

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Media Center – Upper Middle School**  
**375 Burnt Hill Road**  
**Skillman, New Jersey 08558**

**BUSINESS MEETING MINUTES**  
**Tuesday, March 15, 2022**  
**6:00 p.m. Executive Meeting**  
**7:30 p.m. Public Meeting**

**Call to Order – By Board President Spence-Wallace at 6:01 p.m.**

Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on January 5, 2022, and March 11, 2022. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Posting, PTSA Officers, Courier News, Montgomery News, Princeton Packet, Trenton Times, and The Star Ledger.

The Board reserves the right to enter into Executive Session during all meetings of the Board of Education.

It is the School Board's intention to conclude this meeting at a reasonable hour.

**ROLL CALL**

Phyllis Bursh – Present  
Martin Carlson – Present  
Victoria Franco-Herman – Present  
Christina Harris – Present (remote)  
Richard Specht – Present

Dr. Zelda Spence-Wallace – Present  
Maria Spina – Present  
Shreesh Tiwari – Absent  
Patrick Todd – Present

Also Present: Mary McLoughlin, Superintendent of Schools  
Damian Pappa, Assistant Superintendent of Schools  
Alicia M. Schauer, School Business Administrator/Board Secretary  
David Palumbo, Associate School Business Administrator/Assistant Board Secretary

**EXECUTIVE SESSION**

The Board convened in Executive Session at 6:10 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.

WHEREAS, the items that are permitted to be discussed in executive session are as follows:

- 1) a matter rendered confidential by federal or state law

- 2) a matter in which release of information would impair the right to receive government funds
- 3) material the disclosure of which constitutes an unwarranted invasion of individual privacy
- 4) a collective bargaining agreement and/or negotiations related to it
- 5) a matter involving the purchase, lease, or acquisition of real property with public funds
- 6) protection of public safety and property and/or investigations of possible violations or violations of law
- 7) pending or anticipated litigation or contract negotiations and/or matters of attorney-client privilege
- 8) specific prospective or current employees unless all who could be adversely affected request an open session
- 9) deliberation after a public hearing that could result in a civil penalty or other loss

NOW THEREFORE BE IT RESOLVED, that the Board of Education will be discussing items 3, 4, 7 and 8.

Action may take place on these items.

The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

**RECONVENE IN OPEN SESSION** – The Board returned from Executive session at 7:43 p.m.

### **ROLL CALL**

Phyllis Bursh – Present  
 Martin Carlson – Present  
 Victoria Franco-Herman – Present  
 Christina Harris – Present (remote)  
 Richard Specht – Present

Dr. Zelda Spence-Wallace – Present  
 Maria Spina – Present  
 Shreesh Tiwari – Absent  
 Patrick Todd – Present

Also Present: Mary McLoughlin, Superintendent of Schools  
 Damian Pappa, Assistant Superintendent of Schools  
 Alicia M. Schauer, School Business Administrator/Board Secretary  
 David Palumbo, Associate School Business Administrator/Assistant Board Secretary

### **SALUTE THE FLAG**

**STUDENT REPRESENTATIVE REPORT** – Ms. Anya Sharma, Student Representative, reported that the senior trip was two weeks ago, which allowed the students to get to know each other. Spring sports starts this week; the Red Cross is starting a blood drive, and the Robotics team won the Mt. Olive competition.

### **SUPERINTENDENT’S REPORT/PRESENTATIONS**

Ms. McLoughlin introduced Mr. Dan Van Hise, Orchard Hill Elementary School (OHES) Assistant Principal, who will become the OHES principal next year. Ms. McLoughlin provided some background on Mr. Van Hise. Mr. Van Hise spoke after Ms. McLoughlin.

- The district is celebrating Deaf History and Women’s History month.
- Mr. Leicht and the Robotics took first place at the Mt. Olive competition. They were one of 37 teams that competed.

- Ms. Pino-Beattie discussed the book *The 57 Bus*. Some parents found it to be controversial, and she received some positive and some negative emails regarding the book.
- Orchard Hill Elementary School - School Leadership Team (SLT) - The OHES SLT gave a PowerPoint presentation showcasing the work of the SLT. Diversity, Equity, and Inclusivity and Social Emotional were the main topics. Several videos of the students were shown.
- Orchard Hill Elementary School - Student Recognition – Included in the SLT presentation.
- Student Safety Data System (SSDS) Report, 2021-2022: Period 1 - Ms. McLoughlin reported on the number of incidents within the district during this period. The Montgomery High School (MHS) had six incidents, most of which were substance issues. At the Upper Middle School (UMS) there were two incidents of HIB while at Lower Middle School (LMS), Village Elementary School (VES) and OHES, there were no incidents reported.
- Harassment, Intimidation and Bullying (HIB) – Investigations, Trainings and Programs, 2021-2022: Period 1 – Ms. Stacy Young, Director of Equity, Data and Accountability, gave a PowerPoint presentation regarding the HIB incidents throughout the district.
- Proposed Budget for 2022-2023 Presentation – Ms. Schauer and Ms. McLoughlin gave a PowerPoint presentation on the tentative FY 2023 budget. Ms. Schauer reviewed the financial portion while Ms. McLoughlin discussed the programs and proposed questions such as full-day kindergarten and funds for upgrades to the ECC building.
  - Full-day kindergarten is planned for implementation in the FY 2024 school year.
  - This presentation will be on the district’s website tomorrow. The proposed question slide will be posted separately from the rest of the presentation.

### **NEW BUSINESS FROM BOARD/PUBLIC**

Mr. Chris Wilson, Belle Mead resident, spoke about the literacy program. The implementation of the full-day kindergarten provides an opportunity to improve the literacy program from an early age. There is a correlation between literacy and imprisonment. He is requesting that the leadership team address literacy in the upcoming budget. Dr. Spence-Wallace addressed Mr. Wilson’s concern.

Ms. Mugdha John, Belle Mead resident, stated she would like to see students from different grades ride on the same buses. This will teach them to coexist and how to deal with each other. She is also concerned with school hours. Ms. McLoughlin addressed the concerns.

Ms. Karen Anderson, Belle Mead resident, discovered and reported to the board an offensive image in a book titled Tomboy which the school had used at the 9th grade level. The offensive image depicted Mary, Mother of Jesus, in a highly disrespectful way. Ms. McLoughlin addressed her concerns.

Ms. Misha Jernigan, Belle Mead resident, brought up her concern about politics in the classroom, and a recent case during the week where a "large group of students" balked at the use of *The 57 Bus* which the school uses. The book contains much obscenity. Examples from the text were given/read by 2 other parents speaking tonight. These students were "silenced" and talked down to in a way that she felt was hateful and intolerant. Ms. Misha Jernigan used the phrase: "This week there was pure hatred at MHS".

Ms. Anna Jernigan, Belle Mead resident, spoke regarding the book *The Bus 57*. She is concerned with the language used in the book and will email a specific excerpt to the board. She would like more language appropriate books to be selected.

Ms. Dianna Muzaurieta stated she has been teaching in the district since 2001 and is an advisor for the gay alliance. She thanked the board for supporting them and the curriculum. She stated that she has compassion for all her students and that people need to be able to have uncomfortable conversations.

## **COMMITTEE/REPRESENTATIVE REPORTS**

### **Representative Reports**

- MTEA Report – Mr. James Dolan, MTEA President, reported that at the MTEA has started another initiative yesterday that's called ISUPPORTTHEGIRLS.ORG in honor of women's history month. The group collects and distributes items to women in need. They also finished a listening tour to listen to members of color within the district. For Read Across America, 400 pizzas were given out to families to read with their children. The MTEA received a bonus grant from the NJEA to get lending libraries set up at VES. Another event took place on March 3<sup>rd</sup> and included a 17 year-old author who read her book via zoom. The MTEA purchased the book and will hand them out to the students. Lastly, he excited that there is collaborative training. On March 28<sup>th</sup> there will be a meeting to discuss the collaboration within the school district.
- Board Member Delegate/Representative Reports  
(SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.) – None

### **Board Committee Reports**

- Assessment, Curriculum and Instruction Committee (ACI) – Dr. Spence-Wallace reported that the committee met on Wednesday, March 2<sup>nd</sup>. The Director of Equity, Data and Accountability reviewed the HIB incidents for period 1. March is Irish Heritage month and Women's History month. Dr. Spence-Wallace discussed two bills currently in the legislature. One deals with inclusivity, and the second would require public school districts to have curriculum on the contributions of Asian Americans and Nation Islanders. Mr. Brooks reported that the media specialists from the schools helped with students who were pulled from class to participate in Gifted & Talented programs. The FY 2023 budget allocates more Gifted & Talented funding. Standardized testing for graduation status is starting tomorrow and goes through the 17<sup>th</sup>. Ms. Corie Gaylord, Director of Student & Academic Counseling, will give a presentation on "Portrait of a Graduate" at next month's board meeting. In addition, there will be transition counseling for 6<sup>th</sup> and 8<sup>th</sup> graders. The Special Services department must discuss compensatory education by December 2022. Finally, the new Covid Coordinator has begun working and is helping with the contact tracing.
- Equity Committee (EC) – Ms. Bursh reported that the committee has not been formed yet, and she will work with Ms. McLoughlin to get it started.
- Anti-Racism and Reform Sub-committee (ARRSC) Ms. Spina reported that the committee met on the 9<sup>th</sup> of March with Ms. Harris running the meeting in her place. Ms. Lacy has obtained maps in Hunterdon County with various locations relating to black history. An update was provided by Mr. Max Rodriguez, fourth grade teacher, on the listening tour. Ms. Young also provided updates on the DEI consultant work with Dr. Daniels and the English teachers. There

was also a “High Top” presentation on gender and sexual orientation. Students at the high school may reschedule the gray space initiative.

- Operations, Facilities and Finance Committee (OFF) – Mr. Specht reported that the committee met on March 11<sup>th</sup> with the main topic being the FY 2023 budget. Ms. McLoughlin discussed the need for full-day kindergarten, which will be a question included in the FY 2023 budget submission. Montgomery is one of 20 districts out of 670 total districts that do not have full-day kindergarten. The committee also reviewed the monthly financial reports along with the rest of the agenda items. Mr. Specht also thanked district personnel for their efforts with the FY 2023 budget. Finally, the district received a reimbursement of approximately \$180K for an insurance claim as a result of the damage caused by Ida.
- Policy and Communications Committee (PCC) – Ms. Specht reported that the committee met on March 10<sup>th</sup> and discussed policies up for first and second reading on tonight’s agenda as well as policies being abolished. He specifically discussed Policy 2422 and Policy and Regulation 5751. Policy 2422 deals with Health and Physical Education while Policy and Regulation 5751 provides the committee with an option in dealing with sexual harassment and selecting which standard should be used during the decision making process. The committee can use the preponderance of evidence or clear and convincing standard. In addition, there are six policies on the agenda that are up for adoption tonight.
- Human Resource Committee (HRC) - Ms. Franco Herman reported that the committee met on March 8<sup>th</sup>. One item discussed was the regular reviews of job descriptions across the district. The committee also discussed staff wellness. All stakeholders involved want to make sure the wellness of the entire staff is looked after.
- President’s Report – Dr. Spence-Wallace reported that in response to concerns with the food service program, the food service committee did five walkthroughs at various districts to observe their food service programs. The committee is developing a request for proposal (RFP) for a new food service company. The RFP will go out in spring. Ms. Franco-Herman noted that the committee has been meeting since February, and they voted unanimously to go ahead with the RFP. She and Ms. Schauer are putting together the specs for submission to the state for their approval. The RFP will be advertised in April, and there will be a presentation and recommendation at the May 24<sup>th</sup> meeting.

The Special Education Ad Hoc committee met on March 3<sup>rd</sup>. Two topics that were discussed are the Individualized Education Plan (IEP) process and Literacy program. In addition, Dr. Spence-Wallace is happy to see the growing diversity in literature.

A video of students from the VES school celebrating black history month was played.

**APPROVAL OF MINUTES**

Ms. Franco-Herman motioned to approve the following minutes, and it was seconded by Mr. Specht. Upon call of the question, the motion carried with seven members voting in favor and Ms. Bursh abstaining.

- |    |                   |                              |
|----|-------------------|------------------------------|
| 1. | February 22, 2022 | Executive Session I Meeting  |
| 2. | February 22, 2022 | Executive Session II Meeting |
| 3. | February 22, 2022 | Business Meeting             |

**CORRESPONDENCE TO THE BOARD** – List of correspondence to the Board:

None

**PUBLIC COMMENTS**

Mr. Chris Wilson, Belle Mead resident, spoke about the personnel agenda and full-day kindergarten. He also stated that he would like his son to be able to create the things that other students are creating. He reiterated that the literacy program needs to be changed because more of the same isn't working.

Ms. Gabriella Zayova, Montgomery resident, stated she is against the language used in the book *The 57 Bus*. She read a passage from the book. Ms. Bursh noted that the excerpt read by Ms. Zayova sounds similar to Huckleberry Finn.

**ACTION AGENDA**

Mr. Todd motioned items 1.1 through 4.3 seconded by Ms. Franco-Herman. Upon call of the question, the motion carried with Ms. Bursh abstaining from agenda items 1.1C, 1.3, 3.6F and 3.7, Mr. Carlson abstaining from 1.1C except for HIB Case #228053. Ms. Bursh also voted no on agenda items 1.4, 3.6A and 3.6E.

**1.0 ADMINISTRATIVE****1.1 Routine Monthly Reports** – Accept the following reports:

- a. Student Control Report
- b. Fire/Security Drill Report
- c. Harassment, Intimidation and Bullying (HIB) Report
- d. Student Safety Data System (SSDS) Report, 2021-2022: Period 1

**1.2 Policy First Reading** - Accept the following policies and regulation as a first reading:

- |       |   |
|-------|---|
| 2270  | Religion in the Schools                       |
| 2422  | Comprehensive Health and Physical Education   |
| 5111  | Eligibility of Resident/Non-resident Students |
| 5751  | Sexual Harassment of Students                 |
| 5751R | Sexual Harassment of Students                 |
| 8540  | School Nutrition Programs                     |
| 8550  | Meal Charges/Outstanding Food Service Bill    |
| 8600  | Student Transportation                        |

- 1.3 Policy Second Reading - Accept and adopt the following policies and regulation following a second reading:

0155 Board Committees  
 0168 Recording Board Meetings  
 1648.14 Safety Plan for Healthcare Settings in School Buildings – COVID-19  
 2467 Surrogate Parents and Resource Family Parents  
 7432 Eye Protection  
 7432R Eye Protection

- 1.4 Policy/Regulation Abolishment - Approve the Board of Education to abolish the following policies and regulation:

5114 Children Displaced by Domestic Violence  
 8540R Free and Reduced Meals  
 8810 Religious Holidays

## 2.0 CURRICULUM & INSTRUCTION

- 2.1 Consultant Approvals: 2021-2022 - Approve the following consultants for the 2021-2022 School Year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Top Youth Speakers	Provide UMS Title 1 students with two virtual evenings on the topics of resiliency and leadership development to be completed by June 1, 2022.	\$6,336 <i>To be Funded by ESEA Title 1</i>
Rethink Theatrical	Provide MHS staff with a two-day professional development workshop integrating theater arts and environmental science instructional practices on April 29 and 30, 2022.	\$1,500 <i>To be Funded by ESEA Title 2</i>

- 2.2 Donation - Accept the donation of vinyl adhesive sheets from Mr. Gregory Rytel of Mobile Outfitters to be utilized by the Montgomery Township School District Art, Theatre, and Technology programs.

## 3.0 OPERATIONS, FACILITIES AND FINANCE

- 3.1 Acceptance of the Financial Reports

WHEREAS, N.J.A.C. 6A:23A-16.10 requires the Board Secretary and the Board of Education of the Montgomery School District to certify that no budgetary line item account has been over-expended and that the sufficient funds are available to meet the District's financial obligation, and

WHEREAS, N.J.A.C. 6A:23A-16.10 further requires the Board of Education of the Montgomery Township School District receive and accept the monthly financial statement, the Board Secretary's and Treasurer's Reports; and

WHEREAS, the Board Secretary's and Treasurer's Reports for the month ending February 28, 2022 are presented for the Board to accept and are on file in the Office of the School Business Administrator;

NOW THEREFORE BE IT RESOLVED, the Board of Education of the Montgomery Township School District acknowledges receipt of and accepts the Board Secretary's and Treasurer's Reports for the month ending February 28, 2022; and

BE IT FURTHER RESOLVED, that the Board Secretary and the Board of Education certifies that no budgetary line item account has been over-expended and that there are sufficient funds available to meet the District's financial obligation.

### 3.2 Approval of Transfers

WHEREAS, N.J.A.C. 6A:23A-16.10-(c)1 states that a report shall be presented to the Board showing all transfers between line item accounts for each line item account shown on the budget prepared in accordance with N.J.S.A. 18A:22-8; and

WHEREAS, Board Policy 6422 designates the Superintendent of Schools to approve transfers as necessary between meetings of the Board and be reported to the Board, ratified and duly recorded in the minutes at a subsequent Board meeting; and

WHEREAS, transfers were necessary to maintain the needs of the district and are on file in the Office of the School Business Administrator,

NOW THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education ratifies and approves the transfers through February 28, 2022 within the 2021-2022 school year budget, as approved by the Superintendent, so that no budgetary line item account has been over-expended and that sufficient funds would be available to meet the district's financial obligations, as requested by various district;

BE IT FURTHER RESOLVED, this resolution shall take effect immediately, and the Montgomery Township Board of Education authorizes the Superintendent, Board President and School Business Administrator to sign any documents on behalf of the Montgomery Board of Education with regards to exercising the intent of this resolution.

### 3.3 Approval of Bill List

WHEREAS, N.J.S.A. 18A:19, Expenditure of Funds; Audit and Payment of Claims, provides Board of Educations to make payments on claims for goods received and services rendered payable to the order of the person entitled to receive the amount after approval by the board; or in accordance with payrolls duly certified; or debt service or when provided by resolution approval by a person designated by the board; and

WHEREAS, a list of bills dated March 16, 2022 is being presented to the board with the recommendation that they be ratified and paid respectively; and



WHEREAS, each claim or demand has been fully itemized, verified and audited as required by law in accordance with N.J.S.A. 18A:19-2;

NOW THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education approves the list of bills for payment in the grand sum of \$6,827,360.52 and

General Account	\$6,662,431.73
Food Service Account	\$ 164,928.79
<b>TOTAL</b>	<b>\$6,827,360.52</b>

BE IT FURTHER RESOLVED, the list of bills is on file in the Office of the School Business Administrator, and

BE IT FURTHER RESOLVED, that the Montgomery Township Board of Education authorizes the School Business Administrator to pay bills if it is determined that a need arises prior to the next board meeting in accordance with Board Policy 6470 – Payment of Claims.

- 3.4 Travel Reimbursement – 2021-2022 – Approve the Board member and/or staff conference and travel expenses as per the travel reimbursement list dated 3/15/22 (see Page 15).
- 3.5 Approve the Use of Nonpublic funds – approve the use of nonpublic funds as follows:

WHEREAS, the Montgomery Township Board of Education received nonpublic security aid in the amount of \$15,400 from the State of New Jersey in FY 2022; and

WHEREAS, the State of New Jersey directed the Montgomery Township Board of Education having nonpublic schools within its boundaries, the responsibility for providing security services, equipment, or technology to help ensure a safe and secure environment within the limits of the funds provided by this program in the FY 2022 school year; and

WHEREAS, Princeton Montessori and the Waldorf School representatives along with the SCESC consultant reviewed the proposed security expenditures with the MTSD Business Administrator; and

WHEREAS, the State of New Jersey requires that the local Board of Education authorize the specific nonpublic expenditures for each of these grant awards;

NOW, THEREFORE, BE IT RESOLVED that the Montgomery Township Board of Education authorizes the following nonpublic expenditures:

<b>Nonpublic Security</b>	
<b>Princeton Montessori</b>	
Distinctive Voice and Data – Two Verkada Door Controls	\$15,400.00
<b>Total</b>	<b>\$15,400.00</b>
<b>FUNDING ALLOCATION</b>	<b>\$15,400.00</b>

- 3.6 A. Adoption of the 2022-2023 Tentative Budget – that the Board of Education adopt the 2022-2023 tentative budget as follows:

General Fund	\$ 96,011,158
Special Revenue Fund	\$ 1,102,497
Debt Service Fund	\$ 7,997,803
<b>Total Tentative Budget</b>	<b>\$105,111,458</b>

- B. Amount to be Raised for Taxes – General Fund – that the Board of Education acknowledge that \$ 82,916,587 be raised for General Funds for the ensuing school year (2022-2023).

- Montgomery portion \$ 80,890,930
- Rocky Hill portion \$ 2,025,657

- C. Amount to be Raised for Taxes – Debt Service – that the Board of Education acknowledge that \$ 7,235,215 be raised to support the debt service budget for the ensuing school year (2022-2023).

- Montgomery portion \$7,180,215
- Rocky Hill portion \$ 55,000

- D. Advertise Tentative Budget for Public Hearing – that the Board of Education authorize the advertisement of the tentative budget in the Courier News in accordance with the form suggested by the State Department of Education and according to law and establish that the public hearing be held on April 26, 2022 at 7:30 p.m. in the Upper Middle School Media Center for the purpose of conducting a public hearing on the budget for the 2022-2023 school year.

- E. Approve Maintenance Reserve Withdrawal – Approve the following resolution:

Approve the withdrawal of \$100,000 from the maintenance reserve account to be included in the 2022-2023 school district budget to fund district maintenance for the 2022-2023 school year.

- F. Approve Capital Reserve Withdrawal – Other Capital Projects – Approve the following resolution:

Included in budget line 620, Budgeted Withdrawal from Capital Reserve – Excess Costs & Other Capital Projects is \$415,000 for other capital project costs of a new paging system at UMS and a new chiller at LMS. The total cost of these projects is \$415,000, which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the New Jersey Student Learning Standards.

- G. Approve the Following Resolution:

**RESOLUTION AUTHORIZING SUBMISSION OF AN ADDITIONAL SPENDING PROPOSAL TO THE LEGALLY QUALIFIED VOTERS OF THE SCHOOL DISTRICT AT THE ANNUAL SCHOOL ELECTION.**

BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF MONTGOMERY IN THE COUNTY OF SOMERSET, NEW JERSEY (with not less than a majority of the full membership of the Board concurring) AS FOLLOWS:

1. It is hereby determined that an additional spending proposal will be submitted for voter approval at the Annual School Election scheduled for November 8, 2022. The form of the proposal will read substantially as follows with such adjustments as provided by bond counsel in accordance with guidelines or requirements of the Department of Education:

**PROPOSAL FOR ADDITIONAL FUNDS FOR FULL DAY KINDERGARTEN**

**RESOLVED That:** (a) There shall be raised an additional \$1,620,152 for General Funds in the 2022-2023 School Year to provide for a Full Day Kindergarten Program. These taxes will be used exclusively for additional costs required to provide for a Full Day Kindergarten Program including additional costs for salaries, benefits and/or other compensation or expense as required for teachers, specials, basic skills, special education, counselors, paraprofessionals and lunch room aids, curriculum, technology, facilities operating costs, utilities and related costs. Approval of these taxes **will result** in a permanent increase in the district's tax levy; and

(b) There shall be raised an additional \$753,785 for General Funds in the 2022-2023 School Year for facilities improvements at the Early Childhood Center formerly known as the Kid Connection Building. These taxes will be used exclusively, together with capital reserve estimated not to exceed \$1,000,000, for facilities improvements required for use of the building for the Full Day Kindergarten Program. Approval of these taxes **will not result** in a permanent increase in the district's tax levy.

These proposed additional expenditures are in addition to those necessary to achieve the New Jersey Student Learning Standards

3.7 Approval of Resolution – School District Accountability – A-5

Whereas, the State of New Jersey has enacted P.L. 2007, An Act Concerning School District Accountability (A-5) requiring boards of education to annually approve the total amount of funds budgeted for travel and conferences for all faculty, staff, administration and board members, and

Whereas the ACT became effective on March 15, 2007 and requires prior approval of all travel and conference costs before they are incurred, and

Whereas, such travel expenditures shall include, but not be limited to, all costs for transportation, meals, lodging and registration and conference fees to and for the travel event,

Whereas, the board of education must establish an annual maximum per employee for regular business travel and that annual maximum is established in board policy 6471 as \$1,500 where prior board approval is not required, and

Whereas, the board of education elects to exclude travel expenditures by federal funds from the maximum travel expenditure amount and acknowledges the following travel costs for federal programs:

2021-22 Budget	\$34,524
2021-22 Expenditures through 2/28/22	\$ 2,500
2022-23 Projected Budget	\$40,000

NOW THEREFORE BE IT RESOLVED, that the following budget and expended amounts are acknowledged and costs of travel and conferences through the use of local and state funds are approved for the 2021-2022 school year and the 2022-2023 school year:

Total amount budgeted for travel and conferences 2021-22	\$178,477
Total amount expended July 1, 2021 – Feb. 28, 2022	\$ 33,631
Total amount budgeted for travel and conferences 2022-2023	\$155,567

- 3.8 Establishment of Maximum Dollar Limits for Professional Services – Approve the following maximum dollar limits from the general fund for professional services for the 2022-2023 fiscal year:

<u>Professional Service</u>	<u>Dollar Amount</u>
Legal	\$200,000
Auditing	\$35,000
Architecture/Engineering	\$25,000
School Physician	\$25,000
Educational Services Consultants (evaluations, O.T., P.T., speech, etc.)	\$900,000
Financial Advisor	\$15,000

- 3.9 Receipt/Award of Bid - Building Use at the Montgomery Township School District Before/After Care B22-08

Bids were received on March 04, 2022 for building use (before and after school care) at the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
AlphaBEST Education, Inc. Millburn, NJ	\$75,000.00
Champions Portland, OR	\$80,000.00
Princeton Family YMCA Princeton, NJ	\$150,000.00

It is recommended that the Board of Education award the bid for building use (before and after school care) at the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
Princeton Family YMCA Princeton, NJ	\$150,000.00

- 3.10 Receipt/Award of Bid – Partial Roof Replacement at Montgomery Upper Middle School (Bid #CP22-01/PSA 8980) – Bids were received on March 8, 2022 for the partial roof replacement at the Montgomery Upper Middle School as follows:

<u>Vendor</u>	<u>Base Bid</u>
Galia Construction, Inc. Totowa, NJ	\$721,989.00
Mak Group, LLC Clifton, NJ	\$758,758.00
Strober-Wright Roofing, Inc. Lambertville, NJ	\$787,000.00
Badger Roofing Middlesex, NJ	\$789,000.00
Northeast Roof Maintenance, Inc. Perth Amboy, NJ	\$789,000.00
VMG Group Roselle, NJ	\$899,000.00
USA General Contractors Corp. Manalapan, NJ	\$1,031,000.00
G.C. Dynatech Construction, LLC South Amboy, NJ	\$1,090,000.00

It is recommended that the Board of Education award the Bid CP22-01/PSA 8980 for partial roof replacement at Upper Middles School as follows:

Galia Construction, Inc. Totowa, NJ	\$721,989.00
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- 3.11 Receipt and Award of Rebid – Student Transportation Services – School Related Activity (Bid B22-09) – Bids were received on March 10, 2022 for student transportation services -school related activity as follows:

No Bids were received on Thursday March10, 2022 for the Bid B22-09 Student Transportation Services (School Related Activity).

3.12 Approval of Professional Services Contract – approve a professional services contract with Parette Somjen Architects for professional services for the completion and submission of the appropriate Department of Education forms, acquisition application and checklist for the Early Childhood Center (formerly known as Kid Connection) Building Acquisition at a fee of \$15,000. This fixed fee includes reimbursable expenses.

**4.0 PERSONNEL**

4.1 Approval of Personnel Agenda – approve the personnel agenda (see Pages 16 - 22).

4.2 Approval of Resolution Approving the Termination and Authorization of Suspension of an Employee (see Page 22).

4.3 Approval of Resolution Authorizing Suspension of Employee (see Page 23).

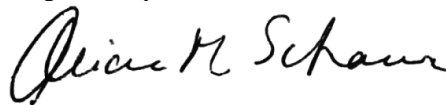
**ANNOUNCEMENTS BY THE PRESIDENT** – None

**ADJOURNMENT**

Mr. Todd motioned to adjourn at 10:29 p.m. seconded by Mr. Specht. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 10:29 p.m.

Respectfully Submitted,



Alicia M. Schauer  
Board Secretary

**Montgomery Township Board of Education  
Travel Reimbursement Requests 2021/2022**

**Travel Reimbursement Requests  
2021/2022**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.35)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Cookie Franco-Herman	BO	4/26 - 4/27/22	NJSBA 2nd Annual Spring Symposium					\$150.00		\$150.00	\$150.00
Mike O'Neill	BO	3/21 - 3/23/22	2022 NJ School Buildings & Grounds Conference/EXPO	\$30.00	\$60.83	\$147.50	\$199.98	\$450.00		\$888.31	\$1,371.31
David Palumbo	BO	6/8 - 6/10/22	2022 NJASBO Conference	\$35.88	\$40.04	\$147.50	\$218.00	\$275.00		\$716.42	\$816.42
Alicia Schauer***	BO	6/7 - 6/10/22	2022 NJASBO Conference				\$327.00			\$327.00	\$1,052.37

\*Excluding Tolls

\*\*Includes Registrations

\*\*\*Revised lodging amount.

\*\*Estimated

BOE 3/15/2022

#### 4.1 PERSONNEL

##### Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
VES	Laura	Heintz	Teacher/Grade 3 TCH.VS.TCHR.03.14	07/01/2022	Resignation	09/01/2020 – 06/30/2022
OHES	Isela	Khoury	10 MO Secretary SCK.FL.SSVC.UG.01	03/16/2022	Resignation	10/15/2020 – 03/15/2022
MHS	Regina	Lubowicka	Custodian CUS.HS.CUST.NA.14	06/01/2022	Retirement	07/28/2011 – 05/31/2022
LCMS	Dimitri	Nessas	Teacher/ESL TCH.LM.ESL.MG.05	05/25/2022	Resignation	09/01/2021 – 05/24/2022 (or sooner, pending replacement)
OHES/VES	Jennifer	Petruso	Supervisor K-4 Pupil Services SPV.K4.SPED.NA.01	04/16/2022	Resignation	09/16/2019 – 04/15/2022
MHS	Audrey	Rosenthal	Teacher/Special Education TCH.HS.LLD.MG.02	07/01/2022	Retirement	09/01/2000 – 06/30/2022
VES	Mara	Wilmot	10 MO Clerk CLK.VS.LIBR.UG.01	07/01/2022	Retirement	03/05/2007 – 06/30/2022 - <i>Rescinded</i>

##### Leaves of Absence

Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
OHES	Jessica	Cesario	Teacher/Speech Language Specialist TCH.OH.SPCH.MG.03	FMLA Anticipated Return	01/31/2022 – 04/01/2022 (Unpaid; w/ Benefits) - <i>Revised</i> 04/04/2022 - <i>Revised</i>
MHS	Raymond	Dix	Custodian/Grounds CUS.HS.CUST.NA.08	Leave of Absence FMLA Unpaid Leave Anticipated Return	03/28/2022 – 04/06/2022 (.5 am) (Paid; w/ Benefits) 04/06/2022 (.5 pm) – 06/24/2022 (Unpaid; w/ Benefits) 06/27/2022 – 07/04/2022 07/05/2022
LMS	Lauren	Levin	Teacher/BSI TCH.LM.BSI.MG.01	Temporary Disability FMLA Unpaid Leave Anticipated Return	11/29/2021 – 01/24/2022 (Paid; w/ Benefits) 01/25/2022 – 04/22/2022 (Unpaid; w/ Benefits) 04/25/2022 – 01/01/2023 - <i>Revised</i> 01/02/2023 - <i>Revised</i>



TRANS	Sarah	Quick	Bus Driver TRN.TR.DRVR.NA.28	Leave of Absence Anticipated Return	01/21/2022 – 03/18/2022 (Paid; w/ Benefits) - <i>Revised</i> 03/21/2022 - <i>Revised</i>
MHS/ UMS	Jamie	Yavorsky	Teacher/Music TCH.UM.MUSC.MG.06 TCH.HS.MUSC.MG.03	Leave of Absence Anticipated Return	03/24/2022 – 05/05/2022 (Paid; w/ Benefits) - <i>Revised</i> 05/06/2022 - <i>Revised</i>

### Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Roberto	Centeno	Teacher/Spanish TCH.HS.WLNG.MG.05	Liliana Cotton	BA	10-11 (G)	\$70,630	Yes	03/14/2022 – 06/30/2022
OHES	Vivian	Chau	Teacher/Kindergarten (Leave Replacement) TCH.OH.TCHR.KD.01	Jessica Kotch	BA	1 (A)	\$62,515	Yes	02/24/2022 – 04/08/2022
OHES	Jaclyn	Eisenmann	Teacher/Grade 1 (Leave Replacement) TCH.OH.TCHR.01.05	Krista Liotti	BA	1 (A)	\$62,515	Yes	03/01/2022 – 03/31/2022
MHS	Naoma	Green	Vice Principal (Leave Replacement) APR.HS.APRN.NA.01	Heather Pino- Beattie	N/A	N/A	\$65.72 p/h	Yes	03/01/2022 – 04/29/2022 (Not to exceed 35 hours per week)
MHS	Raquel	Rivera *	Assistant Principal APR.HS.APRN.NA.01	Heather Pino- Beattie	N/A	N/A	\$113,424	Yes	05/02/2022 – 06/30/2022 - <i>Revised</i>
OHES	Daniel	Van Hise	Principal PRN.OH.PRIN.NA.01	Kathleen Scotti	N/A	N/A	\$141,000	Yes	07/01/2022 – 06/30/2023

### 1.1 Appointments (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
DISTRICT	Isela	Khoury	Secretary/Book 12 MO SEC.BO.PSVC.NA.01	Gloria Rivera	10-11	\$58,120	Yes	03/16/2022 – 06/30/2022
UMS	Shruti	Tyagi	Secretary/10 Month SEC.UM.SECT.NA.10	Holly Kotler	3	\$37,975	Yes	04/01/2022 – 06/30/2022

**2021-22 Renewals Transportation - Revised**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Assignment</b>	<b>21/22 Step</b>	<b>Additional Hourly Compensation for Years of Service</b>	<b>21/22 Hourly Rate (effective 01/01/2022)</b>
TRANS	Cindy	Bryan	Bus Attendant	4A	N/A	\$21.36
TRANS	Patricia	Fox	Bus Attendant	1	N/A	\$19.77
TRANS	Elizabeth	Mann	Bus Attendant	1	N/A	\$19.77
TRANS	Dalia	Nolan	Bus Attendant	3	N/A	\$20.31
TRANS	Elizabeth	Pierrot	Bus Attendant	3	N/A	\$20.31
TRANS	Laxmi	Reddy	Bus Attendant	4	N/A	\$23.19
TRANS	Sharon	Romano	Bus Attendant	4	N/A	\$23.19
TRANS	Faith	Schnitzlein	Bus Attendant	1	N/A	\$19.77
TRANS	Linda	Sikorsky	Bus Attendant	4	N/A	\$23.19
TRANS	Djilali	Beldjilali	Bus Driver	3	\$0.00	\$28.00
TRANS	Nancy	Bering	Bus Driver	3	\$0.00	\$28.00
TRANS	Shirley	Boxer	Bus Driver	6	\$2.00	\$28.00
TRANS	Ruth Ann	Bradley	Bus Driver	3	\$0.00	\$28.00
TRANS	Jasmine	Carr	Bus Driver	1	\$0.00	\$28.00
TRANS	Brian	Chamberlain	Bus Driver	3	\$0.00	\$28.00
TRANS	Susan	Cruser	Bus Driver	9	\$4.00	\$28.00
TRANS	Chinelta	Edwards	Bus Driver	2	\$0.00	\$28.00
TRANS	Karen	Faille	Bus Driver	3	\$0.00	\$28.00
TRANS	Chet	Feduniewicz	Bus Driver	8	\$4.00	\$28.00
TRANS	Cathy	Franzoso	Bus Driver	8	\$3.00	\$28.00
TRANS	Kimberly	Galatro	Bus Driver	1	\$0.00	\$28.00
TRANS	Pamela	Gara	Bus Driver	3	\$0.00	\$28.00
TRANS	Hector	Garcia	Bus Driver	3	\$0.00	\$28.00
TRANS	Susan	Halsey	Bus Driver	3	\$0.00	\$28.00
TRANS	Michael	Harvey	Bus Driver	5	\$2.00	\$28.00
TRANS	Wilbur	Higgins	Bus Driver	6	\$3.00	\$28.00

TRANS	Lindsay	King	Bus Driver	9	\$4.00	\$28.00
TRANS	Charles	Kletz	Bus Driver	4	\$1.00	\$28.00
TRANS	Jo-Ann	McLaughlin	Bus Driver	5	\$3.00	\$28.00
TRANS	Mark	Mihalko	Bus Driver	1	\$0.00	\$28.00
TRANS	Nicholas	Mistretta	Bus Driver	1	\$0.00	\$28.00
TRANS	Peter	Mistretta	Bus Driver	1	\$0.00	\$28.00
TRANS	Jessica	Muentener	Bus Driver	3	\$0.00	\$28.00
TRANS	Sharon	Newcomer	Bus Driver	7	\$3.00	\$28.00
TRANS	Victoria	Novack-Metz	Bus Driver	4	\$1.00	\$28.00
TRANS	Eugene	Pantozzi	Bus Driver	4	\$2.00	\$28.00
TRANS	Janet	Pinnella	Bus Driver	3	\$1.00	\$28.00
TRANS	Gilbert	Quick	Bus Driver	10A	\$4.00	\$29.95
TRANS	Sarah	Quick	Bus Driver	7	\$2.00	\$28.00
TRANS	Gloria	Rahman	Bus Driver	7	\$3.00	\$28.00
TRANS	Nancy	Rainey	Bus Driver	10A	\$4.00	\$29.95
TRANS	David	Rios	Bus Driver	3	\$0.00	\$28.00
TRANS	Lucia	Rodriguez Cabral	Bus Driver	4	\$1.00	\$28.00
TRANS	Gigi	Sala	Bus Driver	4	\$2.00	\$28.00
TRANS	Elizabeth	Sawyer	Bus Driver	1	\$0.00	\$28.00
TRANS	Alisha	Simon	Bus Driver	4	\$0.00	\$28.00
TRANS	Nancey	Stankovich	Bus Driver	7	\$3.00	\$28.00
TRANS	Svilen	Stoev	Bus Driver	7	\$2.00	\$28.00
TRANS	Ronald	Van Derveer	Bus Driver	3	\$0.00	\$28.00

### Appointments – Curriculum Writing – 2021-2022

Location	First	Last	Position	Salary	Dates of Employment/Notes
MHS	Katherine	Romanchik	Curriculum Development – US History II (Not to Exceed \$952.00) - <i>Revised</i>	\$34.00 p/h	07/01/2021 – 06/30/2022
MHS	Christopher	Sima	Curriculum Development – World Studies (Not to Exceed \$340.00) - <i>Revised</i>	\$34.00 p/h	07/01/2021 – 06/30/2022

**Appointments – To be Funded by ESEA FY22 Title 1 Grant**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Salary</b>	<b>Dates of Employment/Notes</b>
LMS	Jennifer	Belmont	Teacher – LMS Achieve (Not to Exceed 50 hours) - <i>Revised</i>	\$59.98/hr.	07/01/2021 – 06/30/2022

**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</b>
OHES	Vivian Chau	Laura Boss	Traditional	\$550.00	\$110.00	02/24/2022-04/08/2022
OHES	Jaclyn Eisenmann	Lisa Bullard	Traditional	\$550.00	\$550.00 <i>*Revised</i>	09/01/2021-03/31/2022 <i>*Revised</i>

**Appointments/Substitutes**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Status</b>	<b>Dates of Employment/Notes</b>
DISTRICT	Faith	Fernandes	Substitute Teacher/Paraprofessional	NEW	05/06/2022-06/30/2022
DISTRICT	Nicole	O'Brien	Substitute Teacher/Paraprofessional	NEW	03/16/2022-06/30/2022
DISTRICT	Christine	Petrane	Substitute Teacher/Paraprofessional	NEW	02/23/2022-06/30/2022
DISTRICT	Kristen	Pierson	Substitute Teacher/Paraprofessional	NEW	03/09/2022-06/30/2022
DISTRICT	Laura	VanHouten	Substitute Teacher/Paraprofessional	NEW	02/23/2022-06/30/2022

**Tuition Reimbursement**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>School</b>	<b>Semester</b>	<b>Credits</b>	<b>Reimbursed Amount</b>	<b>Course</b>
OHES	Alyssa	Avino	TCNJ-RTC	2022-2023	3	\$1875.00	Brain Based Teaching & Learning
VES	Amanda	Bassford	University of California-San Diego	2022-2023	5	\$284.00	Addressing the Needs of Diverse Population

**Co-Curricular 2020-2021**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Stipend</b>	<b>Dates of Employment/Notes</b>
MHS	Kawika	Kahalehoe	Theater Arts: Pit Band @ 50% - <i>Revised</i>	\$1,577.50	2021-2022 School Year
MHS	Rebecca	Palmer	Theater Arts: Pit Band @ 50%	\$1,577.50	2021-2022 School Year
OHES	Lindsay	Fox	Team Leader – 1st Grade (7 months) – <i>Revised</i>	\$1,933.30	2021-2022 School Year
OHES	Emily	Scott	Team Leader – 1st Grade (3 months)	842.70	2021-2022 School Year

**Extra-Curricular Activities**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Stipend</b>	<b>Dates of Employment/Notes</b>
MHS	Christian	Lugo	Lacrosse Coach, Assistant Varsity Boys @ 30%	\$1,696.50	2021-22 Spring Season
MHS	Daniel	Lee	Volunteer Coach – Winter Track	\$1,000	2021-22 Winter Season (Reimbursed by the Booster Club)
MHS	Michael	Remsen	Volunteer Coach - Girls Basketball	\$1,500	2021-22 Winter Season (Reimbursed by the Booster Club)
MHS	Kia	Santoro	Volunteer Coach - Girls Basketball	\$1,500	2021-22 Winter Season (Reimbursed by the Booster Club)
MHS	Christopher	Sima	Volunteer Coach – Winter Track	\$249	2021-22 Winter Season (Reimbursed by the Booster Club)

**Other**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Assignment</b>	<b>Salary/Stipend</b>	<b>Dates of Employment/Notes</b>
MHS	Anna	Panova	Teacher – NJGPA Student Clinic Not To Exceed \$149.95	\$59.98 p/h	03/16/2022 – 06/30/2022
LMS	Kristin	Ciesielski	Teaching 1/2 an Additional Period (LA)	\$777.24	03/01/2022 – 03/25/2022

LMS	Marissa	Fuller	Teaching 1 Additional Period (LA)	\$491.10	03/03/2022 – 03/18/2022 Thursdays/Fridays Only
LMS	Kristin	Kaplan	Teaching 1 Additional Period (Social Studies)	\$1,271.34	03/01/2022 – 03/25/2022
LMS	Lindsey	Miller	Teaching 1/2 an Additional Period (LA)	\$702.99	03/01/2022 – 03/25/2022
LMS	Nicole	Murphy	Teaching 1 Additional Period (LA)	\$450.84	03/03/2022 – 03/18/2022 Thursdays/Fridays Only
LMS	Jenny	O'Connor	Teaching 1 Additional Period (LA)	\$515.88	03/03/2022 – 03/18/2022 Thursdays/Fridays Only
LMS	Enrica	Pirone	Teaching 1 Additional Period (LA)	\$1,801.26	03/01/2022 – 03/25/2022
LMS	Jennifer	Snyder	Teaching 1 Additional Period (LA)	\$1,386.18	03/01/2022 – 03/25/2022
LMS	Jamie	Yavorsky	Teaching 1 Additional Period (Music)	\$4,081.84	01/03/2022 – 03/23/2022 <i>- Revised</i>

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

**4.2 Resolution Approving the Termination and Authorization of Suspension of an Employee**

RESOLVED to approve the Superintendent's recommendation terminating the employment contract of employee #5529 due to the employee being not performing the essential duties of their position effective March 31, 2022.

WHEREAS, the Contract between Montgomery Township Board of Education and said employee requires either party giving to the other fifteen (15) calendar days' notice in writing of intention to terminate.

WHEREAS, the Superintendent of Schools has recommended that said employee be placed on administrative leave with pay, pending the date of separation from the district March 31, 2022;

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

NOW THEREFORE BE IT RESOLVED that the employee is on administrative leave with pay, effective March 16, 2022 through March 31, 2022; and

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

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

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

WHEREAS, the Superintendent of Schools has recommended that employee #6926 be placed on administrative leave with pay, pending an investigation;

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

NOW THEREFORE BE IT RESOLVED that the employee is on administrative leave with pay, effective March 11, 2021; and

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

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