/h	11/14/2018 – 06/30/2018
HS	Katherine	Romanchik	Home Instruction	\$59.98 p/h	11/14/2018 – 06/30/2018

Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
VES	Casey	Maxwell	University of San Diego	Spring 2019	5	\$284.00	Vocabulary-Building Strategies for Student in Grades 4-12
OHES	Wendy	Sentra	Colorado State University	Summer 2018	3	\$365.00	Unlocking the Mystery of Eating Disorders <i>*Rescind*</i>
VES	Tammy	Tanzola	University of LaVerne	Spring 2019	3	\$345.00	ADD/ADHD Strategies & Interventions for the Classroom
VES	Tammy	Tanzola	University of LaVerne	Spring 2019	3	\$345.00	Motivating Students Who Don't Care
VES	Tammy	Tanzola	University of LaVerne	Spring 2019	3	\$345.00	Understanding & Dealing with Difficult Parents
MHS	Bryan	Upshaw	Plymouth State University	Spring 2019	3	\$1815.00	Research Design

Co-Curricular 2018-2019

Location	First	Last	Position	Stipend	Dates of Employment/Notes
UMS	Kelsey	Donovan	Math Counts Advisor	\$1,600	2018-2019 School Year
UMS	Victoria	Giunta	Intramural – Volleyball (Fall)	\$1,955	2018 -2019 Fall Season
MHS	Kristopher	Grundy	Basketball Coach, Boys Varsity	\$9,990	2018 - 2019 Winter Season

MHS	Joseph	Bassford	Basketball Coach, Boys JV	\$6,350	2018 - 2019 Winter Season
MHS	Nicole	Grabowski	Basketball Coach, Girls JV	\$6,350	2018 - 2019 Winter Season
MHS	Josh	Prevost	Basketball Coach, Boys Freshman	\$5,042	2018 - 2019 Winter Season
MHS	Thomas	Romano	Basketball Coach, Girls Freshman	\$5,042	2018 - 2019 Winter Season
MHS	Marisa	Scarlata	Cheerleading Coach, Varsity	\$5,995	2018 - 2019 Winter Season
MHS	Amanda	Cahill	Cheerleading Coach, JV @ 50%	\$2,383.50	2018 - 2019 Winter Season
MHS	Dana	Castronovo	Cheerleading Coach, JV @ 50%	\$2,383.50	2018 - 2019 Winter Season
MHS	Kaitlyn	Dalziel	Diving, Head Coach @ 75%	\$2,587.50	2018 - 2019 Winter Season
MHS	Penny	Pariso	Diving, Head Coach @ 25%	\$862.50	2018 - 2019 Winter Season
MHS	Timothy	Sullivan	Fencing, Boys Head Coach	\$6,900	2018 - 2019 Winter Season
MHS	Johanna	Snedeker	Fencing, Girls Head Coach	\$6,900	2018 - 2019 Winter Season
MHS	William	Dominick	Fencing, Assistant Coach	\$5,578	2018 - 2019 Winter Season
MHS	Andy	Gojdycz	Ice Hockey Coach, Varsity	\$8,150	2018 - 2019 Winter Season
MHS	James	Washburn	Ice Hockey Coach, JV	\$5,508	2018 - 2019 Winter Season
MHS	Noelle	Keller	Swimming Coach, Boys Varsity	\$7,500	2018 - 2019 Winter Season
MHS	Claire	Scarpa	Swimming Coach, Girls Varsity	\$7,500	2018 - 2019 Winter Season
MHS	Kelli	Kallens	Swimming Coach, Assistant	\$5,000	2018 - 2019 Winter Season
MHS	James	Griffin	Strength & Conditioning Coach	\$4,500	2018 - 2019 Winter Season
MHS	Sean	Carty	Track & Field Coach, Boys Varsity	\$7,300	2018 - 2019 Winter Season
MHS	Timothy	Bartholomew	Track & Field Coach, Girls Varsity	\$7,300	2018 - 2019 Winter Season
MHS	Vincent	Figueroa	Track & Field Coach, Assistant	\$4,900	2018 - 2019 Winter Season
MHS	Kurt	Franey	Wrestling Coach, Varsity	\$8,200	2018 - 2019 Winter Season
MHS	TBA		Wrestling Coach, JV	\$5,578	2018 - 2019 Winter Season
MHS	Robert	Melusky	Equipment Manager	\$1,050	2018 - 2019 Winter Season
MHS	Fred	Godett	Clock Operator @ 50%	\$1,808.50	2018 - 2019 Winter Season
MHS	Cristina	Venetucci	Clock Operator @ 50%	\$1,808.50	2018 - 2019 Winter Season
UMS	Kevin	Armstrong	UMS Athletic Coordinator	\$2,666	2018 - 2019 Winter Season

UMS	Peter	Mueller	Basketball Coach, Co-Head Boys @ 50%	\$2,203.50	2018 - 2019 Winter Season
UMS	James (Tom)	Huelbig	Basketball Coach, Co-Head Boys @ 50%	\$2,203.50	2018 - 2019 Winter Season
UMS	Michael	Girvan	Basketball Coach, Co-Head Girls @ 50%	\$2,203.50	2018 - 2019 Winter Season
UMS	Norman	Gebhart	Basketball Coach, Co-Head Girls @ 50%	\$2,203.50	2018 - 2019 Winter Season
UMS	Jay	Stuart	Wrestling Coach, Head	\$4,117	2018 - 2019 Winter Season
MHS	Ashley	Brower	Dance, Volunteer Head Coach	\$0	2018 - 2019 Winter Season
MHS	Melissa	Brower	Dance, Volunteer Coach	\$0	2018 - 2019 Winter Season
MHS	Shannon	Dolan	Dance, Volunteer Coach	\$0	2018 - 2019 Winter Season
MHS	Thomas	Molarz	Basketball, Boys Volunteer Coach	\$0	2018 - 2019 Winter Season
MHS	Norman	Gebhart	Basketball, Girls Volunteer Coach	\$0	2018 - 2019 Winter Season
MHS	Steven	Caputo	Fencing, Volunteer Coach	\$0	2018 - 2019 Winter Season
MHS	Catherine	Mallon	Diving, Volunteer Coach	\$0	2018 - 2019 Winter Season
MHS	Christine	Seddon	Winter Track, Volunteer Coach	\$0	2018 – 2019 Winter Season
MHS	Daniel	Aguilar	Winter Track, Volunteer Coach	\$0	2018 – 2019 Winter Season
UMS	Arleigh	Closser	Wrestling, Volunteer Coach	\$0	2018 - 2019 Winter Season

Student Lifeguards for the 2018-2019 Winter Season

Location	First	Last	Position	Salary	Dates of Employment/Notes
MHS	Alexandra	Glezer *	Student Lifeguard	\$10.00 p/h	2018 – 2019 School Year
MHS	Shreena	Solanki	Student Lifeguard	\$10.00 p/h	2018 – 2019 School Year
MHS	Sarah	Witt	Student Lifeguard	\$10.00 p/h	2018 – 2019 School Year

Adult Lifeguards for the 2018-2019 Winter Season

Location	First	Last	Position	Salary	Dates of Employment/Notes
MHS	Carolyn	Casey	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Carlee	Dragon	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Vincent	Figueroa	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Mike	Girvan	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Vincent	Ingraffia	Lifeguard	\$20.00 p/h	2018 – 2019 School Year

MHS	Noelle	Keller	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Penny	Pariso	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Brian	Santaniello	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Claire	Scarpa	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Johanna	Snedeker	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Richard	Steeb	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Tiffany	Trockenbrod	Lifeguard	\$20.00 p/h	2018 – 2019 School Year
MHS	Brian	Upshaw	Lifeguard	\$20.00 p/h	2018 – 2019 School Year

Other

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
TRANS	Debra	Davidson	Bus Driver	\$500.00	Referral Bonus-Transportation
TRANS	Chet	Feduniewicz	Bus Driver	\$500.00	Referral Bonus-Transportation
VES	Lauren	Fornal	Attendance at Parent Transportation Meeting (1.5 hrs)	\$86.94	09/25/2018
VES	Jolene	Schantz	Attendance at Parent Transportation Meeting (1.5 hrs)	\$81.84	09/25/2018
MHS	Susanne	Asral	Teaching 1 Additional Period	\$1,839.60	10/26/2018 – 11/30/2018
MHS	Kimberly	Marshall	Teaching 1 Additional Period	\$2,314.25	10/25/2018 – 11/30/2018
MHS	Alma	Reyes	Teaching 1 Additional Period	\$2,361.55	10/30/2018 – 11/30/2018

Location	Name/Position	% Funded	Salary to be Funded by IDEA
OHES	Mayan Barkel/Preschool Aide	91.4% - <i>Revised</i> 09/06/2018 – 06/21/2019	\$10,837 - <i>Revised</i>

***Pending Criminal Background Clearance**

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

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

WHEREAS, on or about October 4, 2018, an employee of the Montgomery Township Board of Education (hereinafter referred to as the “Board”), whose name is on file with the Superintendent of Schools’ Office, was notified by the Superintendent of Schools that said employee was to be suspended with pay pursuant N.J.S.A. 18A:25-6.

NOW, THEREFORE, BE IT RESOLVED that the Board shall continue the suspension of the employee with pay pending a further investigation and, thereafter, a determination by the Board as to what further action, if any, shall be taken.

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

WHEREAS, an employee whose name is on file in the office of the Superintendent of Schools was suspended with pay on November 1, 2018, pending the outcome of an investigation and until further action by the Board to either continue the suspension or reinstate the employee; and

WHEREAS, the investigation was completed and the Superintendent restored said employee to her position, effective November 5, 2018.

BE IT FURTHER RESOLVED that the Superintendent’s restoration of the employee effective November 5, 2018 is, in all respects, ratified and reaffirmed.