

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Cafeteria – Lower Middle School**  
**373 Burnt Hill Road**  
**Skillman, New Jersey 08558**

**ORGANIZATION AND BUSINESS MEETING MINUTES**  
**Tuesday, January 3, 2023**  
**7:30 p.m. Public Meeting**

**Call to Order** – By Interim Board Secretary Thomas M. Venanzi at 7:30 p.m.

School Election Results

Mr. Venanzi, Interim Board Secretary, announced the results of the annual school election of November 8, 2022.

<u>Three Candidates (Three-year Term)</u>	<u>Number of Votes</u>
Joanna Filak	2,904
Michelle Dowling	2,687
Anna Wolecka-Jernigan	2,502
Craig Rothenberg	2,224
Richard Specht	2,013
Phyllis Bursh	2,003
Douglas Herring	1,902
Mohammed Fahd Ansari	1,796
Danish Mirza	1,534
John A. Sangiovanni, III	1,367

Mr. Venanzi, Interim Board Secretary, swore in the newly-elected Board members, Ms. Filak, Ms. Dowling and Ms. Wolecka-Jernigan.

Statement of Open Meeting and Public Participation - In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on January 5, 2022 and December 21, 2022. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Posting, PTSA Officers, Courier News, Montgomery News, Princeton Packet, Trenton Times, and The Star Ledger.

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

**ROLL CALL**

Martin Carlson – Present

Michelle Dowling – Present

Joanna Filak – Present

Victoria Franco-Herman – Present

Christina Harris – Present (arrived at 7:40 p.m.)

Dr. Zelda Spence-Wallace – Present

Maria Spina – Present

Patrick Todd – Present

Ania Wolecka-Jernigan – Present

Also Present: Mary McLoughlin, Superintendent of Schools

Thomas M. Venanzi, School Business Administrator/Board Secretary

Stephen R. Fogarty, Board Attorney

**SALUTE THE FLAG** – Mr. Venanzi led everyone in the Salute to the Flag.

**Election of Officers**

Acting as temporary chairperson, Mr. Venanzi opened nominations for president of the board of education.

Mr. Carlson nominated Dr. Spence-Wallace. Dr. Spence-Wallace accepted the nomination.

A motion was made by Mr. Carlson and seconded by Mr. Todd to close nominations for president.

Upon call of the roll, Dr. Spence-Wallace was voted as president with six members voting in favor and Ms. Filak and Ms. Wolecka-Jernigan abstaining.

Newly-appointed Board President, Dr. Spence-Wallace, ascended to the chair and conducted the remainder of the meeting.

Dr. Spence-Wallace opened nominations for first vice president of the board of education.

Ms. Spina nominated Ms. Franco-Herman. Ms. Franco-Herman accepted the nomination.

A motion was made by Ms. Spina and seconded by Mr. Todd to close nominations for first vice-president.

Upon call of the roll, Ms. Franco-Herman was voted as first vice-president with six members voting in favor and Ms. Filak and Ms. Wolecka-Jernigan abstaining.

Ms. Harris arrived at 7:40 p.m.

Dr. Spence-Wallace opened nominations for second vice president of the board of education.

Ms. Franco-Herman nominated Mr. Todd. Mr. Todd accepted the nomination.

A motion was made by Ms. Franco-Herman and seconded by Ms. Spina to close nominations for second vice-president.

Upon call of the roll, Mr. Todd was voted as second vice president with seven members voting in favor and Ms. Filak and Ms. Wolecka-Jernigan abstaining.

A motion was made by Ms. Spina and seconded by Mr. Todd to approve agenda items VIII through XX excluding XVI and XVII as follows. Upon call of the roll, the motion carried unanimously.

- VIII. Appointment of Board Secretary - It is recommended that the Board approve the appointment of Thomas M. Venanzi as Board Secretary and that the Board Secretary be authorized to invest district funds and make all deposits for the district.
- IX. Public Agency Compliance Officer (P.A.C.O.) – In accordance with N.J.A.C. 17:27-3.3 the Board designates Thomas M. Venanzi as the Public Agency Compliance Officer to ensure the District's implementation and administration of all procedures pertaining to Equal Employment Opportunity and Affirmative Action for public procurement for the district.
- X. Official Newspapers for Publication of Legal Notices - It is recommended that the Board approve the designation of the Courier News, The Star-Ledger and/or The Montgomery News as the newspapers to publish legal notices for the Board of Education.
- XI. Official Newspapers for Publication of "Open Public Meeting Law" Notices - It is recommended that the Board approve the designation of The Princeton Packet, The Star-Ledger, The Courier News, The Trenton Times and The Montgomery News as the newspapers to receive notices of Board of Education meetings under the "Open Public Meetings Law."
- XII. TD Bank and Santander Bank Designated as Bank Depository - It is recommended that the Board adopt the following resolution:

RESOLVED: That TD Bank be designated as the Depository of some of the funds of the Montgomery Township Board of Education in the various accounts for the ensuing year. For investment purposes, other institutions may be used at the discretion of the School Business Administrator. The following accounts are held with TD Bank:

General  
Payroll  
Agency  
Food Service  
Capital Reserve  
Flexible Spending Account  
Unemployment Trust  
Vision Account  
Summer Enrichment Account  
Summer Payroll  
Athletic Account

All Activity Accounts for each School

RESOLVED: That Santander Bank be designated as the Depository of some of the funds of the Montgomery Township Board of Education in the various accounts for the ensuing year. For investment purposes, other institutions may be used at the discretion of the School Business Administrator. The following accounts are held with Santander Bank:

Investment Account

2016 Referendum Account  
Emergency Reserve Account

- XIII. Persons Designated to Sign Checks for the Ensuing Year - It is recommended that the Board adopt the following resolution authorizing check signatures:

RESOLVED: That the general account and food service account in the name of Montgomery Township Board of Education be opened or kept with TD Bank for the deposit in said Bank to the credit of these accounts from time to time of any and all moneys, checks, drafts, notes, acceptances or other evidences of indebtedness, whether belonging to these accounts or otherwise, which may be or thereafter come into its possession, and that the said Bank be and is hereby authorized to make payments from the funds on deposit with it upon and according to the checks, drafts, notes or acceptances of these accounts, to be signed with the following three signatures:

Zelda Spence-Wallace	President
Mary McLoughlin	Superintendent
Thomas M. Venanzi	Secretary

In the event the President is unable to sign, Cookie Franco-Herman, the First-Vice President, will sign the checks. In the absence of both Zelda Spence-Wallace, President and Cookie Franco-Herman, First Vice-President, Patrick Todd, Second Vice-President will sign the checks.

Check signature for the Summer Enrichment; Payroll Account; Agency Account; Vision Plan; and Summer Payroll: School Business Administrator/Board Secretary

Two check signatures for the Flexible Spending Account; and Unemployment Trust Fund: Zelda Spence-Wallace, Board President, Superintendent and School Business Administrator/Board Secretary.

Check signatures for School Activity Accounts: Administrator and Secretary

Check signature for Athletic Account: Athletic Director and School Business Administrator/Board Secretary

- XIV. Petty Cash Funds - It is recommended that the Board, in accordance with NJSA 18: A19-3 authorize the Board Secretary to establish the following imprest-type petty cash funds for 2023-2024:

Board Office	\$ 225
Montgomery High School	250
Montgomery Middle School (Upper Campus)	250
Montgomery Middle School (Lower Campus)	150
Orchard Hill School	100
Village School	100

and that the maximum single expenditure which may be made from each fund shall be \$25; and that the following individuals will be responsible for the proper disposition of each fund:

Thomas M. Venanzi	Board Office
Heather Pino-Beattie	Montgomery High School
Cory Delgado	Montgomery Middle School (Upper Campus)
Michael Richards	Montgomery Middle School (Lower Campus)
Susan Lacy	Village Elementary School
Daniel Van Hise	Orchard Hill Elementary School

- XV. Regular Board Public Meetings - It is recommended that the Board adopt the below calendar of Board of Education Meetings (See Schedule A). Workshop Meetings will generally be held the second Tuesday of the month, and Business Meetings will be held the fourth Tuesday of the month. During the months of February, April, July, August, October and December, there will be only one board meeting per month. The meetings will start at 7:30 p.m. and will be held in the Cafeteria of Montgomery Lower Middle School.

## **SCHEDULE A**

### **APPROVED SCHEDULE OF BOARD MEETINGS**

Following is the APPROVED meeting schedule for the Montgomery Township Board of Education for the year 2023. Generally the Board will meet on the second and fourth Tuesday of each month except in those cases where this date is a holiday and schools are closed. Then an alternate day shall be utilized. There will be only one board meeting held during the months of February, April, July, August, October and December. The meeting place will be the Montgomery Middle School Lower Campus cafeteria. The public portion of the meetings will begin at 7:30 p.m.

Tuesday	Business	January 24, 2023
Tuesday	Business	February 28, 2023
Tuesday	Workshop/Business/Tentative Budget Approval	March 14, 2023
Tuesday	Business	March 28, 2023
Tuesday	Business/Budget Hearing & Adoption	April 25, 2023
Tuesday	Workshop/Business	May 9, 2023
Tuesday	Business	May 23, 2023
Tuesday	Workshop/Business	June 13, 2023
Tuesday	Business	June 27, 2023
Tuesday	Business	July 25, 2023
Tuesday	Business	August 22, 2023
Tuesday	Workshop/Business	September 12, 2023
Tuesday	Business	September 26, 2023
Tuesday	Business	October 17, 2023
Tuesday	Workshop/Business	November 14, 2023
Tuesday	Business	November 28, 2023
Tuesday	Business	December 19, 2023
Tuesday	Organization and Business	January 2, 2024

- XVIII. Readoption of Job Descriptions - It is recommended that the Board readopt the existing job descriptions:

RESOLVED, that all current written job descriptions in the District, as on file in the Office of the Superintendent, be adopted for the period from the date of this Organization Meeting until the Organization Meeting in the next calendar year, unless modified upon recommendation of the Superintendent.

- XIX. Existing Board Policies Adopted for Ensuing Year - It is recommended that the Board adopt the existing policies of the Board of Education for the ensuing year with the understanding that revision of Board policy can be made at any time by Board action.
- XX. Code of Ethics - It is recommended that the Board adopt the New Jersey School Boards Association (NJSBA) Code of Ethics as it appears in the district's policy manual (Bylaws 0142):

**NJSBA Code of Ethics for School Board Members** – Each board member read the Code of Ethics in a round robin fashion.

- A. I will uphold and enforce all laws, state board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.
- B. I will make decisions in terms of the educational welfare of children and will strive for public schools which can meet the individual needs of all children regardless of their ability, race, creed, sex or social standing.
- C. I will confine my board action to policymaking, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
- D. I will carry out my responsibility, not to administer the schools, but together with my fellow board members, to see that they are well run.
- E. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action, which may compromise the board.
- F. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
- G. I will hold confidential all matters pertaining to the schools, which if disclosed, would needlessly injure individuals or the schools. But in all other matters, I will provide accurate information and, in concert with my fellow board member, interpret to the staff the aspirations of the community for its schools.
- H. I will vote to appoint the most qualified personnel available after consideration of the recommendation of the chief administrative officer.
- I. I will support and protect school personnel in proper performance of their duties.

J. I will refer all complaints to the chief administrative officer and will act on such complaints at public meetings only after failure of an administrative solution.

XXII. Appointments – The Board President will make the following committee assignments for 2023: Dr. Spence-Wallace indicated those appointments will be made within 24 hours of tonight's business meeting.

- Members of the Assessment, Curriculum and Instruction Committee (ACI);
- Members of the Human Resource Committee (HRC);
- Members of the Operations, Facilities and Finance Committee (OFF);
- Members of the Policy and Communications Committee (PCC)
- Legislative Liaison for the purpose of receiving materials;
- Board liaisons to the Montgomery Township PTA, PTSA and/or PTO;
- Board Liaison to the SEPTA (Special Education PTA);
- Liaison to the Montgomery Township-Rocky Hill Municipal Alliance Committee;
- Negotiations (CWA, MTEA and APSMT)
- Voting member and alternate to the New Jersey School Boards Association;
- Member and alternate to the Executive Committee of the Somerset County School Boards Association;
- Delegate and alternate to the Somerset County Educational Services Commission.
- Liaison to Montgomery Township Municipal Committee

A motion was made by Mr. Todd and seconded by Ms. Harris to approve agenda item XVI as follows. Upon call of the roll, the motion carried with five members voting in favor, Mr. Carlson, Ms. Dowling and Ms. Filak abstaining and Ms. Wolecka-Jernigan voting no.

XVI. Readoption of Curriculum and Courses of Study - It is recommended that the Board readopt the existing curriculum and courses of study.

RESOLVED, that all current written curriculum and courses of the District, as on file in the Office of the Superintendent, be adopted for the period from the date of this Organization Meeting until the Organization Meeting in the next calendar year, unless modified upon recommendation of the Superintendent.

A motion was made by Mr. Todd and seconded by Ms. Spina to approve agenda item XVII as follows. Upon call of the roll, the motion carried with six members voting in favor, Mr. Carlson and Ms. Filak abstaining and Ms. Wolecka-Jernigan voting no.

- XVII. Readoption of Textbooks - It is recommended that the Board readopt the existing textbooks for the 2023-2024 school year.
- XXII. Annual Ethics Training – Stephen Fogarty, Board Attorney, gave a presentation on the annual ethics training.
- XXIII. New Jersey Public School Labor/Management Collaborative Presentation – Dr. Saul Rubinstein, Professor, Rutgers School of Management & Labor Relations, gave a presentation on the New Jersey Collaborative School Leadership Initiative.

Members of the board had questions, comments and concerns regarding the content in Dr. Rubinstein's presentation. Dr. Rubenstein addressed their concerns.

### **BOARD/PUBLIC COMMENTS**

Dr. Spence-Wallace asked members of the public to come to the podium to ask questions of Mr. Rubenstein regarding his presentation only.

Mr. Horn, Skillman resident, stated he ran quality control at Bell Labs, and they incorporated collaboration and competition to improve measures. Those measures improve performance. He asked Dr. Rubinstein to provide information on how many teachers left from 2015 through 2022. In addition, at Bell labs, they held exit interviews with employees who left and inquired about the reasons. Mr. Horn asked if Dr. Rubinstein held exit interviews and if he asked teachers why they left Montgomery. Dr. Rubenstein addressed the questions.

Mr. Grant, Belle Mead resident, expressed his concern about the quality and professionalism of Dr. Rubinstein's presentation. Dr. Rubenstein addressed the concern.

Mr. Gettinger, Skillman resident, stated that he has worked in an inner city for almost 30 years. He doesn't believe Dr. Rubenstein's research takes into effect the level of involvement of the parent. Dr. Rubenstein addressed the question.

Mr. Muentener, Belle Mead resident, stated any data can be manipulated. He inquired if there are multiple parties that can verify the data in the presentation. Dr. Rubenstein addressed the concern.

Mr. Wirsul, Belle Mead resident, asked if school board members were involved with the South African Teacher's Delegation collaboration. Dr. Rubenstein addressed the question.

Mr. Kadhim, Belle Mead resident, asked if there are actual results and data for the past eight years regarding teachers resigning. Is there any data that shows this collaboration is worth it to the taxpayers of Montgomery? Dr. Rubenstein addressed the concern.

Ms. Wilson, Skillman resident, stated she is hearing a lot of concern with the relationship with South Africa and the cost to the community. She belongs to a group that connects world communities. She



stated in order to show the benefit of this collaboration you will need to discuss the local economic impact of this research. Has there been a measure of the economic benefit beyond the school district? As a parent, she would like her students to have cross cultural competencies that are not measured by dollar values. Dr. Rubenstein addressed the questions.

Ms. Dowling stated she wants to be clear of the question at hand. Are we questioning the travel to South Africa or the impact of collaboration?

Ms. Filak stated you get better results with collaboration among the school community. The question is why are we selecting a country that is run by a corrupt government and has a high crime rate? In her view we are putting our delegation at risk and to what benefit.

### **BOARD PUBLIC COMMENT**

Ms. Pfeffer, Skillman resident, congratulated the new board members. She appreciates the concerns for the curriculum and related materials. As she heard in the code of ethics, board members don't administer the schools and don't teach the schools. They don't know better than the teachers because they aren't educators. They need to trust that teachers are doing what's best for the students.

Ms. Zayova, Belle Mead resident, addressed the behavior of the board at the last meeting and stated that they need to respect each other. In regard to this trip, which was voted on and expenses approved, she is still not clear what are these charges. What is Montgomery paying for? In addition, she emailed the board requesting information about the South African Teacher's Delegation visit, and she hasn't been told anything. How does the public know what the board is actually doing?

Mr. Kadhim, Belle Mead resident, stated it was great to hear the board attorney present the Code of Ethics. He mentioned that the board needs to keep the administrators accountable. That did not happen last year because we as the public did not see the board keep the MTEA accountable. They have a free pass with no accountability. At the June event, the MTEA sponsored an event that parents were appalled at and reached out to the Board and Superintendent to vent their frustration. He would like to know exactly how does the board hold the administration and MTEA accountable?

Ms. Newman, Skillman resident, stated that at the last few board meetings someone has gotten up and spoke about how evil came to the community in the form of a drag queen. She believes this to be hate speech. A little while back "The Proud Boys" walked into a gay club in Colorado and began murdering gay people. This form of hate speech leads to murder. The parents at the drag queen event didn't complain, and how do these people know what the parents felt. It's insulting and infuriating.

Mr. Grant, Belle Mead resident, congratulated the new board members. He stated he appreciates the diversity and morality from the Board. However, the drag queen should not have been brought into this community. Regarding the presentation, he would like to have an official CEO version of the presentation because the one shown tonight was abysmal. He also doesn't believe that Dr. Rubenstein shouldn't compare the U.S. to South Africa. Finally, with Dr. Rubenstein referencing January 6<sup>th</sup>, he should also reference Hunter Biden's laptop and that when Elon Musk purchased Twitter it showed how the media was suppressed.

Mr. Horn, Skillman resident, stated that Ms. Janet Church couldn't be here, so she asked him to ask some questions of the Board. First, if the purpose of the trip to South Africa is to facilitate the research

of Cornell or Rutgers, why aren't they bearing the cost? Why is it acceptable for a teacher, two school principals and a Board President to miss work? Won't we have to pay for a sub? Is it normal that the public pay for a person who is employed by another district? What does the \$1,500 in the "other" category represent? Why can't this information for the collaboration be shared virtually? Why is the SADTU covering some of the costs, how much are they covering, and where is it coming from? Doesn't this payment represent a gift from a foreign entity, which is illegal to accept? Ten thousand dollars could go a long way in our own back yard. Next, given our tax increase, the public would like to ensure that these dollars are going toward the education of our children. Everyone should read the trip advisory for travel to South Africa. Is there liability to our district for the safety of our contingent?

Mr. Rosenthal, Belle Mead resident, asked to follow up on something Mr. Horn and Ms. Filak brought up regarding the how unsafe South Africa was and the level two travel advisory. Other countries under a level two travel advisory includes the UK and Italy. If this is what we're going to use as the reason for not sending someone somewhere, there are a ton of countries that fall under these advisories. South Africa has the same level of terrorism as Italy and the UK.

Mr. Wirsul, Belle Mead resident, stated that he listened intently on the board attorney's presentation. Everyone should take a look back at the position that this attorney has taken previously on some issues.

Mr. Gettinger, Skillman resident, stated that we can manipulate numbers as we see fit. As far as peer review, he doesn't believe in them. When parents are involved in their children's' lives, there are much better results. The statistics presented tonight do not mean anything if the parents aren't involved. The money going toward the trip could be used better off here in Montgomery. As far as the Colorado shooting, the person that committed the crime identifies as non-binary, so let's not pretend this is some right wing issue. Finally, he stated that his son has reading issues even though the school says he doesn't. However, he is upset that he has to pay someone outside the school to teach his son how to read.

Ms. Anderson, stated she is a district employee and resident, and agrees some of this is hate speech. She reiterates the purpose of collaboration is to promote our understanding of each other. She has students from all over the world. There is a benefit from working with people from other countries and cultures from different learning environments. She is happy that a delegate from our district is going to another county because it will be helpful.

Ms. McLoughlin, Dr. Spence-Wallace and Mr. Fogarty addressed the comments, questions and concerns from the members of the community who spoke.

#### XXIV. EXECUTIVE SESSION

A motion was made by Mr. Todd and seconded by Ms. Spina to convene into Executive session at 11:25 p.m. Upon call of the roll, the motion carried with a unanimous vote recorded.

The Board convened in Executive Session at 11:25 p.m.

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

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

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

NOW THEREFORE BE IT RESOLVED, that the Board of Education will be discussing items 3 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 12:02 a.m.

## XXVI. **BUSINESS AGENDA**

### **ACTION AGENDA**

Ms. Franco-Herman motioned items 1.1 through 4.5 seconded by Mr. Todd. Upon call of the roll, the motion carried unanimously.

#### **1.0 ADMINISTRATIVE**

- 1.1 The Superintendent recommends that the Board of Education approve the Harassment, Intimidation and Bullying (HIB) Report.

#### **4.0 PERSONNEL**

- 4.1 Approval of Superintendent Appointment – approve the appointment of Mary McLoughlin as superintendent effective July 1, 2023 and ending on June 30, 2027 (see Page 13).
- 4.2 Approve the Resolution Authorizing Suspension of Employee – approve the resolution suspending employee #6904 (see Page 13).
- 4.3 Approve the Resolution Authorizing Suspension of Employee – approve the resolution suspending employee #6917 (see Page 13).

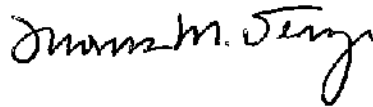
- 4.4 Approve the Termination of Employment – approve the resolution terminating the employment contract of employee #6917 (see Page 14).
- 4.5 Approve the Resignation of Employment – approve the resignation of employee #6904 (see Page 14).

**ADJOURNMENT**

Mr. Todd motioned to adjourn at 12:04 a.m. seconded by Ms. Franco-Herman. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 12:04 a.m.

Respectfully Submitted,



Thomas M. Venanzi  
Interim Business Administrator/  
Board Secretary

**4.1 Resolution - Superintendent Appointment**

BE IT RESOLVED that the Montgomery Township Board of Education (hereinafter referred to as the "Board") appoints Mary McLoughlin (hereinafter referred to as "McLoughlin"), as the Superintendent of Schools for the Montgomery Township School District effective July 1, 2023 and ending on June 30, 2027.

BE IT FURTHER RESOLVED that this Employment Agreement has been submitted to and approved by the Interim Executive County Superintendent, according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18A:7-8(j).

BE IT FURTHER RESOLVED that the Board approves the Employment Agreement with McLoughlin for the position of Superintendent of Schools for the foregoing period of appointment, which Employment Agreement is attached to this Resolution and made a part hereof.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Interim Business Administrator/Board Secretary to execute, on behalf of the Board, the Employment Agreement by and between the Board and McLoughlin.

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

WHEREAS, the Superintendent of Schools has recommended that employee #6904 be placed on administrative leave with pay, pending an investigation;

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

NOW THEREFORE BE IT RESOLVED that the employee is on administrative leave with pay, effective December 19, 2022; and

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

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

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

WHEREAS, the Superintendent of Schools has recommended that employee #6917 be placed on administrative leave with pay, pending an investigation;

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

NOW THEREFORE BE IT RESOLVED that the employee is on administrative leave with pay, effective December 19, 2022; and

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

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

**4.4 Termination of Employment – Approve the following resolution:**

RESOLVED to approve the Superintendent’s recommendation terminating the employment contract of employee #6917 pursuant to the notice provisions of the contract effective January 18, 2023.

**4.5 Resignation of Employment – Approve the following resolution:**

RESOLVED to approve the Superintendent’s recommendation to accept the resignation of employee #6904 effective January 18, 2023.