

Minutes of the Public Meeting of the Monroe Township Board of Education held on October 19, 2016 at the Monroe Township High School.

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The meeting was called to order by Board Vice President Tom Nothstein at 7:00 p.m.

ATTENDANCE

BOARD MEMBERS PRESENT

Ms. Michele Arminio  
Mr. Marvin Braverman  
Ms. Jill DeMaio  
Mr. Lew Kaufman  
Ms. Kathy Kolupanowich  
Mr. Thomas Nothstein  
Ms. Dawn Quarino  
Mr. Frank Russo

BOARD MEMBERS ABSENT

Mr. Steven Riback

JAMESBURG BOARD MEMBER REPRESENTATIVE PRESENT

Mr. Paul Rutsky

STAFF PRESENT

Dr. Michael G. Kozak, Superintendent of Schools  
Dr. Dori Alvich, Assistant Superintendent of Schools  
Mr. Michael C. Gorski, Business Administrator/Board Secretary

STUDENT BOARD MEMBER REPRESENTATIVES' PRESENT

Mr. Syed Ateeb Jamal  
Ms. Stefani Scalisi

MEMBERS OF THE PUBLIC – 38

After the Pledge of Allegiance and roll call, the Board Secretary read the following statement:

In accordance with the provisions of the New Jersey Open Public Meetings Law, the Monroe Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted October 14, 2016:

1. At all Schools,
2. Home News Tribune,
3. Cranbury Press, and
4. Filed with the Clerk of the Municipality

APPROVAL OF MINUTES

A motion was made by Ms. DeMaio and seconded by Ms. Arminio to approve the minutes for the Special Public Board of Education Meeting held on July 13, 2016. Motion carried with Ms. Kolupanowich and Mr. Kaufman abstaining.

A motion was made by Ms. Arminio and seconded by Ms. DeMaio to approve the minutes for the Closed Session Meeting held on July 13, 2016. Motion carried with Ms. Kolupanowich and Mr. Kaufman abstaining.

A motion was made by Ms. Arminio and seconded by Ms. DeMaio to approve the minutes for the Public Board of Education Meeting held on July 27, 2016. Motion carried with Ms. Kolupanowich abstaining.

A motion was made by Mr. Rutsky and seconded by Ms. Arminio to approve the minutes for the Closed Session Meeting held on July 27, 2016. Motion carried with Ms. Kolupanowich abstaining.

STUDENT BOARD MEMBERS' REPORT

Mr. Jamal reported the following: a Green Fair was recently held at the high school; the Girls Volleyball Team won the Division Championship; and the Boys Soccer Team won their Division Championship.

Ms. Scalisi reported that sophomores and juniors had PSAT Testing today while the freshman and seniors utilized a delayed opening and schedule. Ms. Scalisi further reported that the Girls Field Hockey Team reached semi-finals.

Ms. Arminio inquired about the outcome of the Marching Band competition last week. Dr. Alvich responded that the marching Band has placed first in all three of the competitions they competed in and has placed first in their division.

STATE ASSESSMENT DATA BOARD PRESENTATION

Dr. Alvich presented the performance data from PARCC Testing. Dr. Alvich stated that the following students participate in PARCC Testing; Grade 3 through Grade 11 for Language Arts and Literacy (LAL); Grades 3 through Grade 8 for Mathematics; and End of the Course Testing for Algebra I, Geometry and Algebra II. The presentation included the district's testing results; NJ State results; comparisons to the results from the prior year; and performance levels. During the presentation Dr. Alvich explained the performance levels and how the State and District performed in each category. Dr. Alvich added that the presentation as well as resources for parents will be posted on the district website.

Ms. DeMaio stated that the results show that 48% of this year's current seniors did not pass the LAL portion, and inquired if we know if those students met the other graduation options available to them or will they be in danger of not graduating. Dr. Alvich responded that Ms. Critelli, Supervisor of Guidance, is currently compiling that information, adding that many of the seniors recently took the SAT. Dr. Alvich stated that she will share the information with the Board when she receives it.

Mr. Nothstein added that it is evident that the testing scores have improved and inquired what Dr. Alvich thinks may have contributed to that. Dr. Alvich responded that she believes it is the districts' ongoing professional development; the staff and the time they dedicate; classroom assessments; and using the data that we received.

#### COMMITTEE REPORTS

Mr. Lew Kaufman, Chairperson of the Curriculum Committee, reported that the committee met earlier this evening and discussed the following; the creation of a Dance Fusion Club, which the committee is not recommending at this time; the Paws for Cause Club, a fundraising for the animal community club; a change in the districts football conference; the NJ Seal of Biliteracy; and participation in the American Legion Oratorical Competition.

Ms. Bonnie Casaletto, Supervisor of Science and Social Studies explained the details of the American Legion Oratorical Competition and the increase interest of student participation. Ms. Casaletto expressed that in the past there was a stipend for an advisor, however due to the lack of enrollment the stipend was dropped. Ms. Casaletto added that several staff members have shown interest in the advisory position to afford the students the opportunity to participate.

A motion was made by Mr. Nothstein and seconded by Mr. Kaufman that members of the Board of Education approve the stipend position of the American Legion Oratorical Competition Advisor by consent roll call. Mr. Braverman inquired if the district or students will incur expenses that are affiliated with this club. Dr. Kozak responded that he doesn't believe there are any unless a student advances to the next level. Dr. Kozak added that at that time the Board approval to cover the expenses would be requested. Roll Call 9-0-0-1. Motion carried.

Mr. Kaufman further reported that the committee also discussed and reviewed the recommendations from the Special Education Audit. Mr. Kaufman added that the plan to address those recommendations will be posted on the district website.

Ms. Jill DeMaio, Chairperson of the Personnel Committee, reported that the committee met last night and discussed the vacancies and the candidates being presented for appointment this evening. Ms. DeMaio added that there have been seven resignations this month and seven positions are currently vacant.

Ms. Michele Arminio, Chairperson of the Policy Committee, reported that the committee met on October 13<sup>th</sup> and reviewed the Nepotism Policy. Ms. Arminio added that there are two new restrictions in that policy. Ms. Arminio reported that the committee discussed some housekeeping issues with the district website. Additionally, the committee discussed asking any non-affiliate employee who will be retiring or resigning to rescind any Board approved training if it is close to the resignation date. The committee will continue that discussion at a future meeting. Mr. Braverman inquired if the State passed a new law regarding nepotism. Ms. Arminio responded that she had discussion with the Board Attorney prior to the committee meeting and what is listed within the policy has been reviewed by the Board Attorney. Ms. DeMaio inquired what was added

to the Nepotism Policy. Ms. Arminio responded that the changes had to do with the defining of administrators. Dr. Kozak added that Principals, Assistant Principals and Directors will now be included as district administrators. Mr. Braverman expressed his concerns with the policy revisions and suggested that they go back to the committee for further discussion. Mr. Nothstein reminded the Board that this policy is listed as a first reading this evening and it is a recommendation from the committee, members should vote as they are compelled.

Mr. Tom Nothstein, Chairperson of the Finance Committee, reported that the committee met yesterday and reported the following:

Mr. Gorski provided the committee with an audit update, which the auditor indicated that a draft of the 2016 Comprehensive Annual Financial Report will be available in a week;

The committee had further discussion on the Adult Education Program. The committee felt that more attractive courses offerings are needed and they were dissatisfied with the \$30,000.00 annual loss the program sustained. The committee asked Dr. Kozak to design a corrective action plan as they feel the program has some benefit to the community. The committee would like to ensure that the programs loss is decreased by at least 25% for next year;

The committee reviewed the Falcon Care and ECE Financial Statements for year ended June 30, 2016. Mr. Nothstein reported that ECE met expectations for the year with revenues of \$407,034 and total expenses \$291,516 for a net income of \$115,517. Falcon Care, in its inaugural year, exceeded with revenues of \$829,033, and expenses of \$416,060 with a net income of \$412,973;

Mr. Nothstein explained the former MECA program and reported that the finance committee recommended that the loan be paid off. Mr. Nothstein added that the ECE and Falcon Care programs are at full capacity with waiting lists to which he credited Ms. Sharon Jensen for directing a very successful first year.

A motion was made by Mr. Nothstein and seconded by Ms. Kolupanowich that the Monroe Township Board of Education approve the utilization of available funds in the ECE and Falcon Care proprietary accounts to pay off the MECA loan, in full. Roll Call 8-0-1-0-1 Motion carried with Mr. Rutsky abstaining.

Mr. Nothstein further reported that the committee was also apprised of a legal proceeding that the Board was successful in seeking a judgement against a non-resident to pay back tuition.

#### PUBLIC FORUM-

Ken Chiarella 116 Pergola Avenue – in regards to the meeting minutes from July 27, 2016, Mr. Chiarella inquired why the resolution approving the superintendent's merit goals did not include the dollar amounts. Mr. Nothstein responded that the \$16,000.00 that Dr. Kozak received was contractual through merit goals which he obtained.

Timothy Verasca 7 Collins Avenue – inquired what grade levels the new Learning Language Disability Self-contained Class would pertain to. Dr. Alvich responded that it would be for K-Grade 4 students.

Chrissy Skurbe 21 Preakness Drive – regarding the anticipated acquirement of land on England Road, Ms. Skurbe inquired if the Board has received advice from a land use attorney. Mr. Gorski responded that the Board has not consulted outside advice, however the Board Attorney has reviewed all related documents regarding such and has drafted a Letter of Intent with the Township. Additionally, the Township has expressed to the district that the aforementioned land is deemed as municipal use. Ms. Skurbe expressed her concern with the use of taxpayer money to pursue studies without official advice from a land use attorney. Mr. Nothstein stated that the Letter of Intent from the Township will delineate that it is for municipal use.

John Elbasan 8 Belmont Court – inquired if there are no encumbrances with the high school addition why doesn't it begin immediately. Mr. Nothstein responded that the Student Growth Advisory Committee recommended that the addition to the high school be part of the referendum. Mr. Elbasan inquired why there is a need to study the environmental impact and wetlands of the proposed land to be acquired. Mr. Nothstein responded that back in 2005 there was a Letter of Interpretation that came with the property which has since expired. The Board was hoping that the DEP would extend the Letter of Interpretation but has been informed that they wouldn't. Mr. Nothstein added that the Board is being very mindful of investing too much money into this project. Mr. Tague, Director of Facilities explained the land acquisition process set forth by the New Jersey Department of Education and the tasks that Brinkerhoff would be conducting if approved by the Board.

Stephen Manfre 12 Belmont Court – inquired why the Brinkerhoff resolution states \$30,000 and the two studies being discussed this evening only total \$9,000. Mr. Nothstein responded that the engineering firm needs to have a not to exceed number to work with, additionally the proposal is for the full plan but as Mr. Tague reported earlier only the mapping and the wood turtle study will be conducted. Mr. Tague added that if approved a purchase order will be issued only for the services that the Board would like to be rendered.

Patricia Lang 74 McFarlane Circle – Ms. Lang expressed her disappointment with the Board for the lack of plan to address the student growth in the district as well as the need to study land that was a "gift" from the township.

Lisa Weinthal 10 McFarlane Circle – inquired if the Board has considered adding onto the Middle School and Applegarth especially with the urgency to house students. Mr. Nothstein explained that one of the difficulties of adding on to a building is that you need to bring the building up to the current code. Mr. Nothstein added that the Board is confident that the Colts Run land will be able to host at least one school. Mr. Nothstein added that there isn't enough space by the Middle School to build and the option of building on the land by Applegarth is actually included in Plan B.

Charlie Dipierro 33 England Road – suggested that the Board table Item No. 12 until the land is transferred from the Township as he believes the township doesn't have ownership of it yet. Mr.

Nothstein responded that the Board will not spend any money until they receive the Letter of Intent from the Township.

SUPERINTENDENT’S REPORT/RECOMMENDATIONS

Dr. Kozak stated that the Violence and Vandalism Report is available on the table in the back of the room.

Dr. Kozak gave the following update on the average class size for each elementary school:

Applegarth 26	Barclay Brook 22	Brookside 23
Mill Lake 23	Oak Tree 22	Woodland 24

Dr. Kozak acknowledged township resident Mr. Roy DeBoer and thanked him for volunteering his services over the past years photographing all of the sports teams and extracurricular activities within the district.

PERSONNEL

A motion was made by Ms. Arminio and seconded by Ms. Kolupanowich that Personnel Items A – JJ be approved by consent roll call. Roll Call 9-0-0-0-1. Motion carried with Ms. Quarino abstaining on Item CC – Eunice Fonseca. The vote included the Jamesburg Board Member Representative where appropriate. A copy of the Personnel Section of the Superintendent’s Report is attached to the official set of minutes.

BOARD ACTION

A motion was made by Ms. Kolupanowich and seconded by Ms. Arminio that Board Action Items A – Q be approved by consent roll call. Roll Call 9-0-0-0-1. Motion carried with Mr. Braverman and Ms. DeMaio voting no on Item N – Policy & Regulations first reading and Mr. Kaufman recusing on Item N – Policy & Regulations first reading and Item O Policy & Regulations second and final reading; and Mr. Rutsky voting yes on Items G, P & Q and abstaining on the remainder. A copy of the Board Action Section of the Superintendent’s Report is attached to the official set of minutes.

BUSINESS ADMINISTRATOR’S REPORT/RECOMMENDATIONS

A motion was made by Ms. Kolupanowich and seconded by Ms. Quarino that Board Action Items A – H be approved by consent roll call. Regarding the Brinkerhoff studies, Ms. Kolupanowich inquired about the timeline for the potential referendum in September. Dr. Kozak responded that he was hoping to have the first available fall date however, it looks like it may be next January. Ms. Kolupanowich stressed her concerns about having a Plan B & Plan C just in case the proposed land does not work out, and the possibility of losing teachers due to increased class size. Ms. Kolupanowich suggested utilizing Channel 28 to get information out to the public. Roll Call 9-0-0-0-1. Motion carried with Mr. Braverman and Mr. Russo voting No on Item A #12 - Brinkerhoff Environmental Services; Mr. Nothstein recusing on Item F- Travel Resolution; and Mr. Rutsky

voting yes on items A 1-11, D & G and abstaining on the remainder. A copy of the Board Action Section of the Business Administrator's Report is attached to the official set of minutes.

BOARD VICE PRESIDENT'S REPORT

Mr. Nothstein, Board Vice President announced that Mr. Riback has formed the Negotiations Committee. Mr. Nothstein stated that the committee will consists of the following board members:

- Ms. Michele Arminio
- Mr. Tom Nothstein
- Mr. Steve Riback

OTHER BOARD OF EDUCATION BUSINESS –

Mr. Braverman inquired if administration found out why Monroe fell out of the Top 100 Schools. Dr. Kozak responded that he did an analysis and found that some contributing factors were the way Monroe reported the data; the change in the criteria on how schools were selected and; the data that was used was from prior years.

Mr. Marvin Braverman, Chairperson of the Buildings, Grounds and Transportation Committee, reported that the committee met last night and discussed the following;

Eagle Scout Presentation (an Eagle Scout requested permission to paint a map of the United States on the playground at Oak Tree School which the committee approved;

Engineering Review of Proposed Land Transfer at Church Road;

Close-Out Asbestos Removal Project at Barclay Brook;

Report on the Solar System at Oak Tree School; and

Report on the design proposal for Barclay Brook School Roof.

PUBLIC FORUM –

Mr. Nothstein explained the process that should be followed during the Public Forum. Mr. Nothstein specified that the following procedures should be followed:

- A.) Speakers should state their name, address and affiliated group.
- B.) Statements should not exceed three minutes.

Stephen Manfre 12 Belmont Court – inquired if a special committee meeting can be scheduled for the purpose of a discussion on the land on England Road. Mr. Braverman stated that the next BG&T committee meeting is scheduled for November 15<sup>th</sup> and relayed his contact information to Mr. Manfre.

John Elbasan 8 Belmont Court – spoke in regards to the land on England Road and the land transfer. Mr. Elbasan asked Mr. Nothstein if he would allow a special board of education meeting in public forum to discuss the land in question. Mr. Nothstein responded that the Board will allow him to attend and present at the BG&T committee. Mr. Nothstein added that after committee

review they could make a recommendation to the full Board. Mr. Elbasan thanked Mr. Braverman for being conscious and voting no on Item #12.

CLOSED SESSION RESOLUTION

Be It Resolved, that the Board of Education of the Township of Monroe hereby moves to go into Closed Session, in accordance with Sunshine Law, Chapter 231 of the Public Laws of 1975 (N.J.S.A. 10:4-6 through 10:4-21), to discuss the following subject(s):

- Harassment, Intimidation and Bullying
- Personnel Matter: Level 3 Grievance

The discussion conducted in closed session can be disclosed to the public at such time as the need for confidentiality no longer exists.

A motion was made by Mr. Kaufman and seconded by Ms. Kolupanowich that the members of the Board of Education go into closed session. Motion carried with Mr. Braverman opposing.

Ms. Quarino dismissed herself from the meeting at 9:52 p.m.

Adjourned to Closed Session at 9:52 p.m.

Returned to Public Meeting at 10:57 p.m.

Mr. Kaufman, Ms. Quarino and Mr. Russo did not participate in the closed session discussion for Personnel Matter: Level 3 Grievance.

A motion was made by Ms. DeMaio and seconded by Ms. Kolupanowich to approve the following resolution:

It is recommended that the Board of Education hereby deny the Level 3 Grievance regarding Employee Number 004313 dated October 17, 2016. The Superintendent of Schools and the Board's Business Administrator/Board Secretary are authorized to take all necessary steps to implement this action of the Board of Education. Roll Call 5-0-1-2-2 Motion carried with Mr. Kaufman and Mr. Russo recusing and Mr. Rutsky abstaining.

PUBLIC FORUM – None

NEXT PUBLIC MEETING

Mr. Nothstein stated that the next public meeting of the Monroe Township Board of Education will convene at 7:00 p.m. on Wednesday, November 16, 2016.

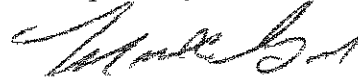
ADJOURNMENT

Minutes of the Public Meeting of the Monroe Township Board of Education held on  
October 19, 2016 at the Monroe Township High School.

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A motion was made by Mr. Kaufman and seconded by Ms. Kolupanowich that the meeting be adjourned. Motion carried. The public meeting adjourned at 11:02 p.m.

Respectfully submitted,



Michael C. Gorski, CPA  
Business Administrator/Board Secretary

**MONROE TOWNSHIP BOARD OF EDUCATION**  
423 Buckelew Avenue  
Monroe Township, NJ 08831  
(732) 521-1500  
Fax (732) 521-1628

**MICHAEL C. GORSKI, CPA**  
**Business Administrator/ Board Secretary**

**Vision Statement**

“The Monroe Township Board of Education commits itself to all children by preparing them to reach their full potential and to function in a global society through a preeminent education.”

**Mission Statement**

“The Monroe Public Schools, in collaboration with the members of the community, shall ensure that all children receive an exemplary education by well-trained, committed staff in a safe and orderly environment.”

**AGENDA**  
**PUBLIC MEETING**  
**WEDNESDAY, OCTOBER 19, 2016**  
**7:00 P.M.**  
**MONROE TOWNSHIP HIGH SCHOOL**

**(PLEASE TURN OFF ALL CELL PHONES AND PAGERS DURING THE MEETING)**

**(Recording Board Meetings) (See Note 1 below)**

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **ROLL CALL**

**BOARD MEMBERS**

Ms. Michele Arminio  
Mr. Marvin Braverman  
Ms. Jill DeMaio  
Mr. Lew Kaufman  
Ms. Kathy Kolupanowich  
Mr. Thomas Nothstein  
Ms. Dawn Quarino  
Mr. Steven Riback  
Mr. Frank Russo

JAMESBURG BOARD MEMBER REPRESENTATIVE (See Note 2 below)

Mr. Paul Rutsky

STUDENT BOARD MEMBER REPRESENTATIVES

Mr. Syed Ateeb Jamal

Ms. Stefani Scalisi

4. STATEMENT

In accordance with the provisions of the New Jersey Open Public Meetings Law, the Monroe Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted October 14, 2016:

1. At all schools,
2. Home News Tribune,
3. Cranbury Press, and
4. Filed with the Clerk of the Municipality.

5. APPROVAL OF MINUTES

Special Public Board of Education Meeting, July 13, 2016

Closed Session Meeting, July 13, 2016

Public Board of Education Meeting, July 27, 2016

Closed Session Meeting, July 27, 2016

6. STUDENT BOARD MEMBERS' REPORT

7. STATE ASSESSMENT DATA BOARD PRESENTATION

8. COMMITTEE REPORTS

9. PUBLIC FORUM (See Note 3 below)

10. SUPERINTENDENT'S REPORT/RECOMMENDATIONSI. **ENROLLMENT**

	<u>9/30/16</u>	<u>6/30/16</u>	<u>Difference</u>	<u>9/30/15</u>	<u>Difference</u>
Applegarth School	363	323	+40	321	+42
Barclay Brook School	352	380	-28	369	-17
Brookside School	423	429	- 6	419	+ 4
Mill Lake School	598	658	-60	640	-42
MTMS	1649	1638	+11	1624	+25
Oak Tree School	673	642	+31	604	+69
Woodland School	415	404	+11	400	+15
Monroe High School	<u>2167</u>	<u>2083</u>	<u>+84</u>	<u>2091</u>	<u>+76</u>
<b>Total Elementary &amp; Secondary</b>	<b>6640</b>	<b>6557</b>	<b>+83</b>	<b>6468</b>	<b>+172</b>

**I. ENROLLMENT (cont'd)**

<b>School</b>	<b>Monroe</b>			<b>Jamesburg</b>		
	<b>June</b>	<b>Sept.</b>	<b>Difference</b>	<b>June</b>	<b>Sept.</b>	<b>Difference</b>
Academy Learning Center	9	8	Minus 1	2	1	Minus 1
Bonnie Brae School	1	0	Minus 1			
Bridge Academy	1	1				
Center for Lifelong Learn	2	1	Minus 1			
Childrens Center of Monm.	2	2		1	0	Minus 1
Coastal Learning Center	2	0	Minus 2			
Collier	1	2	Plus 1			
CPC High Point	1	2	Plus 1			
Douglass Develop. Center	0	0		1	1	
East Mountain	1	1		1	0	Minus 1
Eden	3	3		1	1	
Harbor School	1	1				
Hawkswood School	1	1				
Lakeview School	2	2				
New Roads Parlin	2	1	Minus 1			
New Roads Somerset	1	1				
Mercer Elementary	2	1	Minus 1			
Mercer High School	3	3				
Morris Union Jointure DCL	1	1				
Newgrange School	4	4				
Newmark Schools	2	2				
NuView Academy	1	0	Minus1			
Princeton Child Develop Inst.	1	1				
Rugby	1	2	Plus 1			
School for Hidden Intellig.	1	1				
Schroth School	3	2	Minus 1			
Shore Center	1	1				
UMDNJ	1	1				
Willowglen Academy	0	1	Plus 1			
<b>Total</b>	<b>51</b>	<b>46</b>		<b>6</b>	<b>3</b>	

**II. HOME INSTRUCTION**

No.	School	Grade	Reason	Home Instructor	Date Started	Date Ended
91198	OTS	1	CST	Countryman, Seitz	7/1/2016	
79109	MTHS	10	CST	Countryman, Earl, G. Schnitzer	7/1/2016	
85686	OOD	12	CST	S. Wall	9/6/2016	
91515	OOD	11	CST	Ongaro, Lyons, Sharma, Casarella	9/13/2016	
88138	OOD	12	Medical	Brookfield Educational Services	9/13/2016	
85353	MTMS	7	Medical	Murphy, Best, Sammut, Earl	9/6/2016	
82315	MTHS	10	Medical	Professional Education Services	9/20/2016	
89763	MTHS	11	CST	S. Wall, Rondon, Olszewski	9/15/2016	
89515	MTHS	11	Medical	Riggi, Profaci, Simmonds, Herman	9/7/2016	
83151	MTHS	10	Medical	Rutgers UBHC	9/26/2016	
88199	MTHS	12	Medical	Professional Education Services	9/28/2016	
80963	MTHS	11	Medical	Weinstein	9/27/2016	
89630	MTMS	8	Medical	Professional Education Services	9/30/2016	

**III. FIRE AND LOCKDOWN DRILLS**

Applegarth School ----- September 12, 2016  
 Barclay Brook School ----- September 16, 2016  
 Brookside School ----- September 9, 2016  
 Mill Lake School ----- September 16, 2016  
 Monroe Middle School----- September 16, 2016  
 Oak Tree School ----- September 8, 2016  
 Woodland School ----- September 8, 2016  
 Monroe High School ----- September 28, 2016

**Lockdown**

Applegarth School----- September 13, 2016  
 Barclay Brook School-----September 8, 2016  
 Brookside School -----September 14, 2016  
 Mill Lake School -----September 13, 2016  
 Monroe Middle School-----September 12, 2016  
 Oak Tree School ----- September 12, 2016  
 Woodland School -----September 19, 2016  
 Monroe High School -----September 23, 2016

**IV. PERSONNEL (Items A through JJ)**

- A. It is recommended that the Board accept the resignation, due to retirement, of **Ms. Dale Harris**, Special Education teacher at the High School, effective January 1, 2017.
- B. It is recommended that the Board accept the resignation, due to retirement, of **Mr. Kevin Fadden**, custodian at MTMS, effective November 1, 2016.
- C. It is recommended that the Board accept the resignation, due to retirement, of **Ms. Melinda Widom**, group leader at Falcon Care, effective December 24, 2016.
- D. It is recommended that the Board accept the resignation, due to retirement, of **Dr. Dean Quest**, Science teacher at the High School, effective December 1, 2016.
- E. It is recommended that the Board accept the resignation, due to retirement, of **Ms. Eleanor Walker**, bus driver in the Transportation Department, retroactive to October 1, 2016.
- F. It is recommended that the Board approve the change in resignation date of **Dr. Maria Steffero**, math teacher at MTMS effective October 22, 2016.
- G. It is recommended that the Board accept the resignation of **Ms. Lydia Santiago**, paraprofessional at Woodland School, retroactive to September 21, 2016.
- H. It is recommended that the Board accept the change in the resignation date of **Ms. Heidi Falanga**, Spanish teacher at MTMS, retroactive to September 30, 2016.
- I. It is recommended that the Board accept the resignation of **Ms. Laura McIntyre**, paraprofessional at Barclay Brook School, retroactive to October 7, 2016.
- J. It is recommended that the Board accept the resignation of **Ms. Jennifer Patricolo**, paraprofessional at Applegarth School, retroactive to October 10, 2016.
- K. It is recommended that the Board accept the resignation of **Mr. Thomas Jinks**, as an AVID elective teacher, effective October 31, 2016.
- L. It is recommended that the Board rescind the contract of **Ms. Joyce Hunt**, Driver in the Transportation Department, effective October 20, 2016.
- M. It is recommended that the Board approve the return to work of **Ms. Louise Bauman**, secretary at MTMS retroactive to October 10, 2016.
- N. It is recommended that the Board approve a maternity leave of absence to **Ms. Jennifer Wirth**, teacher of grade 1 at Mill Lake School, effective January 31, 2017 through January 30, 2018 in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further

recommended that this leave shall be without pay except to the extent of any sick days to which Ms. Wirth may be entitled.

- O. It is recommended that the Board approve a maternity leave of absence to **Ms. Randa Rydzy**, teacher of Special Education at Barclay Brook School, effective November 21, 2016 through March 31, 2017 in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further recommended Ms. Rydzy will utilize 32 sick days and the remaining days will be unpaid.
- P. It is recommended that the Board approve a maternity leave of absence to **Ms. Astin Williams**, teacher of Art at MTMS, effective December 10, 2016 through April 30, 2017 in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further recommended that Ms. Williams will utilize her sick days and the remaining days will be unpaid in accordance with the Family and Medical Leave Act of 1993, 29 U.S.C. §2601 et seq. and the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et seq.
- Q. It is recommended that the Board approve a medical leave of absence to **Ms. Sharon Gsellmeyer**, secretary at Mill Lake School, effective October 18, 2016 through January 1, 2017 in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Ms. Gsellmeyer may be entitled.
- R. It is recommended that the Board approve a medical leave of absence to **Ms. Karen Chu**, security at Brookside School, effective October 24, 2016 pending further action of the Board (for a period of approximately 6 weeks) in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Ms. Chu may be entitled.
- S. It is recommended that the Board approve an extended medical leave of absence to **Ms. Linda Modzelewski**, bus driver in the Transportation Department, effective September 20, 2016 through October 26, 2016 in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Ms. Modzelewski may be entitled.

- T. It is recommended that the Board approve a medical leave of absence to **Ms. Laurie Rubin**, paraprofessional at Brookside School, retroactive to September 30, 2016 through October 31, 2016 in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Ms. Rubin may be entitled.
- U. It is recommended that the Board approve an extended medical leave of absence to **Ms. Debra LaGola**, bus driver in the Transportation Department, effective October 1, 2016 through October 21, 2016 in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Ms. LaGola may be entitled.
- V. It is recommended that the Board approve an unpaid medical leave of absence to **Ms. Casey Valville**, Special Education teacher at Brookside School, effective October 20, 2016 through November 6, 2016, in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017.
- W. It is recommended that the Board approve an unpaid leave of absence under FMLA to **Mr. Michael Wall**, teacher of Math at the High School, effective November 14, 2016 through January 2, 2017 in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. Mr. Wall's unpaid days will be counted against his entitlement to unpaid leave pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. §2601 *et seq.* and the New Jersey Family Leave Act, UN.J.S.A. 34:11B-1 *et seq.*, as appropriate.
- X. It is recommended that the Board approve an extended medical leave of absence to **Charlotte Malvasio**, paraprofessional at Mill Lake School, effective October 16, 2016 through February 12, 2017 in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It is further recommended that this leave shall be without pay except to the extent of any sick days to which Ms. Malvasio may be entitled.
- Y. It is recommended that the Board approve an extended medical leave of absence to **Ms. Maria Tumminello**, bus driver in the Transportation Department, effective October 27, 2016 through November 28, 2016 in accordance with Article 17, Paragraph B.2 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2014 through June 30, 2017. It

is further recommended that this leave shall be without pay except to the extent of any sick days to which Ms. Tumminello may be entitled.

- Z. It is recommended that the Board approve the following personnel as staff in the After School Basic Skills program for the 2016-2017 school year:

**Woodland**

Samantha Gancz – substitute teacher  
Marie Heitner – substitute paraprofessional  
Tracy Hammill – substitute paraprofessional

**Applegarth**

Radhika Patel – teacher

**Brookside**

Claudia Loonan - teacher

- AA. It is recommended that the Board approve the following personnel as substitutes for the After School TAG program for the 2016-2017 school year elementary teachers \$77.56 per session and MTMS teachers \$116.34 session (1.5hrs):

Terri Gross – Oak Tree  
Jeanne Czapkowski – MTMS  
Margaret Delmonaco – Barclay Brook  
Mike Cappo – MTMS  
Jennifer Corvinus – Brookside  
Stephanie Arons - Brookside  
Judy Firestine – MTMS

- BB. It is recommended that the Board approve the following schools and personnel for the School Committee Improvement Panel [SCIP] for the 2016-2017 school year:

**Brookside**

Principal – Antonio Pepe  
Supervisor – Kelly Roselle  
Teacher – Laura Horoszewski

**Woodland**

Principal – Adam Layman  
Assistant Principal – Samantha McCloud  
Teacher – Allison North

**Barclay Brook**

Principal – Erinn Mahoney  
Supervisor – Monica Heinze  
Teacher – Danielle Sano

**Applegarth**

Principal – Dennis Ventrello  
 Supervisor – Susan Gasko  
 Teacher – Carol Pignataro

**Oak Tree**

Principal – Patricia Dinsmore  
 Assistant Principal – Pamela Amendola  
 Teacher – Magdalena Fidura

**Mill Lake**

Principal – Kristen Mignoli  
 Supervisor – Bonnie Casaletto  
 Teacher – Brooke Kreiger

**MT Middle School**

Principal – Chari Chanley  
 Assistant Principal – James Higgins  
 Teacher – Dawn Graziano

**MT High School**

Principal – Robert Goodall  
 Assistant Principal – Scott Madreperla  
 Teacher – Jaclyn Puleio  
 Teacher – Sharon DeMarco

CC. It is recommended that the Board approve an increase in the hours of the following bus drivers retroactive to September 1, 2016 through June 30, 2017 except where noted:

<i>DRIVER</i>	<i>Current Hours</i>	<i>Increased to</i>	<i>Rationale</i>
Christina Salvador	6	8	Midday route
Nina Greene	6	8	Midday route
Corrine Larsen	6	8	Midday route
Susan Lohman	6	8	Midday route
Regina Martyka	6	8	Midday route
Linda Modzelewski	6	8	Midday route
Maureen Prusakowski	6	8	Midday route
Debra Holtz	6	8	Midday route
Michele Britt	6	8	Midday route
Eunice Fonseca	6	8	Midday route
Debra LaGola	6	8	Midday route
Cheryl Walus	6	8	Midday route – Eff. Nov. 1
Susan Zelickovics	6	7.5	Midday route – Eff. Nov. 1.
Dawn Krempecki	6	7	Midday route – Eff. Nov. 1

- DD. It is recommended that the Board approve the following clubs and advisors at MTMS for Fall 2016 at the instructional rate (53.87/hr.)

Acting for Television Club – Heidi Lubrani  
Amazing Painters Workshop Club – Katie Elias  
American Young Voice Club – Nina Schmetterer  
Engineering: TSA (Technology Student Association) Club – Sarah Cummings  
History Bee Club – Karen Earl  
Industrial Arts Club – Kerry Curran  
Legal Eagles Club – Dawn Graziano/Mary (Katie) Sullivan  
Let's Color – Justine Carnevale  
Programming Club – Donna Montgomery  
Sewing Club – Michelle Murphy  
Technology: TSA (Technology Student Association) Club – Donna Montgomery  
Writers' House Club – Jacqueline Hong

- EE. It is recommended that the Board approve the following clubs and advisors at MTMS for Fall 2016 at the non-instructional rate (\$44.85/hr.)

Card and Board Game Club – Jody Heyl  
Chess Club – Frank Bonich  
Dance Club – Karissa Crombie/Stephanie Moore (50/50)  
Debate Club – Scott Messinger  
Falcon Fit Strength and Conditioning Club – Mark Antioquia  
Family History Club – Christine Vizoki  
Girls Learn International Club – Mary (Katie) Sullivan  
Nail Art Club – Jessica Consiglio  
Tennis and Ping Pong Club – Misty Corbisiero  
Ukulele Club – Samuel Schneider

- FF. It is recommended that the Board approve the following chaperones for the grade 6 Halloween Dance on October 28, 2016 for 2 hours at the non-instructional rate (\$44.85/hr.):

Nancy Markwell  
Cheryl Whinna  
Christy Vizoki  
Sam Schneider  
Dan Fields  
Scott Zimms  
Katie Echevarria  
Pat Nortz  
Lauraine Wright  
Taryn Yoelson

GG. It is recommended that the Board approve the following paraprofessionals at their step on guide for zero period and after school clubs at MTMS for the 2016-2017 school year:

Renee Zappone  
Nancy McNulty  
Gail Cocorikis  
Maria Bartomeo

Deborah Scott  
Virginia Ullrich  
Laura Viani

HH. It is recommended that the Board approve the following certificated staff at the following step on guide:

	<b>Employee</b>	<b>School</b>	<b>Position</b>	<b>Salary Guide</b>	<b>Account No.</b>	<b>Dates</b>	<b>Reason for hire</b>
1.	Meghan Cruise	E.C.E./ Falcon Care	E.C.E. teacher	\$30,000 pro rated	64-990- 320-100- 000-095	10/13/16- 6/30/17	Resignation replacement
2.	Rachel E. Zettell	MTMS	LDTC	Step 8A MA+30 \$63,272+ \$4350 + 120% minus 20 days pro rated	11-000- 219-104- 000-093	1/3/17- 6/30/17	Resignation replacement tenure track
3.	Rachel Roth	Barclay Brook	Grade 2	Step 1 BA \$49,282 pro rated	11-120- 100-101- 000-010	11/9/16- 2/23/17	Leave replacement
4.	Tom Jinks	MTMS	Teacher of Math Algebra/ Geometry	130-100-101- 000-080	130-100- 101-000- 080	10/24/16- 6/30/17	Transfer to resignation position
5.	Nancy Schieda	MTMS	Teacher of Math	Step 1 BA \$49,282 pro rated	130-100- 101-000- 080	10/17/16- 10/19/16	Leave replacement Extension of contract
6.	Nancy Schieda	MTMS	Teacher of Math	Step 1 BA \$49,282 pro rated	130-100- 101-000- 080	10/20/16- 6/30/17	Transfer replacement tenure track
7.	Jeanne Barsa	Mill Lake	Kindergarten teacher	Step 1 BA \$49,282 pro rated	11-120- 100-101- 000-040	10/5/16- 6/30/17	Increase in contract to 100% due to increased enrollment
8.	Sinead Kelly	MTMS/HS	Teacher of French	108.33% of contract	11-140- 100-101- 000-070 65% and 11-130- 100-101-	9/1/16- 6/30/17	Correction in account numbers

					000-080 43.33%		
9.	Danielle Drust	HS	Teacher of Science	117% contract	11-140- 100-101- 000-070	9/6/16- 12/23/16	Leave replacement
10.	Kelli Rick	HS	Teacher of Science	117% contract	11-140- 100-101- 000-070	9/6/16- 12/23/16	Leave replacement
11.	Varsha Sharma	HS	Teacher of Science	117% contract	11-140- 100-101- 000-070	9/6/16- 12/23/16	Leave replacement
12.	Katherine Crapazano	HS	Teacher of Science	117% contract	11-140- 100-101- 000-070	9/6/16- 12/23/16	Leave replacement
13.	Dr. George Pangalos	HS	Teacher of Science	134% contract	11-140- 100-101- 000-070	9/1/16- 10/12/16	Leave replacement
14.	Dr. George Pangalos	HS	Chemistry Teacher	117% contract	11-140- 100-101- 000-070	10/13/16- 12/23/16	Reduction in contract from 134%
15.	Gelsomina Mignano Leuck	Applegarth	Grade 5	Step 1 BA \$49,282 pro rated	11-120- 100-101- 000-050	11/1/16- 11/4/16	Leave replacement extension of contract
16.	Dana Mattia	Mill Lake/ Woodland	Elementary teacher	Step 1 BA 45% \$49,282	11-120- 100-101- 000-040 22.5% 11- 120-100- 101-000- 030 22.5%	9/19/16- 6/30/17	Change in start date
17.	John Bigos	HS	Social Studies	117% contact	11-140- 100-101- 000-070	9/20/16- 10/4/16	Leave replacement
18.	Gail DeMarco	HS	Social Studies	117% contact	11-140- 100-101- 000-070	9/20/16- 10/4/16	Leave replacement
19.	Christopher Thumm	HS	Social Studies	117% contact	11-140- 100-101- 000-070	9/20/16- 10/4/16	Leave replacement
20.	Laura Granett	HS	Social Studies	117% contact	11-140- 100-101- 000-070	9/20/16- 10/4/16	Leave replacement
21.	Joseph Romano	HS	Social Studies	117% contact	11-140- 100-101- 000-070	9/20/16- 10/4/16	Leave replacement
22.	Holly Jarusiewicz	MTMS	Teacher of Language Arts		11-130- 100-101- 000-080	9/1/16- 6/30/17	teacher reassignment
23.	Nathan Cogdill	HS	Trainer for District PD	Per MTEA negotiated rate	11-000- 223-110	2016-2017 school year	Professional Development

24.	Shannon Finney	Brookside	Teacher of Special Education	\$95 per day	11-213-100-101-000-093	9/16/16-10/14/16	Change in start date
25.	Patricia Smith	MTMS	Team Venture team leader 50%	\$1592 – 50%	11-130-100-101-000-080	9/1/16-6/30/17	Resignation replacement
26.	Matthew Gorham	MTMS	Team Venture team leader 50%	\$1592 – 50%	11-130-100-101-000-080	9/1/16-6/30/17	Resignation replacement
27.	Kevin Brusotti	MTMS	Boys Basketball Coach	Volunteer		2016-2017 school year	Volunteer
28.	Nicholas Reinhold	Woodland	Tech Resource	\$1182	11-120-100-101-000-030	2016-2017 school year	Stipend position
29.	Elizabeth Lechocinski	Woodland Brookside Applegarth	Reading Specialist	Step 8 MA \$60,772+ \$3450	11-120-100-101-000-030 34% 11-120-100-101-000-020 33% 11-120-100-101-000-050 33%	10/31/16-6/30/17	Change in start date

II. It is recommended that the Board approve the following non-certificated staff at their negotiated salaries:

	Employee	School	Position	Salary Guide	Account No.	Dates	Reason for hire
1.	Mariam Khalil	Falcon Care	Teacher Asst.	\$11.00/hr. for 5.5 hrs.	64-990-320-100-000-098	9/1/16-6/30/17	Account number correction
2.	Catherine Rascona	Brookside	Spec. Ed. Para	Step 1 Spec. Ed. \$15.09 for 6.75/hrs. day	11-213-100-106-000-093	9/27/16-TBD	Change in start date Leave replacement
3.	Kevin Brusotti	MTMS	Spec. Ed. Para	Step 1 Spec. Ed. \$15.09 + \$2.00 toileting +\$1.00 for ed. Degree 6.75/hr.	11-214-100-106-000-093	9/12/16-6/30/17	Correction to include ed. degree
4.	Jeanna Dressel	Falcon Care	Group Leader	\$13.00/hr. for 5.5 hrs.	65-990-320-100-000-098	10/20/16-6/30/17	Replacement position
5.	Patricia Kish	Falcon Care	Asst. Group Leader	\$11.00/hr. for 5.5 hrs.	65-990-320-100-000-098	10/20/16-6/30/17	Replacement position

6.	Joby Biju	Falcon Care	Asst. Group Leader	\$11.00/hr. for 3.5 hrs.	65-990-320-100-000-098	10/20/16-6/30/17	Replacement position
7.	Heidi Bloom Leeds	MTMS	Media Coordinator	Step 1 \$31,894 pro rated	11-000-222-100-000-098	10/24/16-6/30/17 pending criminal history	Replacement position
8.	Nancy Saleh	Oak Tree/Mill Lake	Para Title III	Step 1 Reg. \$13.09/hr. for 3.75 hrs./day	20-274-100-100	9/27/16-6/30/17	Change in start date
9.	Brenda Salasko	Assistant Group Leader	Falcon Care	\$11.00/hr. for 5.5 hour	65-990-320-100-000-098	9/27/16-6/30/17	Change in start date
10.	Kerry Esposito	Woodland	Cafeteria Para	Step 1 Reg. \$13.09/hr. for 2.5 hrs.	11-000-262-107-000-030	10/20/16-6/30/17	Replacement position
11.	Eliot Feldman	District	Webmaster	\$1100 stipend	11-000-252-100-000-070	7/1/16-6/30/17	Stipend
12.	Janet Hyman	Barclay Brook	AM Traffic Guard	Step 8– 1.0/hr. day in morning	11-120-100-101-000-010	9/1/16-6/30/17	Correction on-going position
13.	Francine Sorrento	Barclay Brook	AM Traffic Guard	Step 8– 1.0/hr. day in morning	11-120-100-101-000-010	9/1/16-6/30/17	Correction on-going position
14.	Dawn Michaud	Brookside	AM/PM Traffic Guard/Crossing guard (walkers)	Step 8–\$17.86 1.0/hr. day in morning and 1.0/hr. pm	11-120-100-101-000-020	9/1/16-6/30/17	Correction on-going position
15.	Fran Wilden	Brookside	AM Traffic Guard	Step 8 –\$17.86 1.0 hr. in morning	11-120-100-101-000-020	9/1/16-6/30/17	Correction on-going position
16.	Rudolf Theiss	MTMS	Custodian	Entry level \$19.82/hr. + second shift .55/hr. for 8 hrs./day	11-000-262-100-000-080	11/1/16-6/30/17 pending criminal history	Retirement replacement
17.	Stacey D'Aversa	Mill Lake	AM Kind. Para	Step 1 Reg. Ed. \$13.09/hr. for 3.75/hrs.	11-190-100-106-000-040	10/5/16-6/30/17	Transfer to new position

18.	Theresa Greene	Brookside	Spec. Ed. Para	Step 2 Spec. Ed. \$15.19+\$2.00 toileting for 6.75/hr.	11-212-100-106-000-093	6/30/17	Transfer from ML to new position
19.	Arianna Burkshot	Falcon Care	Group Leader	\$13.00/hr. for 2.0 hours	65-990-320-100-000-098	10/20/16-1/2/17 pending criminal history	Leave replacement
20.	Tracy Hammill	Woodland	Spec. Ed. Para	Step 2 \$15.19/hr. for 3.75 hrs.	11-213-100-106-000-093	10/10/16-1/3/17	Transfer to leave replacement
21.	Ashley Cooperman	Falcon Care	Group Leader	\$13.00/hr. for 3.5 hrs.	65-990-320-100-000-098	10/20/16-6/30/17	Transfer to new position
22.	Alaina Waters	Barclay Brook	Lunch Para	Step 1 Reg. \$13.09/hr. for 2.5/hrs	11-000-262-107-000-010	10/20/16-6/30/17 pending criminal history	Resignation replacement position
23.	Rosemary Otero	Brookside School	Lunch Para	Step 1 Reg. \$13.09/hr. for 2.5/hrs	11-000-262-107-000-020	10/20/16-6/30/17 pending criminal history	Resignation replacement position
24.	Christine Brix	Mill Lake	10 month secretary	Step 1 – 10 month guide \$39,912 pro rated	11-000-240-105-000-040	10/17/16-12/23/16	Leave replacement
25.	Patricia Dazos	Applegarth	Spec. Ed. Para	Step 4 Spec. Ed. \$15.39 for 3.75/hrs day	11-213-100-106-000-093	10/19/16-6/21/17	Transfer to resignation position
26.	Mary Lucas	Applegarth	Para	Step 7A Reg. \$16.88 for 2.25/hrs. and Step 7A Spec. Ed. \$18.88 for 1.5 hrs.	11-000-262-107-000-050 2.25/hrs 11-213-100-106-000-093 for 1.5 hrs	10/19/16-6/21/17	Correction in account numbers
27.	Ann Marie Popper	Mill Lake	Para	Step 1 Spec. Ed. \$15.09 for 6.75/hrs	11-214-100-106-000-093	10/18/16-1/13/17	Leave replacement

- JJ. It is recommended that the Board approve the following lists of substitutes for the 2016-2017 school year:

**Certificated**

Justin Cohen  
Shannon Finney

Substitute Teacher  
Substitute Teacher

**Non Certificated**

Josephine Lynch  
Elizabeth Maltais  
Courtney Tsocanos  
Laura McIntyre  
JoAnn St.John  
JoAnn St.John  
Remi Egierd  
Isaiah Mason

Substitute Paraprofessional  
Substitute Paraprofessional  
Substitute Paraprofessional  
Substitute Paraprofessional  
Substitute Paraprofessional  
Substitute Secretary  
Substitute Avid Tutor  
Substitute Volunteer Coach

- V. **BOARD ACTION (Items A through Q) (The Jamesburg Representative is only eligible to vote on the items delineated by an asterisk (\*) in the Superintendent's Board Action section of the Agenda pursuant to N.J.S.A. 18A:38-8.1).**

A. **Residency Contracts**

In accordance with Policy #5111 regarding residency contracts, it is recommended that the Board approve the enrollment of the children noted on the attached Residency Contracts whose family is under contract for future residency in Monroe Township.

- B. It is recommended that the Board approve the previously submitted list of requests for Staff Professional Development.
- C. It is recommended that the Board approve the previously submitted list of requests for Field Trips.
- D. It is recommended that the Board approve the previously submitted list of Student Teachers for the 2016-2017 school year.
- E. It is recommended that the Board approve the previously submitted Student Suspension Report for the month of September 2016.
- F. It is recommended that the Board acknowledge receipt of and attest to the accuracy of the previously submitted information contained within the 2016-2017 NJQSAC Statement of Assurance Report and authorize the submission of said report to the State of New Jersey as required.

- G. \* It is recommended that the Board of Education approve the suspension with pay of employee no. 004342, retroactive to September 14, 2016 through October 4, 2016. The Superintendent and the Business Administrator/Board Secretary are hereby authorized and directed to take all necessary steps to implement this action of the Board of Education.
- H. It is recommended that the Board of Education: (1) approve the suspension with pay of bus driver no. 004313, retroactive to September 19, 2016 through October 19, 2016; and (2) terminate the employment of employee no. 004313 effective October 20, 2016. The Superintendent and the Business Administrator/Board Secretary are hereby authorized and directed to take all necessary steps to implement this action of the Board of Education.
- I. It is recommended that the Board approve the creation of a new Learning/Language Disability Mild/Moderate Program for the 2016-2017 school year.
- J. It is recommended that the Board approve the “True Colors Assessment and Professional Day” workshop on November 8, 2016 for all MTMS and HS physical education staff in the amount of \$1,000.00
- K. **Violence, Vandalism, and Substance Abuse** In accordance with N.J.S.A. 18A:17-46, the Annual District Report and the Incident Listing for Violence, Vandalism, Substance Abuse and Harassment, Intimidation and Bullying for the 2015-2016 school year is being presented for public review.
- L. It is recommended that the Board approve the following out-of-district student placement for the 2016-2017 school year:

Student No.	School	Start – End Date	Tuition Rate
81966	Collier HS	9/16/16	\$314 per diem

- M. It is recommended that the Board approve the following substitute pay rates for the 2016-2017 school year:

Substitute Teacher	County Sub Certificate	\$85.00/day
	County Sub Certificate with Bachelor's degree	\$90.00/day
	CEAS, CE or Standard Certificate	\$95.00/day
Substitute Nurses		\$150.00/day
Substitute Secretaries:	Regular	\$9.25/hour
	Student	\$9.00/hour
Substitute Paraprofessionals		\$9.25/hour
Substitute Custodians/Maintenance workers		\$10.50/hour
Substitute Bus Drivers		\$17.50/hour
Substitute Mechanics		\$20.00/hour
Substitute Computer Technicians		\$11.00/hour
Security		\$15.00/hour

N. It is recommended that the Board approve the following Policy for a first reading:

Bylaw 0142.1      Nepotism

O. It is recommended that the Board approve the following Policies and Regulations for a second and final reading:

P 3111	Creating Positions
P 3126	District Mentoring Program
R 3126	District Mentoring Program
P 3141	Resignation
P 3144	Certification of Tenure Charges
R 3144	Certification of Tenure Charges
P 3159	Teaching Staff Members/School District Reporting Responsibilities
P 3231	Outside Employment as Athletic Coach
P 4159	Support Staff Member/School District Reporting Responsibilities
P 5305	Health Services Personnel
P 5350	Student Suicide Prevention
R 5350	Student Suicide
P 5514	Student Use of Vehicles on School Grounds
R 5514	Abolish
P 7481	Unmanned Aircraft Systems
P 8454	Management of Pediculosis
P 9541	Student Teachers/Interns

P. \*It is recommended that the Board approve the following clubs for approval for the 2016-2017 school year:

**Clubs:**

Health Occupations Students of America (HOSA)  
Economics & Finance Team

Q. \*It is recommended that the Board approve the following curriculum for approval for the 2016-2017 school year:

Falcon Transitioning Adult Program  
AP Chemistry  
Introduction to Engineering  
Thermo/Equilibrium Chem II  
AP Psychology  
Health – Grades 4-5  
Foods  
French II Honors

11. **BUSINESS ADMINISTRATOR’S REPORT/RECOMMENDATIONS (The Jamesburg Representative is only eligible to vote on the items delineated by an asterisk (\*) in the Business Administrator/Board Secretary’s Board Action section of the Agenda pursuant to N.J.S.A. 18A:38-8.1).**

**BOARD ACTION**

**A. PROFESSIONAL APPOINTMENTS**

1. \*It is recommended that members of the Monroe Township Board of Education approve Bayada Nurses, 1460 Livingston Avenue, Building 400, 3<sup>rd</sup> floor, North Brunswick, NJ 08902 to provide nursing services for the 2016/2017 school year at the following rates:

RN \$54.50

LPN \$44.50

These rates remain the same as prior years.

2. \*It is recommended that members of the Monroe Township Board of Education approve Brookfield Schools, 1009 Berlin Road, Cherry Hill, NJ 08034 to provide hospital educational services to students admitted into a hospital or treatment center at a rate of \$53.87 per hour for the 2016/2017 school year. The rate remains the same as prior years.

3. \*It is recommended that members of the Monroe Township Board of Education approve Professional Education Services, Inc. 34 S. Delsea Drive, Suite 1, Glassboro, NJ 08028 to provide hospital educational services to students admitted into a hospital or treatment center at a rate of \$53.87 per hour for the 2016/2017 school year. The rate remains unchanged from last year.

4. \* It is recommended that members of the Monroe Township Board of Education approve Ron Hardin, 16536 Saffron Circle, Omaha, Nebraska, 68136 for drill design for the MTHS Marching Band for a fee of \$275.00 for the 2016/2017 school year.

5. \* It is recommended that members of the Monroe Township Board of Education approve James Martin Bishop, 12629 Billington Road, Silver Spring, MD 20904 for Rehearsals and Performances for the 2016 Winter Concert for a total fee of \$800.00.

6. \* It is recommended that members of the Monroe Township Board of Education approve Christopher Buckley, 6401 Gentele Curt, Alexandria, VA 22310 for Rehearsals and Performances for the 2016 Winter Concert for a total fee of \$800.00.

7. \*It is recommended that members of the Monroe Township Board of Education approve Educational Service Commission of New Jersey to provide counseling services at the rate of \$70.00 per hour for the 2016/2017 school year.

8. \*It is recommended that members of the Monroe Township Board of Education approve Rutgers University Behavioral Health Care, 671 Hoes Lane West, Piscataway, NJ 08854 to provide hospital educational services to students admitted into a hospital or treatment center at a rate of \$65.00 per hour for the 2016/2017 school year. The rate remains unchanged from last year.

9. \*It is recommended that members of the Monroe Township Board of Education approve Lenox, Socey, Formidoni, Giordano, Cooley, Lang & Casey, LLC, 136 Franklin Corner Road, Lawrenceville, NJ 08648 to provide legal services through our insurance carrier subject up to a \$15,000 deductible per case.

10. \*It is recommended that members of the Monroe Township Board of Education approve Saint Clare's Health Systems, 130 Powerville Road, Boonton, NJ 07005 to provide hospital educational services to students admitted into a hospital or treatment center at a rate of \$55.00 per hour for the 2016/2017 school year.

11. \*It is recommended that members of the Monroe Township Board of Education approve Reid Sound, 92 North Main Street, Bldg. 16, Windsor, NJ 08561 to provide sound system equipment for the MTHS Fall Revue for a total cost of \$6,967.50. The cost will be offset by admission sales.

12. It is recommended that the Board of Education approve the previously submitted proposal of Brinkerhoff Environmental Services, Inc. dated October 17, 2016 for freshwater wetlands delineation and habitat study for Block 6, Lot 5.21 in Monroe Township in the approximate amount of \$31,773.50 ("Agreement"), as per the Agreement. The foregoing is subject to the Board's receipt of an executed Letter of Intent from the Monroe Township Council. The Superintendent of Schools and the Business Administrator/Board Secretary are hereby authorized and directed to take all necessary steps to implement this action of the Board of Education.

13. It is recommended that the Board of Education approve the previously submitted proposal of DI Group Architecture, LLC, the Board's Architect of Record, dated October 14, 2016 for architectural services for the partial roof replacement and trim improvements design at Barclay Brook Elementary School in the amount of \$52,500.00, plus reimbursable expenses ("Agreement"). The partial roof replacement is budgeted as a priority in the 2017-2018 preliminary budget; however, these architectural services, which require Department of Education approval, must precede the project start date. It is further recommended that notice of the award of the above described Agreement shall be provided as required by N.J.S.A. 18A:18A-5a(1) and this resolution and the Agreement shall be maintained on file and available for public inspection in the Board's office. The Superintendent of Schools and the Business Administrator/Board Secretary are hereby authorized and directed to take all necessary steps to implement this action of the Board of Education.

B. TRANSFER #2

It is recommended that members of the Monroe Township Board of Education approve Transfer #2 for August 31, 2016 for Fiscal Year 2016/2017 as previously submitted.

C. SECRETARY'S FINANCIAL & CASH REPORT

In accordance with N.J.A.C. 6A:23-2-11(c) 4, Be It Resolved that the Board of Education hereby certifies that it is in receipt of the Financial Reports for August 2016, which indicates that no major accounts or funds have been over expended and that sufficient funds are available to meet the district's financial obligations for the fiscal year in accordance with N.J.A.C. 6A:23-2.11(b). In accordance with N.J.A.C.6A:23-2.11(c) 3, Be It Further Resolved that the Board Secretary certifies that the August 2016 Secretary's Report indicates that no line item account has encumbrances and expenditures which in total exceed the line item appropriation in accordance with N.J.A.C.6A:23-2.11(a).

D. \* BILL LIST

It is recommended that the bills totaling \$9,185,808.32 for August 2016 be ratified by the Board. The bills have been reviewed by the Chairperson of the Finance Committee and certified by the Board Secretary.

E. ANNUAL MAINTENANCE BUDGET (M-1)

It is recommended that members of the Monroe Township Board of Education adopt the following resolution:

Whereas, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting "required" maintenance activities for each of its public school facilities (CMP), and the Annual Maintenance Budget (M-1); and

Whereas, the required maintenance activities as listed in the attached documents for the various school facilities of the Monroe Township School District are consistent with these requirements; and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid; and

Now, Therefore Be It Resolved, that the Monroe Township School District hereby authorizes the School Business Administrator to submit the attached Comprehensive Maintenance Plan (CMP) and the Annual Maintenance Budget (M-1) for the Monroe Township School District in compliance with Department of Education requirements.

F. TRAVEL EXPENDITURE RESOLUTION

WHEREAS, the Monroe Township Board of Education is required pursuant to N.J.S.A. 18:11-12 to adopt policy and approve travel expenditures by district employees and board members using local, State, or Federal funds to ensure that travel is educationally necessary and fiscally prudent; and

WHEREAS, the Board of Education has determined that the training and informational programs sponsored by the New Jersey School Boards Association (NJSBA) and set forth below are directly related to and with the scope of board members' and employees duties; and

WHEREAS, the Board of Education has determined that the training and informational programs sponsored by NJSBA and set forth below are directly related to and within the scope of the listed job title's current responsibilities and the board's professional development plan; and

WHEREAS, the Board of Education has determined that participation in the NJSBA training and informational programs requires school district travel expenditures and that this travel is critical to the instructional needs of the district and/or furthers the efficient operation of the district; and

WHEREAS, the Board of Education has determined that the school district travel expenditures to NJSBA programs are in compliance established by the Federal Office of Management and Budget; except as superseded by conflicting provision of Title 18A of the New Jersey Statutes; and

WHEREAS, the Board of Education has determined that the school district travel expenditures to NJSBA programs are in compliance with State travel guidelines as established by the Department of the Treasury and with the guidelines established by the Federal Office of Management and Budget; except as superseded by conflicting provision of Title 18A of the New Jersey Statutes; and

WHEREAS, the Board of Education finds that a mileage reimbursement rate to that of the State of New Jersey mileage reimbursement rate is a reasonable rate; and

WHEREAS, the Board of education has determined that participation in the NJSBA training and informational programs are in compliance with the District policy on travel; therefore be it

RESOLVED, that the Board of Education hereby approves the attendance of the listed number of school board members and district employees at the listed NJSBA training and informational programs, and the costs of attendance including all registration fees, and statutorily authorized travel expenditures, provided that such expenditures are within the annual maximum travel expenditure amount; and, be it further

RESOLVED , that the Monroe Township Board of Education authorizes in advance, as required by statute, attendance at the following NJSBA training programs and informational events:

**New Jersey School Board Bargaining at the Table  
Trenton, NJ**

<b>Staff/Board Member</b>	<b>Date(s) of Travel</b>	<b>Transportation, Tolls &amp; Mileage Reimbursement *(a)</b>	<b>Workshop Fee for NJSBA members</b>
<b>Board Members</b>			
Steve Riback	12/02/16	\$35.00	\$149.00
Tom Nothstein	12/02/16	\$35.00	\$149.00

G. \*JOINT TRANSPORTATION AGREEMENT

It is recommended that members of the Monroe Township Board of Education approve the previously submitted Joint Transportation Agreement between Monroe Township Board of Education and Hopatcong Board of Education to coordinate transportation services for the 2016-2017 school year for special education, private, vocational-technical, and other school students to specific destinations in order to attempt to achieve the maximum cost effectiveness.

H. DONATION – SLIDE PROJECTOR

It is recommended that the members of the Monroe Township Board of Education accept and acknowledge the donation of a Kodak Slide Projector with trays from Mr. Herbert Mars.

The above action authorizes the Business Administrator to sign and administer contracts and/or purchase orders.

Michael C. Gorski, CPA

October 19, 2016  
Meeting Date

12. BOARD PRESIDENT’S REPORT
13. OTHER BOARD OF EDUCATION BUSINESS
14. PUBLIC FORUM (See Note 3 below)
15. CLOSED SESSION RESOLUTION

Be It Resolved, that the Board of Education of the Township of Monroe hereby moves to go into Closed Session, in accordance with the Sunshine Law, Chapter 231 of the Public Laws of 1975 (N.J.S.A. 10:4-6 through 10:4-21), to discuss the following subject(s):

- Harassment, Intimidation and Bullying
- Personnel Matter: Level 3 Grievance

Following closed session, action may be taken. The discussion conducted in closed session can be disclosed to the public at such time as the need for confidentiality no longer exists.

16. PUBLIC FORUM (See Note 3 below)

17. NEXT SCHEDULED BOARD OF EDUCATION MEETING

Wednesday, November 16, 2016 7:00 p.m. Monroe Township High School

18. ADJOURNMENT

NOTES

**Note 1:** Any member of the public may record the proceedings of a public meeting of the Board in a manner that does not interrupt the proceedings, inhibit the conduct of the meeting, or distract Board Members or other observers present at the meeting.

The Board will permit the use of tape recorders, still or movie cameras, or videotape cameras only when notice of such intended use has been given to the Board Secretary one day in advance of the meeting. Any video recording device must be located and operated from inconspicuous locations in the meeting room as determined by the presiding officer of the meeting. The presiding officer may also limit the number of video recording devices if he/she determines the number and position of the video recording devices will be an unnecessary intrusion to the meeting. In this event, preference will be given based on the order in which prior notice requesting to record the meeting was provided to the Board Secretary.

The presiding officer shall determine when any recording device interferes with the conduct of a Board meeting and may order that an interfering device be removed.

**Note 2:** The Jamesburg Representative shall be eligible to vote on only those matters specifically designated in N.J.S.A 18A:38-8.1, as follows:

- (1) Tuition to be charged the sending district by the receiving district and the bill lists or contracts for the purchase, operation or maintenance of facilities, equipment and instructional materials to be used in the education of the pupils of the sending district.
- (2) New capital construction to be utilized by sending district pupils.
- (3) Appointment, transfer or removal of teaching staff members providing services to pupils of the sending district,

including any teaching staff member who is a member of the receiving district's central administrative staff; and

- (4) Addition or deletion of curricular and extracurricular programs involving pupils of the sending district.

To the extent the Jamesburg Representative inadvertently votes on any other matter, his vote shall not be counted.

**Note 3:** Public discussion is confined to this portion of the Agenda unless permission is granted by the Board President prior to the start of the meeting or when the Board is considering a Special Agenda Item that the Board deems appropriate for public participation. Anyone wishing to address the Board is requested to stand and state his/her name and address.

**\*The Jamesburg Representative is only eligible to vote on the items delineated by an asterisk in the Superintendent's and Business Administrator/Board Secretary's Board Action section of the Agenda pursuant to N.J.S.A. 18A:38-8.1.**