

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

BUSINESS MEETING MINUTES
Tuesday, September 28, 2021
6:00 p.m. Executive Meeting
7:30 p.m. Public Meeting

Call to Order – By Board President Bursh at 6:05 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 6, 2021 and September 24, 2021. 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 no later than 10:00 p.m.

ROLL CALL

Phyllis Bursh – Present
Victoria Franco-Herman – Present
Christina Harris – Present
Michael Morack, Jr. – Absent
Richard Specht – Present

Zelda Spence-Wallace – Present
Shreesh Tiwari – Present (Arrived at 6:48 p.m.)
Patrick Todd - Present
Dr. Antoine Yver – Present

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

EXECUTIVE SESSION

The Board convened in Executive Session at 6:08 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 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 7:36 p.m.

SALUTE THE FLAG

SUPERINTENDENT'S REPORT/PRESENTATIONS

- Ms. McLoughlin introduced the two new student representatives to the Board, Ms. Anya Sharma and Ms. Joyce Wong. They described how they wanted to make the students' communication with the board to be clear and direct. The first weeks of school have gone smoothly with the exception of the lunch options being provided. Finally, the student council had its first meeting today.
- Ms. McLoughlin read a statement regarding the food service program and the concerns the community has and how improvements will be made. Mr. James Gillespie, Chartwells District Manager, will discuss the process on serving hot food. Hot food has not been served yet so as to mitigate the chance that someone will contract COVID while maintaining social distancing requirements while in line. The high school will be the first school to be served hot meals. The district is following Executive Order 251 requiring masks to be worn inside.
- Mr. Gillespie discussed the district's food services and provided an update on the food service program and the issues and struggles that Chartwells is having in providing meals. In June, it was decided by the district to go to the SSO program, which provides free breakfast and lunch meals to students. Originally, they were going to open in September 2021 with a limited hot and lunch service. Then on August 18th, it was decided by the principals that Chartwells would only serve brown bag lunches due to distancing concerns. This caused Chartwells to shift gears as they did not have enough products to serve all cold meals. The USDA partners with major manufacturers such as Hormel and Block & Barrel. Finally, after the 8th day of service, Chartwells received enough Boars Head products to supply the entire district.

- Other items discussed by Mr. Gillespie are as follows:
 - Chartwells believes a limited hot menu should be served as well. This will address some of the concerns over the variety in the menu.
 - Staffing has been an issue as they are working with half the staff but have served the same number of meals (33,000) as at the same time last year.
 - There are supply chain issues as Chartwells is being shorted products or orders are cancelled altogether. One example is that the district did not receive their milk delivery today. Therefore, they had to scramble to collect milk and bring it to the lower elementary schools. There is a shortage of drivers and employees.
 - Due to the shortage of employees, it is possible that a couple of items served were past the “used by” date. This has since been corrected.

There were several questions and comments from the board and members of the community.

- Mr. Todd wanted to discuss the cost of the food and how it works specifically with the SSO program. Mr. Gillespie stated that if the district fulfills the guidelines it is considered a reimbursable meal. The district receives approximately \$4 per meal served to cover the costs of serving those meals. Ms. Schauer noted that the lunch program should be self-sustaining.
- Mr. Tiwari was concerned with students being served expired milk. Mr. Gillespie stated that out of an entire pallet four containers of milk were past their “use by” date. Once that was known, the Chartwells staff went through each batch of milk and filed a complaint with the dairy company. In order to avoid this, Mr. Tiwari suggested some type of quality control.
- Ms. Spence-Wallace had several questions. First, was the order for Boars Head placed in June to use in September and was that order part of the whole menu? Secondly, how many staff members does Chartwells have at the central location? Mr. Gillespie answered that they currently have 20 staff members, and they normally have 40 staff members. Third, can Mr. Gillespie provide specificity when the hot meals will begin to be served? Mr. Gillespie stated that it will take a few days to get all products, starting at the high school. Ms. Kurczewski stated they will reach out to the principals because of issues at Orchard Hill and Village Elementary School. Mr. Gillespie stated they will start off with chicken patties, then chicken fingers, pizza, etc. Since the district is on the SSO program, they can’t deep fry the French fries. They have to bake them instead. This changes the taste of the products. Ms. Spence-Wallace stated her district is not experiencing delays in deliveries. Mr. Gillespie stated this issue is happening to all food service companies not only Chartwells.
- Ms. Franco-Harris inquired about the procurement of food. Is Chartwells able to purchase products from local farms? Mr. Gillespie stated they can’t go directly to the farms because produce needs to be inspected by the USDA. However, some of their vendors do purchase produce from local farmers in New Jersey.
- Mr. Specht stated one concern at the high school is the portion sizes. Mr. Gillespie noted that is true because of the SSO guidelines. The serving sizes need to be smaller in order to get the reimbursements.

- Ms. Bursh had several questions. First, she asked if someone is allergic to a certain type of food, can they select something else. Mr. Gillespie stated absolutely. Secondly, are there different portion sizes at the schools? At the high school and UMS, there is additional produce that the students can select. This can be done at the other schools. However, this will not be considered an entitlement. Students can select two veggies instead of fruit and that counts as one component of the meal as long as the weight is the same. The board would like to see Chartwells get creative by purchasing items from Shoprite if inventory is low. Mr. Gillespie responded that they already do this. Next, Ms. Bursh asked if Chartwells would allow parents to volunteer to help the staff. Mr. Gillespie stated absolutely. Ms. Bursh stated that the Board has received letters indicating that the meals at South Brunswick are better. Mr. Gillespie stated they have the facilities to make hot meals more readily but doesn't think they can be following safety protocols. Next, will Chartwells consider using local restaurants for food? Mr. Gillespie answered that is a slippery slope because they can't guarantee the sources of the food or if they meet nutritional guidelines. Additionally, how long will it take to get hot meals at OHES? Mr. Gillespie stated he can't give a definitive answer until he meets with the principals. Preorders can be done but putting them on the students' table will be difficult. Finally, if the district wanted Chartwells to purchase a higher quality of food, could they? Mr. Gillespie stated they can provide anything the Board desires. However, the district will incur an additional cost and will get the same reimbursement as the usual meals.
- Mr. Specht questioned how many of the issues with the quality of the food may be from a product perspective or the process of how meals are cooked? Or is it because of the district's required COVID spacing and being able to procure product? Mr. Gillespie stated he doesn't think we're experiencing those issues. The district attempts to reuse items that are shelf-safe. However, items such as milk need to be thrown out. Items can be donated to the food pantry as long as the district assumes responsibility.
- Ms. Bursh asked people in the audience to come up and ask questions.
- A member of the public had several questions. First, is there some sort of quality control prior to the food being served? Secondly, his daughter stated that the food is sometimes greasy or sugary. Therefore, he is concerned with the nutritional aspect of the food being served. Thirdly, his daughter tells him they are served the same item each day. Is there a way to provide different food? Mr. Gillespie stated the meals served meet all of the nutritional guidelines such as low fat muffins and cereals low in sugar. As far as quality control, the sandwiches are made fresh every day. The staff barely has time to make all the lunches let alone monitor the product. When we see an issue, it is addressed immediately. As far as the variety of the menu, it is what they have to do in order to get meals prepared and get them to the students. As service is expanded, new options will be provided.
- Ms. Tina Ji, Belle Mead resident, suggested developing a focus group or committee to address issues.
- A member of the public who has children at Orchard Hill and Village, was concerned about the expired food. The younger children don't know how to see expiration dates and have to rely on the adults. Is it possible to have teachers look at the dates for the students so to avoid eating expired meals? She also likes the idea of the focus group to get parents' opinions. Mr. Gillespie stated there were a couple dating issues, which were brought to their attention. Staff members are now checking the dates. As far as the need for a focus group, every district must

have meetings with the public. Chartwells can work with the district to set up the meetings. Ms. Kurczewski stated that prior to COVID, the district did have those meetings and included staff members, students and parents.

- Ms. Harris noted that serving expired items is unacceptable and asked if the teachers are helping at meal time. Ms. McLoughlin will speak to the principals.
- Ms. Mugdha John, Belle Mead resident, first asked how much does Chartwells get paid? Mr. Gillespie stated they are paid a flat management fee on a monthly basis. Ms. John clarified that it was the principals who did not want to serve hot meals. She also asked when will the community be informed of when hot meals will be served. Mr. Gillespie stated it will take some time to retool because of supply chain issues, what used to take days now takes weeks. Ms. John asked the Board if a better option could be provided to the students who need the meals as opposed to those who don't. Ms. Schauer noted that meals were provided to the free and reduced students through the SSO program. Mr. Gillespie stated they couldn't just focus on the people who relied on those meals because with the SSO program it's all or nothing.
- A discussion took place on what constitutes a full meal served. Five components of the meals must be offered even if the students only select three items.
- A member of the public brought in and opened one of the sandwiches served by Chartwells. She stated that is not the type of food that should be served. Mr. Gillespie stated they are offering food that meet the USDA guidelines. Ms. Bursh asked if there was a way to expedite the process in providing hot food to the lower schools. Mr. Gillespie stated it can be done once Chartwells received the go-ahead from the district.
- A member of the public asked what is stopping the district from providing hot and cold meals. Mr. Gillespie stated they are willing to work with the district with various serving scenarios. The biggest issue is the social distancing when going through the serving lines. The district does not have the facilities or equipment to allow for social distancing.
- Mr. Nadeem Kokate, Belle Mead resident, asked who completes the daily menu. Mr. Gillespie stated the Ms. Kurczewski decides on the menu based on what product is available to them. Chartwells uses high-end brands such as Boars Head. Sometimes they only receive turkey and ham. Therefore, this is what is served. This is why the district is currently only serving brown bagged lunches. The menu will be expanded when they are able to serve hot meals. Mr. Kokate stated he did not like the taste of the pizza. Mr. Gillespie noted that this occurred a year and a half ago, and we have since changed the pizza, which now tastes good. Mr. Kokate was unhappy that what the menu says is being served is sometimes not what is offered. Mr. Gillespie stated menus are posted a month in advance so the changes made would have to be made the day before.
- Mr. Greg Brown, Belle Mead resident, stated that his child has had the same sandwich every day this year. Mr. Brown reiterated his issue is with the Board not Chartwells. The principals aborted the original plan on August 18th which Ms. McLoughlin confirmed. She stated that the district understands that people are upset with the options. However, as noted before, she has to follow the Executive Order which requires masks and social distancing. She has made the safety of the students and staff a priority. Mr. Brown stated there is a lack of creativity on

how to solve the issues. Mr. Specht replied it's not true that the district isn't doing anything or being creative.

- Mr. Tiwari stated the district is in a difficult position and is doing everything it can to rectify the issues. It has been a collective failure. He asked if it is possible for Chartwells to come back to the Board with a proposal that includes superior food. Mr. Gillespie stated he will come back to the Board with some proposals. Ms. Bursh inquired if the district can leave the National School Lunch Program. The parents indicated through a survey that they would be willing to pay approximately \$1 more per meal in order to receive better food. Mr. Gillespie recommended that the district does not leave the NSLP because it will lose out on the reimbursements.
- Ms. Bursh stated that one of the committees she is working on starting is an Ad Hoc committee on the food service program. The committee will include Board members, parents, staff and students. She encourages everyone to participate.
- A member of the public would like the Board to figure out what the problem is and what the district can control. She wants the Board to revisit the rules on how restrictive the district is and rework it. Mr. McLoughlin stated at this time, administration will continue to evaluate the restrictions.
- Ms. Jeanne Massary, Belle Mead resident, requested that the art and music program aren't cut before evaluating the budget, which was done last year.
- Ms. Bursh stated the district pays Chartwells \$112K annually and that the contract with them will be placed on the district's website.

NEW BUSINESS FROM BOARD/PUBLIC

- Mr. Francis Lobo, Skillman resident, asked why the district hasn't opened up the pool to outside groups. Ms. Schauer stated the district has not received any facility use requests. She will reach out to Ms. Karen Zimmerman, Recreation Director for Montgomery Township, to get the process moving.
- Ms. Jennifer Dressler, Princeton resident, asked what is driving the policy mandate for having students wear masks while outdoors. In addition, she asked why students can't go outside to eat lunch so they get some outside time. Ms. McLoughlin will look into it.
- Ms. Jennifer Volfson, Skillman resident and member of SEPAG, reviewed what the group does. Like other groups, Special Education Parent Advisory Group (SEPAG), is passionate and looks forward to working with the Board. Ms. Bursh stated that she is looking to create an Ad Hoc Committee on Special Education.
- A member of the public and Belle Mead resident is following up on the September 1st Zoom meeting. She asked if the district revisited the quarantine policy and data gathering. She would like the district to review why students are not mask free when they are outside. She requested studies from the health department but hasn't heard back. She provided data on children who contract COVID-19. The district needs to revisit its policies on quarantining, masks and food service, and this process should be collaborative in nature. Her final point is

regarding data gathering as parents need to better understand the age groups affected by the virus.

- Ms. Francine Pfeffer, Skillman resident, stated she is in favor of masking. She provided the Board with CDC guidelines regarding outdoor masking. Her child stated there is no social distancing, which is why some staff members and students have underlying issues. The schools are required to wear masks, especially since children under the age of 12 can't be vaccinated yet.
- Mr. Paul Vecchione, Belle Mead resident, questioned why the district is forcing children to wear masks while outdoors when the State of NJ does not mandate wearing masks outside. He requested that the Board revisit the policy.
- Ms. Bursh stated the board will revisit the policy for outdoor masking. As far as whom are the people making the decisions, Ms. McLoughlin stated the district is working in consultation with the school physician and the department of health. Ms. McLoughlin asked Mr. Fogarty if there are any legal concerns.
- Ms. Fogarty stated that districts should be following Executive Orders 251 and 253. However, there is nothing in the Executive Orders that mandates that districts can't impose greater restrictions based on what is happening locally. Policies are always subject to change.

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

- Student Representative Report – This report was provided earlier by Ms. Anya Sharma and Ms. Joyce Wang.
- MTEA Report – Mr. James Dolan, MTEA President, reported that he visited all district schools on the first day of school and saw a lot of excitement. At UMS, he helped students with their locker locks. He thanked Ms. McLoughlin with the way she dealt with hurricane Ida and having the foresight to know what could happen as the storm devastated the community and some staff members. The book club was completed over the summer. The equity committee Chairman, Mr. Max Rodriguez, met with each of the school equity representatives to make a plan for the future. The District Leadership Team revisited its mission and vision statements. They also made revisions to the school calendar to make accommodations for various members of the school community. The next meeting is scheduled for October 20th. The schools fared well thanks to the hard work of the custodians. Some custodians at MHS and UMS were stuck and not able to go home. Therefore, they mopped up any water and mitigated whatever needed to be done. In addition, they saved some music equipment.
- Board Member Delegate/Representative Reports (SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.) – Ms. Spence-Wallace that she attended an MSEPTA meeting yesterday. Ms. Taylor shared that there are over 50 new students receiving special education services. They are also looking for work opportunities for the students within the community. MSEPT reviewed and adopted their budget and are looking for parent and teacher liaisons to attend meetings.

- Ms. Franco-Herman attended a PTA meeting where parents asking if the Board could provide the zoom platform for board meetings or live stream meetings.

Board Committee Reports

- Assessment, Curriculum and Instruction Committee (ACI) – Ms. Spence-Wallace reported that the committee met on September 15th, and Mr. Pappa expressed his elation for working with Mr. Dwayne Washington, Transportation Supervisor. He worked diligently to correct and rectify any issues that arose with respect to transportation. She encouraged everyone to check out the district website for the celebration of Hispanic Heritage Month. Other topics included the training Dr. Daniels performed at the beginning of the year and the G&T program which fosters skills and creative thinking. MHS Vice Principal Ms. Pino-Beattie provided an update on the LGBTQ culture of acceptance on how students want to be addressed during school. In addition, counseling services continue to be provided, and the STARR program is beginning. The counseling department is providing workshops for parents and students on how to deal with the stress as students return to school. One item to be discussed next month is the NJTSS, which builds upon the current I&RS program.
- Anti-Racism and Reform Committee (ARRC) – Ms. Harris reported the committee met September 15th. The meeting included updates on the training that Dr. Daniels provided to the staff. The committee welcomed its newest member, Ms. Stacy Young, Director of Equity, Data and Accountability. In addition, some time was spent on the restructuring of the committee. The committee hopes to update its goal and purpose. The next meeting is October 20th.
- Operations, Facilities and Finance Committee (OFF) – Mr. Tiwari reported the committee met on September 24th and were joined by a representative from Chartwells. The bulk of conversation was on the food service program. Another topic was the ACA reporting for tax provisions for all employees. The district is looking to hire a contractor, Primepoint, to help us with this reporting. The district is also looking at the custodial services at LMS and the possibility of hiring a full-time head custodian, who would be a district employee. That person will oversee the custodial services at LMS. The committee also discussed some minor issues with transportation and the district's drone policy. Lastly, the regular financial reports were discussed.
- Policy and Communications Committee (PCC) – Ms. Specht reported that the committee met on September 17th. They reviewed the policies under agenda item 1.2 that are up for a first reading. The committee also reviewed state-mandated changes in policies and began reviewing them from scratch with minor updates being made. One policy that was discussed is the use of a drone by the robotics club. The district currently does not have a drone policy. They made some recommendations for the policy, which was then sent to the OFF Committee for its review and subsequently was returned to the policy committee. The committee did not get a chance to discuss communications. In addition, they want to engage the community more often. There were also discussions on the food service, equity audit and survey instruments used to understand people.
- Human Resource Committee (HRC) - Ms. Franco Herman reported that the committee met on September 14th where they discussed confidential personnel issues. Another item that was discussed was that Human Resources was looking at grants offered by the state. Masks were

also provided by the N.J. State Police and OEM. Finally, the committee discussed using ESSER funds to help staffing issues.

- President's Report – Ms. Bursh reported that she agrees with Mr. Dolan in thanking Ms. McLoughlin helping with Hurricane Ida.

APPROVAL OF MINUTES

Ms. Franco-Herman motioned that the Board of Education approve the following minutes, and it was seconded by Mr. Todd. Upon call of the question, the motion carried unanimously.

1. August 24, 2021 Executive Session Meeting
2. August 24, 2021 Business Meeting
3. September 21, 2021 Executive Session Meeting
4. September 21, 2021 Special Meeting

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

1. Email dated 9/8/21 from NJ Black Issues Convention regarding 39th Annual NJ Black Issues Leadership Conference
2. Email dated 9/10/21 from M. Lilley regarding NJEA's Membership
3. Email dated 9/11/21 from D. Bairaktaris regarding Montgomery Township Veterans Memorial Committee meeting
4. Email dated 9/13/21 from G. Zavoya regarding Mask Mandate
5. Email dated 9/14/21 from H. Tai regarding MHS breakfast and lunch concerns
6. Email dated 9/14/21 from H. Pino regarding MHS breakfast and lunch concerns
7. Email dated 9/14/21 from H. Tai regarding MHS breakfast and lunch concerns
8. Email dated 9/14/21 from H. Pino regarding MHS breakfast and lunch concerns
9. Email dated 9/15/21 from NJ Black Issues Convention regarding 39th Annual NJ Black Issues Leadership Conference
10. Email dated 9/16/21 from R. Jacinto regarding MHS and communication
11. Email dated 9/16/21 from M. McLoughlin regarding MHS and communication
12. Email dated 9/17/21 from NJ Black Issues Convention regarding 39th Annual NJ Black Issues Leadership Conference
13. Email dated 9/17/21 from E. Foxx regarding Standardized testing
14. Email dated 9/20/21 from G. Zavoya regarding Mask Mandate
15. Email dated 9/21/21 from G. Zavoya regarding Mask Mandate
16. Email dated 9/22/21 from R. Cavalli regarding Questions
17. Email dated 9/22/21 from R. Cavalli regarding Questions – Clarification
18. Email dated 9/22/21 from Montgomery SEPAG regarding BOE Candidates
19. Email dated 9/22/21 from G. Zavoya regarding Mask Mandate
20. Email dated 9/23/21 from M. Narula regarding school lunches

PUBLIC COMMENTS

- A member of the public asked why on the first day of school her daughter who attends LMS was not able to select a table where she could sit with friends. Ms. McLoughlin stated it is necessary to pre-pick the eating spots for students for contact tracing purposes.

ACTION AGENDA

Mr. Tiwari motioned items 1.1 through 4.2 seconded by Mr. Specht and approved by a unanimous roll call vote.

1.0 ADMINISTRATIVE

1.1 Calendar Approval - Approve the amended Academic District Calendars for the 2021-2022 and 2022-2023 School Years (see Pages 18 and 19).

1.2 Policy First Reading - Accept the following policies/regulations as a first reading:

- 3142 Non-Renewal of Non-Tenured Teaching Staff Member
- 3142R Non-Renewal of Non-Tenured Teaching Staff Member
- 3221 Evaluation of Teachers
- 3221R Evaluation of Teachers
- 3222 Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
- 3222R Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
- 3223 Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals
- 3223R Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals
- 3224 Evaluation of Principals, Vice Principals, and Assistant Principals
- 3224R Evaluation of Principals, Vice Principals, and Assistant Principals
- 4146 Non-Renewal of Non-Tenured Support Staff Member
- 4146R Non-Renewal of Non-Tenured Support Staff Member

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
Huntington Learning Center	Academic Evaluation Subject Tutoring Registration Fee	\$195.00/eval \$91.00/hour \$190.00/each
LearnWell	Medical Bedside Instruction	\$54.00/hour
Silvergate Prep	Medical Bedside Instruction	\$55.00/hour
EarlyBird Education Inc.	Professional Development	\$600.00/session

Somerset County Educational Services Commission	LDTC Evaluation/report Psychological Evaluation/report Social Evaluation/report Conference per meeting/case Home Instruction (Within 10 miles of SCESC) Home Instruction (Beyond 10 miles SCESC) Speech Correction Services Articulation Evaluation Speech/Language Evaluation	\$400.00/eval \$400.00/eval \$400.00/eval \$88.00/each \$74.00/hour \$94.00/hour \$100.00/hour \$180.00/eval \$400.00/eval
Amy McGinnis Behavioral Consulting, Inc.	Functional Behavior Assessment (FBA) IEE VB-MAPP (Independent Ed Eval) IEE Combined FBA & VB-MAPP IEE (discounted)	\$3,500.00/eval \$3,500.00/eval \$6,000.00/eval
Branchburg Board of Education	Teacher of the Deaf Services Travel	\$73.09/hour \$101.17/round trip
IDE Corp.	District Training Seven (7) Subscription to IDE Corp's Virtual Support Center Three (3) Workshops Yearly Subscription to MyQPortal-5 Schools Extending Monthly Subscription Virtual Learning Communities	\$20,100.00 \$88,500.00 \$7,005.00 \$4,975.00 \$13,500.00 \$4,950.00
Raritan Valley Community College and Leadership in Science, LLC	Provide professional development for science staff (TBD) during the school year (2021-2022) on Next Generation Science Standards (NGSS)	\$1,000.00 – RVCC \$2,000.00 – Leadership in Science LLC
Heinemann	Provide online professional development for K-4 language arts staff (TBD) on literacy intervention to be completed by November 30, 2021	\$625.00

2.2 Out-of-District Placements: 2021-2022 - Approve the following Out-of-District placements for the 2021-2022 School Year:

Student ID	School	TUITION			
		Dates	ESY	RSY	Total for Year
000686	Somerset County Educational Services Commission	9/8/21-6/30/22		\$16,009.00	\$16,009.00
105959	The Center School Withdrawal Full Time	9/13/21-6/16/22		-\$73,901.04	-73,901.04
105959	The Center School Shared Time	9/13/21-6/16/22		\$61,583.61	\$61,583.61

- 2.3 Out-of-District Tuition Student – Accept Student #108335 for Ninth Grade at the Board-approved tuition rate for the 2021-2022 school year.
- 2.4 Professional Development School Network (PDSN) Partnership Agreement – Approve agreement between Montgomery Township School District and The College of New Jersey's Professional Development School Network for the 2021-2022 school year at a cost of \$3,521.25 (revised).
- 2.5 Approval of Participation in High School Athletics for Student #101949

WHEREAS, a student whose name is on file in the Superintendent's Office who is a resident of the Montgomery Township School District (hereinafter referred to as the "District") and is placed by the student's parents at a non-public school for the treatment of students with disabilities; and

WHEREAS, the student's parents have applied to the District to participate in the interscholastic athletic programs; and

WHEREAS, the Superintendent has determined from the records provided to her by the non-public school that this student is in good academic standing and is, therefore, eligible for participation in the District's interscholastic athletic programs, provided the student otherwise meets the eligibility requirements set forth by the New Jersey State Interscholastic Athletic Association (NJSIAA) and the District.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby grants its approval for this student to participate in the District's interscholastic athletic programs, provided the student otherwise meets the eligibility requirements of said program. The School Business Administrator/Board Secretary is hereby authorized to issue written approval on behalf of the Board of Education to the New Jersey State Interscholastic Athletic Association consistent with this Resolution.

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 August 31, 2021 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 August 31, 2021; 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 July 31, 2021 and August 31, 2021 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 September 29, 2021 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 \$5,456,197.55 and

General Account	\$5,405,776.41
Food Service Account	\$ 50,421.14
TOTAL	\$5,456,197.55

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 9/28/21 (see Page 20).

- 3.5 Resolution Authorizing Disposal of Surplus Property
WHEREAS, the Montgomery Township Board of Education is the owner of certain surplus property which is no longer needed for public use; and

WHEREAS, the Board are desirous of selling said surplus property in an “as is” condition without express or implied warranties.

NOW THEREFORE, be it RESOLVED by the Montgomery Township Board of Education, Skillman, NJ, as follows:

- (1) The sale of the surplus property shall be conducted through GovDeals pursuant to the Local Unit Technology Pilot Program and Study Act (P.L. 2001,c,30). The terms and conditions of the agreement entered into with GovDeals is available online at govdeals.com and also available from the Montgomery Township Board of Education.
- (2) The sale will be conducted online and the address of the auction site is govdeals.com.
- (3) The sale is being conducted pursuant to Local Finance Notice 2008-9.
- (4) A List of the surplus property to be sold is as follows:
1999 54 Passenger, Bluebird, 1BAAGCSAXXF083798
- (5) The surplus property as identified shall be sold in an ”as is” condition without express or implied warranties with the successful bidder required to execute a Hold Harmless and Indemnification Agreement concerning use of said surplus property.
- (6) The Montgomery Township Board of Education reserves the right to accept or reject any bid submitted.

- (7) Any surplus property unsold after the auction shall be offered without cost to school related community organizations or charitable and nonprofit organizations located within the district or discard the surplus property in a manner consistent with the public interest.
- (8) BE IT FURTHER RESOLVED, the Board President, Board Secretary and any other necessary officer, official or employee of the Board are hereby authorized to execute any and all documents and to take any and all actions necessary to complete and realize the intent and purpose of this Resolution, including the execution of the auction.
- 3.6 Receipt and Award of RFP – 22-01 Professional Development Services to provide Diversity , Equity and Inclusion Practice for The Montgomery Township School District - Requests for proposal were received on August 26,2021 as follows:

<u>Vendor</u>	<u>Base RFP</u>
Inflight LLC. Pemberton, NJ	\$171,000
WestEd San Francisco, Ca	\$232,000

It is recommended that the Board of Education award the request for proposal for RFP22-01 (Professional Development Services for Diversity, Equity and Inclusion Practice for the Montgomery Township School District) as follows:

<u>Vendor</u>	<u>Base RFP</u>
Inflight LLC. Pemberton, NJ	\$171,000

- 3.7 Approval for the Purchase of Frontier RT3073 Tiller - NJ Grounds Equipment- approve the purchase of a Frontier RT3073 Tiller entered into on behalf of the State of the Division of Purchase and Property pursuant to N.J.S.A. 18A: 18A-10 under the New Jersey State Contract Title ESCNJ18/19-NJ

<u>Vendor</u>	<u>State Contract</u>	<u>Total</u>
Deere & Company	18/19-25 65MCESCCPS	\$25,760.22

- 3.8 Approval of Contract with Primepoint LLC – approval of contract with Primepoint LLC to provide mandated ACA reporting services related to the filing of IRS forms 1094C and 1095C for 2021 at a cost not to exceed \$10,000.
- 3.9 Second Addendum to Settlement Agreement– Approve the following resolution pertaining to a second addendum to a settlement agreement:

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

- 3.10 Addendum to Settlement Agreement– Approve the following resolution pertaining to an addendum to a settlement agreement:

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

4.0 PERSONNEL

- 4.1 Approval of Personnel Agenda – approve the personnel agenda (see Pages 21-31).
- 4.2 Approval of Superintendent’s Merit Goals – approve the Superintendent’s Merit Goals for 2021-2022 (see Page 32).

EXECUTIVE SESSION

Ms. Franco-Herman motioned and Mr. Todd seconded the motion to go into executive session to discuss item 3.

The Board convened in Executive Session at 10:10 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 convening in executive session for the purpose of discussing number 8.

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

Dr. Yver left the meeting at 10:10 p.m.

RECONVENE IN OPEN SESSION – The Board returned from Executive session at 11:14 p.m.

ANNOUNCEMENTS BY THE PRESIDENT

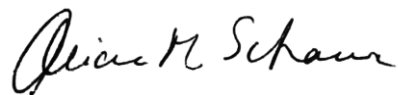
Ms. Bursh announced that the board will be going into another executive session and then returning to the regular portion of the meeting, however, no action will be taken. The board will be discussing the board self-evaluation and personnel matters.

ADJOURNMENT

Mr. Specht motioned to adjourn at 11:15 p.m. seconded by Mr. Todd. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 11:15 p.m.

Respectfully Submitted,

A handwritten signature in black ink, reading "Alicia M. Schauer". The signature is written in a cursive, flowing style.

Alicia M. Schauer
Board Secretary

INSERT 2021-2022 CALENDAR

INSERT 2022-2023 CALENDAR

Montgomery Township Board of Education 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**
Eileen Cappabianca	UMS	10/20/2021	NJAAP School Health Virtual Conference					\$120.00		\$120.00	\$120.00
Patricia Cizin	VES	10/20/2021	NJAAP School Health Virtual Conference					\$150.00		\$150.00	\$150.00
Sarah Coyle	MHS/UMS	10/8 - 10/10/21	Broadway Teachers Workshop	\$10.00				\$849.00	\$72.00	\$931.00	\$931.00
Jennifer Lipschutz	MHS	10/20/2021	NJAAP School Health Virtual Conference					\$135.00		\$135.00	\$135.00
Kelly Mattis	BO	11/12/2021	Labor Law & Arbitration	\$50.00				\$375.00		\$425.00	\$4,972.61
Mary McLoughlin	BO	10/14 - 10/15/21	SCASA Annual Fall Retreat	\$60.00	\$34.72	\$96.00	\$109.00		\$10.00	\$309.72	\$3,031.98
Nicholas Mylowe	MHS	10/5/2021	Pool Operation Management Pool Director Training					\$200.00		\$200.00	\$200.00
David Palumbo	BO	4/26/2022	Audit Review					\$100.00		\$100.00	\$100.00
Bernadette Rabbitt	MHS	10/20/2021	NJAAP School Health Virtual Conference					\$135.00		\$135.00	\$135.00
Rebecca Richards	LMS	12/10/2021	Handle With Care Re-Certification	\$15.00	\$20.09	\$10.00		\$450.00		\$495.09	\$1,324.09
Denise Salvatore	LMS	10/20/2021	NJAAP School Health Virtual Conference					\$120.00		\$120.00	\$120.00
Stacy Young	BO	9/29/2021	Online Anti-Bullying Specialist Certification Program					\$500.00		\$500.00	\$500.00

*Excluding Tolls

**Estimated

BOE

9/28/2021

**Includes Registrations

4.1 PERSONNEL

Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
MHS	Jennifer	Cleveland	Secretary/Book 12Month SCK.HS.GUID.UG.01	10/08/2021	Resignation	07/10/2017 – 10/07/2021
UCMS	Ana	De Paz Ventura	Custodian CUS.UM.CUST.NA.05	08/20/2021	Resignation	07/17/2017 – 08/19/2021
MHS	Melissa	Hodgson	Supervisor - Social Studies SPV.HS.SOST.NA.01	08/31/2021	Resignation	09/01/2013 – 08/30/2021 - Revised
TRANS	Jack	Mihalko	Bus Driver TRN.TR.DRVR.NA.23	10/01/2021	Retirement	04/17/2007 – 09/30/2021
MHS	Paul	Popadiuk	Principal PRN.HS.PRIN.NA.01	01/01/2022	Retirement	09/01/1996 – 12/31/2021
MHS	Johanna	Snedeker	Teacher/Health & PE TCH.HS.HPE.MG.09	03/01/2021	Retirement	09/01/1994 – 02/28/2022

Leaves of Absence

Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
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 – 06/30/2022 09/01/2022
UMS	Halina	Loc	Custodian CUS.UM.CUST.NA.02	Leave of Absence Anticipated Return	08/26/2021 – 11/05/2021 (Paid; w/ Benefits) 11/08/2021
UMS	Meghan	Molinaro	Teacher/Science TCH.UM.SCNC.MG.06	FMLA Anticipated Return	01/03/2022 – 03/25/2022 (Unpaid; w/ Benefits) 03/28/2022
MHS	Shawn	O'Steen	Athletic Trainer TCH.HS.TRNR.MG.02	Leave of Absence Unpaid Leave Anticipated Return	08/16/2021 – 08/27/2021 (Paid; waives Benefits) 08/30/2021 – 06/30/2022 - Revised 08/15/2022 - Revised
MHS	Carlee	Silverman	Teacher/Health & PE TCH.HS.HPE.MG.04	Leave of Absence Anticipated Return	09/01/2021 – 10/01/2021 (Paid; waives Benefits)- Revised 10/04/2021 – Revised

DISTRICT	Jesus	Velazquez	Asst. Transportation Supervisor TRN.TR.ASST.UG.01	Leave of Absence Anticipated Return	09/15/2021 – 10/15/2021 (Paid w/ Benefits) 10/18/2021
----------	-------	-----------	--	--	--

Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
VES	Stephanie	Bacskai	Teacher/Academic Support (Leave Replacement) TCH.VS.BSI.MG.05	Amanda Bassford	MA	6-7 (E)	\$72,890	Yes	09/01/2021 – 10/29/2021
MHS	Michael	Baldino	Teacher/Special Education TCH.HS.RCTR.MG.06	Kristopher Grundy	MA	4-5 (D)	\$71,240	Yes	10/25/2021 – 06/30/2022 - <i>Revised</i>
OHES	Kendra	Brito	Teacher/Academic Support (.48) TCH.OH.BSI.MG.07	Mary Walker	MA	6-7 (E)	\$34,987	Yes	10/01/2021 – 06/30/2022
OHES	Jacquelynn	Ware	Teacher/Special Education TCH.OH.LLD.MG.02	Adriana Gonzalez-Delgado	MA	3 (C)	\$70,330		10/25/2021 – 06/30/2022 - <i>Revised</i>
DISTRICT	Stacy	Young	Director of Equity, Data and Accountability DIR.BO.EDA.NA.01	Damian Pappa	N/A	N/A	\$130,000	Yes	08/30/2021 – 06/30/2022 - <i>Revised</i>

Appointments (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
TRANS	Jasmine	Carr	Bus Driver TRN.TR.DRVN.NA.10	Sheryl Gavett	1	\$22.91 p/h		10/01/2021 – 06/30/2022
MHS	Yamini	Narayanan	Paraprofessional AID.HS.TIA.LD.11	New Position	1	\$26,530	Yes	09/16/2021 – 06/30/2022
MHS	Margherita	Rappa	Paraprofessional AID.HS.TIA.LD.07	Cary Chen	1	\$26,530	Yes	09/13/2021 – 06/30/2022 - <i>Revised</i>
OHES	Padma	Reddy *	Educational Support Assistant (.48) AID.OH.ESA.UG.04	New Position	1	\$11,093	Yes	10/18/2021 – 06/30/2022

UMS	Allison	Richmond	Educational Support Assistant (.48) AID.UM.ESA.UG.02	New Position	1	\$11,093	Yes	10/01/2021 – 06/30/2022
LMS	Fnu	Ruchira	Educational Support Assistant (.48) AID.LM.ESA.UG.04	New Position	1	\$11,093	Yes	09/29/2021 – 06/30/2022
VES	Jeya	Stanley	Paraprofessional AID.VS.TIA.LD.01	Kristina Popp	3	\$26,930	Yes	09/01/2021 – 06/30/2022 – Revised
VES	Rohini	Tewary	Educational Support Assistant (.48) AID.VS.ESA.UG.04	New Position	1	\$11,093	Yes	09/29/2021 – 06/30/2022

Transfers/Voluntary and In-Voluntary Reassignments

New Position/Location	First	Last	Previous Position/Location	Degree	Step	Salary	Dates of Employment
Teacher/LDTC/LMS/UMS TCH.LM.LDTC.MG.01 TCH.UM.LDTC.MG.01	Ridhima	Bajaj	Teacher/LDTC/LMS TCH.LM.LDTC.MG.01	MA+15	14-15 (J)	\$84,490	09/01/2021 – 06/30/2022
Teacher/Special Education/UMS TCH.UM.AUT.MG.01	Brandi	Nagle	Teacher/Special Education/LMS TCH.LM.AUT.MG.02	BA	8-9 (F)	\$68,760	09/01/2021 – 06/30/2022
Paraprofessional/LMS AID.LM.TIA.EO.15	Kristina	Popp	Paraprofessional/VES AID.VS.TIA.LD.01	N/A	6-7	\$28,205	09/01/2021 – 06/30/2022 – Revised
Teacher/Special Education/ VES/OHES/LMS TCH.VS.TVS.MG.01 TCH.OH.TVI.MG.01 TCH.LM.TVI.MG.01	Sarah	Scapardine	Teacher/Special Education/OHES TCH.OH.TVI.MG.01	MA	4-5 (D)	\$71,240	09/01/2021 – 06/30/2022
Custodian + Swing Shift Stipend/UMS CUS.UM.CUST.NA.05	Johana	Soto	Custodian + 2nd shift stipend/OHES CUS.OH.CUST.NA.05	N/A	8-11	\$43,365 \$431	09/20/2021 – 06/30/2022

2020-21 Renewals Transportation

Location	First	Last	Assignment	20/21 Step	20/21 Hourly Rate
TRANS	Sheryl	Gavett	Bus Driver	6	\$23.86
TRANS	Annmarie	Yandolino	Bus Driver	3	\$22.86

Appointments – CST Summer Work

Location	First	Last	Position	Assignment/Hours	Salary	Dates of Employment/Notes
DISTRICT	Stacy	Kohler	School Psychologist	Case Management Not to Exceed 16 hours – <i>Revised</i>	\$70.24 p/h	7/1/2021 - 8/31/2021

Appointments – Curriculum Writing – 2021-2022

Location	First	Last	Position	Salary	Dates of Employment/Notes
MHH	Brian	Beyer	Curriculum Development – World Language Linguistics (Not to Exceed \$204.00)	\$34.00 p/h	09/29/2021 – 06/30/2022
MHS	William	Dominick	Curriculum Development – World Language Linguistics (Not to Exceed \$204.00)	\$34.00 p/h	09/29/2021 – 06/30/2022
MHS	Daniel	Lee	Curriculum Development – Astronomy (Not to Exceed \$1,428.00)	\$34.00 p/h	09/29/2021 – 06/30/2022
UMS	Kelli	Kallens	Curriculum Development – Inclusive Curriculum – SS Grade 7/8 (Not to Exceed \$136.00)	\$34.00 p/h	09/01/2021 – 06/30/2022
UMS	Michael	Molino	Curriculum Development – French 7 & 8 (Not to Exceed \$340.00)	\$34.00 p/h	08/24/2021 – 06/30/2022

Appointments – To be Funded by ESEA FY22 Title 1 Grant

Location	First	Last	Position	Salary	Dates of Employment/Notes
OHES	Jessica	Troy	Teacher – The Bridges Program (Not to Exceed 45 hours)	\$59.98 p/h	09/29/2021 – 06/30/2022
OHES	Alison	Koblin	Teacher – The Bridges Program (Not to Exceed 70 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Laura	Sapnar	Teacher – The Bridges Program (Not to Exceed 45 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Eric	Sletteland	Teacher – The Bridges Program (Not to Exceed 45 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Lauren	Nesci	Teacher – The Bridges Program (Not to Exceed 45 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Sharon	Baller	Teacher – The Bridges Program (Not to Exceed 45 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Meghan	Bauer	Teacher – The Bridges Program (Not to Exceed 45 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Patti	Abiad	Teacher – The Bridges Program (Not to Exceed 45 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Heather	Geniton	Teacher – The Bridges Program (Not to Exceed 45 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Gail	Travisano	Teacher – The Bridges Program (Not to Exceed 45 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 06/30/2022
OHES	Laura	Sapnar	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Eric	Sletteland	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Lauren	Nesci	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Sharon	Baller	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Meghan	Bauer	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Patti	Abiad	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Jessica	Troy	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Alison	Koblin	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022

OHES	Heather	Geniton	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Gail	Travisano	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Kimberly	Cappola	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Auria	Dsouza	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
OHES	Ranjini	Mohan	Staff Development (Not to Exceed 3 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
LMS	Dana	Castronovo	Staff Development (Not to Exceed 4 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
LMS	Stephanie	Harris	Staff Development (Not to Exceed 4 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
LMS	Jennifer	Durante	Staff Development (Not to Exceed 4 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
LMS	Jennifer	Snyder	Staff Development (Not to Exceed 4 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
LMS	Damaris	Botero	Staff Development (Not to Exceed 4 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
LMS	Alyssa	Mentzel	Staff Development (Not to Exceed 4 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022
LMS	Meghan	Murphy	Staff Development (Not to Exceed 4 hours)	\$20.00 p/h	09/29/2021 – 06/30/2022

Appointments – To be Funded by ESSER II Grant

Location	First	Last	Position	Salary	Dates of Employment/Notes
UMS	Michelle	Feigenwinter	Teacher – Language Arts Summer Tutoring (Not to Exceed 20 hours) – Revised Prep (Not to Exceed 20 hours) – Revised	\$59.98 p/h \$30.00 p/h	07/01/2021 – 08/30/2021
UMS	Marci	Warboys	Teacher – Language Arts Summer Tutoring (Not to Exceed 20 hours) – Revised	\$59.98 p/h	07/01/2021 – 08/30/2021
VES	Kellie	Cramer	Teacher – K-4 LA/Math Summer Tutoring (Not to Exceed 30 hours) - Revised Prep (Not to Exceed 30 hours) – Revised	\$59.98 p/h \$30.00 p/h	07/01/2021 – 08/30/2021
VES	Sara	Grande	Teacher – K-4 LA/Math Summer Tutoring (Not to Exceed 30 hours) – Revised Prep (Not to Exceed 30 hours) – Revised	\$59.98 p/h \$30.00 p/h	07/01/2021 – 08/30/2021

Home Instruction

Location	First	Last	Position	Salary/Stipend	Dates of Employment/Notes
DISTRICT	Stephanie	Bacskai	Home Instruction	\$59.98 p/h	09/01/2021 - 06/30/2022
DISTRICT	Adrienne	Vecchione	Home Instruction	\$59.98 p/h	09/01/2021 – 06/30/2022

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
MHS	Sharmistha Basu	Staci Anderson	Alternate	\$1000.00	\$400.00	09/01/2021 – 11/19/2021 <i>*Rescind</i>
MHS	Christopher Villano	Daniel Fishman	Alternate	\$1000.00	\$400.00	09/01/2021 – 01/21/2022

Appointments – Proctors – 2021-2022

Location	First	Last	Position	Salary	Dates of Employment/Notes
UMS	Wendy	Wachtel	Proctor – Student Placement Assessments (Not to Exceed 8 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 08/30/2021
LMS	Ariana	Erickson	Proctor – Student Placement Assessments (Not to Exceed 8.5 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 08/30/2021
LMS	Stephanie	Harris	Proctor – Student Placement Assessments (Not to Exceed 8 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 08/30/2021
LMS	Annie	Yip	Proctor – Student Placement Assessments (Not to Exceed 8 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2021 – 08/30/2021

Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Stephanie	Bacskai	Substitute Teacher/Paraprofessional	NEW	2021-2022
DISTRICT	Priyanka	Kumar	Substitute Teacher/Paraprofessional	NEW	2021-2022

Renewals/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Aparna	Nakka	Substitute Teacher/Paraprofessional	RENEW	2021-2022
DISTRICT	Farzana	Ahmad	Substitute Teacher/Paraprofessional	RENEW	2021-2022
DISTRICT	Zoe	Attoh	Substitute Teacher/Paraprofessional	RENEW	2021-2022
DISTRICT	Hemalatha	Mallela	Substitute Teacher/Paraprofessional	RENEW	2021-2022
DISTRICT	Rashmi	Kulkarni	Substitute Teacher/Paraprofessional	RENEW	2021-2022
DISTRICT	Aparajita	Talukdar	Substitute Teacher/Paraprofessional	RENEW	2021-2022
DISTRICT	Ali	Ali	Substitute Teacher/Paraprofessional	RENEW	2021-2022

Appointments – Summer Work 2021

Location	First	Last	Position	Salary	Dates of Employment/Notes
DISTRICT	Jeffrey	Naviello	Summer Technology Help (Not to Exceed 116 hours) - <i>Revised</i>	\$21.13 p/h	07/01/2021 – 08/31/2021

Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
OHES	Alyssa	Avino	TCNJ/RTC	2021-2022	3	1875.00	Universal Design for Learning
VES	Amanda	Bassford	University of LaVerne	2021-2022	3	\$375.00	ADD/ADHD Strategies & Intervention
MHS	Joseph	Bassford	University of LaVerne	2021-2022	3	\$375.00	Psychology of Eating and Exercise
MHS	Joseph	Bassford	University of LaVerne	2021-2022	3	\$375.00	Health Issues in the 21 st Century
MHS	Joseph	Bassford	University of LaVerne	2021-2022	3	\$375.00	Effective Character Education
MHS	Nathalie	Bogen	Rutgers University	2021-2022	3	\$2272.50	Teaching Portfolio Project
UMS	Danielle	Fraser	California State Univeristy-Dominguez Hills	2021-2022	3	\$909.00	Intro to Assistive Technology

LMS	David	Gordon	University of LaVerne	2021-2022	3	\$375.00	Land Where Blues Began
VES	Odenis	Goris	Rutgers University	2021-2022	3	\$2271.00	Methods of WL Teaching K-12
OHES	Alison	Koblin	University of LaVerne	2021-2022	3	\$375.00	I'm So Stressed I Could Scream
MHS	Valeriya	Kotok	University of the Pacific	2021-2022	3	\$297.00	Technology Resources to Enhance Teaching
MHS	Valeriya	Kotok	University of the Pacific	2021-2022	3	\$297.00	Creating and Maintaining a Motivating Classroom Environment
MHS	Valeriya	Kotok	University of the Pacific	2021-2022	3	\$297.00	Adding New Ideas to Your Curriculum
LMS	Rachel	Ledebuhr	University of LaVerne	2021-2022	3	\$375.00	The Flipped Classroom *Rescind
LMS	Stephanie	Machlis	Wilmington University	2021-2022	3	\$1500.00	Instruct Applic of Technology
LMS	Stephanie	Machlis	Wilmington University	2021-2022	3	\$1500.00	Applic in Educational Tech
UMS	Michael	Molino	University of the Pacific	2021-2022	3	\$297.00	Creating and Maintaining a Motivating Classroom Environment
UMS	Michael	Molino	University of the Pacific	2021-2022	3	\$297.00	Adding New Ideas to Your Curriculum
UMS	Michael	Molino	University of the Pacific	2021-2022	3	\$297.00	Lesson Plans and Strategies for Success in Teaching
LMS	Joseph	Morrison	University of LaVerne	2021-2022	3	\$375.00	Making Poetry Relevant to Students
UMS	Kristen	Prentice	Columbia University-Teachers College	2021-2022	3	\$2328.51	Understanding Race and Education: From Racial Hierarchy to Racial Literacy
OHES	Anna	Quick	Greenville University	2021-2022	3	\$449.00	Strategies for Supporting Children with ADHD
LMS	Jennifer	Rangnow	University of LaVerne	2021-2022	3	\$375.00	A Comprehensive and Contemporary Look at School Law
LMS	Jennifer	Rangnow	University of LaVerne	2021-2022	3	\$375.00	Understanding Your Moods
VES	Veronica	Romano	American College of Education	2021-2022	3	\$705.00	Research Methods
LMS	Jennifer	Snyder	Rutgers University	2021-2022	3	\$2272.50	Assessment & Measurement for Special Education
LMS	Jennifer	Snyder	Rutgers University	2021-2022	3	\$2272.50	Literacy Development in the Elementary & Middle School
MHS	Bryan	Upshaw	University of LaVerne	2021-2022	3	\$375.00	Fit for Life
MHS	Bryan	Upshaw	University of LaVerne	2021-2022	3	\$375.00	Health Issues in the 21 st Century
UMS	Wendy	Wachtel	Columbia University-	2021-2022	3	\$2328.51	Understanding Race and Education:

			Teachers College				From Racial Hierarchy to Racial Literacy
MHS	Stacey	Wang	University of LaVerne	2021-2022	3	\$375.00	Creating a Google Apps Classroom
MHS	Stacey	Wang	University of LaVerne	2021-2022	3	\$375.00	Motivating Students Who Don't Care
DISTRICT	Adam	Warshafsky	Kean University	2021-2022	3	\$2294.70	School Business Management & Accounting
OHES	Nancy	Ziedonis	University of LaVerne	2021-2022	3	\$375.00	Mindful Teachers; Mindful Students
OHES	Nancy	Ziedonis	University of LaVerne	2021-2022	3	\$375.00	Cultivating Emotional Resilience
OHES	Nancy	Ziedonis	University of LaVerne	2021-2022	3	\$375.00	How the Brain Learns to Read

Appointments – To Be Funded by Title II

Location	First	Last	Position	Salary/ Stipend	Dates of Employment/Notes
MHS	David	English	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00
MHS	Kellye	Statz-Simon	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00
UMS	Denita	Davis	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00
UMS	Wendy	Wachtel	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00
LMS	Jennifer	Durante	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00
LMS	Jennifer	Snyder	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00
VES	Linda	Truscinski	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00
VES	Kim	Vanatta	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00
OHES	Lisa	Bullard	New Teacher Cohort Leader - Presenter Prep	\$20.00 p/h \$30.00 p/h	2021 – 2022 School Year Not to Exceed \$600.00

Co-Curricular 2020-2021

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Jenna	Lugo	Interact Service Club @ 25% - <i>Revised</i>	\$1,047	2021-2022 School Year
MHS	Christopher	Runion	Interact Service Club @ 75% - <i>Revised</i>	\$3,141	2021-2022 School Year

Extra-Curricular Activities – Fall 2021-2022

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Brittany	Morton	Dance Coach, Assistant/JV	\$0	Rescind

Other

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
MHS	Hope	Boczon	Teaching 1 Additional Period	\$2,504.44	09/10/2021 – 10/22/2021
MHS	Nathalie	Bogen	Teaching 1 Additional Period	\$15,248.00	09/01/2021 – 06/30/2022
MHS	Elsa	Licinski	Teaching 1 Additional Period	\$18,622.00	09/01/2021 – 06/30/2022
UMS	Kadie	Kilgore	Teaching 1 Additional Period	\$4,158.54	09/10/2021 – 11/30/2021
LMS	Jamie	Yavorsky	Teaching 1 Additional Period	\$3,936.06	09/10/2021 – 11/30/2021
TRANS	Karen	Faille	Additional Hours for Extended Coverage	\$23.81 p/h	09/20/2021 – 10/18/2021 Not to exceed 10 hours per week
TRANS	Patricia	Sclafani	Additional Hours for Extended Coverage	\$28.65 p/h	09/20/2021 – 10/18/2021 Not to exceed 10 hours per week
VES	Lisa	Callichio	Professional Development Hours (Not to exceed 6 hours)	\$20.90 p/h	09/09/2021

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

4.2 **Resolution to Approve the Superintendent's Merit Goals for 2021-2022**

Whereas, NJAC 6A:23A-3.1 permits a Board of Education to include in its contract with the Superintendent of Schools, qualitative criteria and associated merit salary bonuses in recognition of their achievement during the school year, and

Whereas, the Montgomery Township Board of Education has now developed a set of annual goals for the 2021-2022 school year that will be included in its contract with the Superintendent, now, therefore, be it

Resolved, that the Montgomery Township Board of Education establishes the following qualitative criteria and merit salary bonuses for their achievement which are endorsed by the Executive County Superintendent of Schools:

Qualitative Goal 1:

To develop the District's Diversity, Equity, Inclusion, and Belonging (DEI & B) initiatives.

- Professional development to all staff on Diversity, Equity, Inclusion, and Belonging
 - more support for successfully leading classroom discussions on race, class, culture, and gender identity
 - classroom strategies for disrupting bias
 - recommendations determined by the SLTs in each building
 - professional development for Administrators to address their personal bias
- Conduct root cause analyses in all areas outlined in the District's Cultural Diversity Audit
- Create a strategy and commitment to increase the diversity of staff through hiring practices

Qualitative Goal 2:

To improve Communication and Community Relations

- Work with the BOE on public forums
- Three (3) "Meet with the Superintendent" meetings
- Two (2) meetings with individual Board Members
- Website
 - translate into languages prevalent in the community
 - provide one-click access to board meetings and other links
 - revamp for easy reading and easy access
 - acknowledge diverse activities and holidays on the main web page
- Produce public statements with translation into at least four other languages
- Provide opportunities for more community members to participate in committees or advisory positions