

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION  
REMOTE MEETING**

**BUSINESS MEETING MINUTES  
Tuesday, October 27, 2020**

**Call to Order – By Board President Bursh at 6:30 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 8, 2020 and October 20, 2020. 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-Via Teleconference**

Phyllis Bursh – Present

Christina Harris – Present

Amy Miller – Absent

Michael Morack, Jr. – Absent

(Note: One Vacancy)

Ranjana Rao – Absent

Dr. Biren Saraiya – Present

Richard Specht - Present

Shreesh Tiwari – Present

Also Present: Mary McLoughlin, Superintendent of Schools  
Damian Pappa, Director of Data Assessment & Accountability  
Kelly Mattis, Assistant Superintendent of Human Resources  
Alicia M. Schauer, School Business Administrator/Interim Board Secretary  
David Palumbo, Associate School Business Administrator/Assistant Board Secretary

**EXECUTIVE SESSION**

The Board convened in Executive Session at 6:35 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, 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 7:32 p.m.

### **SALUTE THE FLAG**

### **SUPERINTENDENT'S REPORT**

- FY20 Audit Report – Mr. Eric Zimmerman from Suplee, Clooney and Company reviewed the FY 20 audit report with the board. There was one recommendation as follows:

The District review purchase orders at June 30 for proper classification. All orders that will not be liquidated within the suggested time frame of 60 to 90 days of year-end should be canceled.

Mr. Zimmerman also stated the district is in good financial shape.

- Dr. Bert Mandelbaum discussed the current COVID-19 situation. Schools have been open for a month or so with cases occurring at each school. This could be caused by “community spread.” The number of COVID cases is rising, and this includes Montgomery. The health department has to figure out who was exposed and where the students have been and who they were in contact with, which is also known as contact tracing.
- District Student Safety Data System (SSDS) Report, 2019-2020 School Year – Ms. McLoughlin reported on the number of incidents that occurred last school year. The High School had 34 incidents with the majority being for illegal substances. The Upper Middle School had 20 incidents with most being confirmed HIB cases. The Lower Middle School had 14 incidents, three of which were typical suspensions. Village Elementary School had one incident, and Orchard Hill had seven incidents. The incidents at Village Elementary School and Orchard Hill Elementary School did not fall under any categories of the report.
- Harassment, Intimidation and Bullying – Investigations, Trainings and Programs (HIB ITP) – Kristen Taylor reviewed the HIB ITP for the period of January 2020 through June 2020 with a PowerPoint presentation.

The board had questions regarding how incidents are reported and how the board could receive more information such as the location and reasons for the offenses. Ms. Taylor responded to their questions.

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

None

## **COMMITTEE/REPRESENTATIVE REPORTS**

### Representative Reports

- Student Representative Report – Ms. Michelle Zhong, student representative, reported that the senior class is nervous about early college applications coming up.
- MTEA Report – Mr. James Dolan, MTEA President, reported that this is a stressful time for the staff. He recognized the custodians for the work they have done during the pandemic. Draft calendars will be shared at the next District Leadership Team (DLT) meeting.
- Board Member Delegate/Representative Reports –  
(SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.)

### Board Member Delegate/Representative Reports

SCSBA – None

PTSA – None

MAC – None

Legislative - None

NJSBA – None

## **Board Committee Reports**

- Assessment, Curriculum and Instruction Committee (ACI) – Ms. Bursh reported that they discussed Dr. Daniels’ presentation to the transportation department. The committee met with Dr. Daniels to discuss culture, celebrating differences and supporting each other. Teachers who don’t work together came together to discuss what has happened since COVID started. All schools met with Dr. Daniels to work on an inclusive curriculum. There was a discussion on textbooks, which will be approved on tonight’s agenda. They also reviewed hybrid instruction and district goals. The committee was also updated on the possibility of a senior class trip to Walt Disney World from June 1<sup>st</sup> through June 5<sup>th</sup>. The district will collect a nonrefundable \$50 fee on February 1<sup>st</sup> if the trip is moving forward. There will also be virtual college events coming up soon. There were 155 seniors who took the SATs today, and the PSAT test will be issued to juniors on January 26<sup>th</sup>. The next meeting is November 18<sup>th</sup>.
- Anti-Racism and Reform Committee (ARRC) - Ms. Harris reported that there hasn’t been a meeting since the last board meeting. The next meeting will be tomorrow. They will be reviewing the applications of students who would like to become part of the committee.
- Operations, Facilities and Finance Committee (OFF) – Mr. Tiwari reported that the committee met on October 16<sup>th</sup>. The first topic was the fiscal year 2020 audit presentation. The second topic was setting the fiscal year 2022 budget calendar. Ms. Schauer has been working on the

budget calendar along with committee goals. The committee goals should be aligned with board goals. The district also received extraordinary aid in the amount of \$1.8 million, and we applied for \$2.3 million. We also received additional COVID-19 funding in the amount of \$137,502. The committee also discussed Chapter 44, which is the New Jersey Educators' Health Plan (NJEHP). It provides employees with an opportunity to move to a less costly plan. However, we don't know how many employees will opt for that plan. District facilities are in good shape other than the occasional clogging due to wipes being flushed down the toilets. The committee also discussed the opening of facilities for use by outside organizations. There has been a directive that the district can open up the facilities for external organizations, which will increase the revenue that we have been losing. The concern is that external usage will affect keeping the facilities clean and running. The committee requested more time to decide whether or not to open facilities to outside organizations. The ridership on buses is low, and there may be some realignment of routes to adjust for this.

Ms. Schauer stated the maximum number of students on a 54 passenger bus would be 26. To achieve this somewhere between three and five routes would need to be consolidated.

- Policy and Communications Committee (PCC) – Ms. Bursh reported that the committee met on October 15<sup>th</sup> and discussed the policies that are up for a first reading. In addition to those, there are also several policies up for second reading on the agenda.

The committee also discussed the suspension policies and asked the HRC how to align those with the student codes of conduct. Ms. Bursh reported that communication with the community needs to be better. The district's website also needs to be improved in order to provide information to the community. The next meeting will be November 12<sup>th</sup>.

- Human Resource Committee (HRC) – Ms. Mattis reported that the HRC committee met and included representatives from the MTEA and APSMT. They discussed the hybrid model of learning and how to work with teachers and administrators. The committee discussed the issue of bringing students back and the concerns they have regarding their return. The committee also discussed the stipends for the various co-curricular and extra-curricular activities. There was also an update on staffing of classrooms and the need to develop a plan that would work in Montgomery. Finally, the search for filling the Assistant Superintendent position continued with interviews occurring later in the week that will include administrators, board members and representatives from both associations.
- President's Report – Ms. Bursh reported that she is saddened that Mr. Jinesh Patel, has resigned from the Board of Education effective October 23<sup>rd</sup>. Mr. Patel has been committed to the children of the district. Finally, the wording of two of the three board goals will be amended. The wording for goals 1 and 2 are as follows:

Goal 1: Improve communication within and between Board, District and public.

- Review status of Strategic Plan Collaboration and Communication goal, and with District Leadership, update plan to provide ongoing, transparent and effective communication between all district stakeholders.

Goal 2: Review and enhance Board Governance.

- Conduct comprehensive training and onboarding of new board members, including roles, responsibilities, district practices and current issues.

**APPROVAL OF MINUTES**

Mr. Tiwari motioned that the Board of Education approve the following minutes, and it was seconded by Dr. Saraiya. Upon call of the question, the motion carried with four members voting in favor and Mr. Specht abstaining.

1. September 23, 2020 Executive Session Meeting
2. September 29, 2020 Executive Session Meeting I
3. September 29, 2020 Executive Session Meeting II
4. September 29, 2020 Business Meeting
5. October 6, 2020 Executive Session Meeting
6. October 6, 2020 Special Meeting

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

1. Email dated 9/25/20 from L. Halimi regarding Following Up
2. Email dated 9/28/20 from Concerned Parent regarding English Class
3. Email dated 10/5/20 from A. Galvin regarding Parking Cost
4. Email dated 10/5/20 from C. and J. Gostkowski regarding Alternative Transportation for Sports
5. Email dated 10/6/20 from B. Seamon regarding MHS Hybrid Schedule
6. Email dated 10/16/20 from J. Strickland regarding Hybrid Plan for Elementary School
7. Email dated 10/19/20 from D. Sciascia regarding MSEPTA Meeting Agenda
8. Email dated 10/22/20 from L. and D. Gaynor regarding Hybrid Instructional Model Deficiencies
9. Email dated 10/23/20 from J. Patel regarding BOE Resignation

**PUBLIC COMMENTS**

None

**ACTION AGENDA**

Dr. Saraiya motioned to amend agenda item 1.6 and it was seconded by Mr. Specht and approved by a unanimous roll call vote.

Dr. Saraiya motioned items 1.1 through 4.2 seconded by Ms. Harris and approved by a unanimous roll call vote.

**1.0 ADMINISTRATIVE**

1.1 Routine Monthly Report – Accept the following reports:

- a. Student Control Report
- b. Fire/Security Drill Report
- c. Student Safety Data System (SSDS) Report, 2019-2020 School Year

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

- |          |                                  |
|----------|----------------------------------|
| 5330.04  | Administering an Opioid Antidote |
| 5330.04R | Administering an Opioid Antidote |
| 5610     | Suspension                       |
| 5610R    | Suspension Procedures            |
| 5620     | Expulsion                        |

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

- |        |  |
|--------|--|
| 2431.3 | Heat Participation Policy for Student-Athlete Safety                                       |
| 3322   | Teaching Staff Members Use of Personal Cellular Telephones/<br>Other Communication Devices |
| 4322   | Support Staff Members Use of Personal Cellular Telephones/<br>Other Communication Devices  |
| 8320   | Personnel Records  |
| 8320R  | Personnel Records  |

1.4 HIB Self-Assessment 2019-2020

WHEREAS, the Superintendent of Schools has recommended that the Board of Education approve the schools' completed Harassment, Intimidation, and Bullying Self-Assessment Scores for the 2019-2020 school year;

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 HIB School Self-Assessment is approved by the Board of Education on October 27, 2020.

1.5 Memorandum of Agreement – Approve the Memorandum of Agreement between the Montgomery Township School District and Law Enforcement for the 2020-2021 school year.

1.6 Board Goals – Approve the following Board Goals for the 2020-2021 school year:

- Goal 1: Improve communication within and between Board, District and public.
- Review status of Strategic Plan Collaboration and Communication goal, and with District Leadership, update plan to provide ongoing, transparent and effective communication between all district stakeholders.
- Goal 2: Review and enhance Board Governance.
- Conduct comprehensive training and onboarding of new board members, including roles, responsibilities, district practices and current issues.
- Goal 3: Train Board of Education members on Diversity and Inclusion.

1.7 Accept Resignation of Board Member – Accept the resignation of Mr. Jinesh Patel, board member, effective October 23, 2020.

## 2.0 CURRICULUM & INSTRUCTION

- 2.1 Out-of-District Placements 2020-2021 - Approve the following Out-of-District placements for the 2020-2021 school year:

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
107555	Center for Lifelong Living	9/4/20-6/17/20		\$46,620.00	\$46,620.00
107555	Center for Lifelong Living 1:1 Aide	9/4/20-6/17/20		\$40,680.00	\$40,680.00
107555	Center for Lifelong Living Occupational Therapy	9/4/20-6/17/20		\$2,146.00	\$2,146.00
107377	Academy Learning Center	9/4/20-6/17/20		\$57,420.00	\$57,420.00
107377	Academy Learning Center 1:1 Aide	9/4/20-6/17/20		\$40,680.00	\$40,680.00
107377	Academy Learning Center- Withdrawal	10/19/20-6/17/20		-\$48,169.00	-\$48,169.00
107377	Academy Learning Center 1:1 Aide Withdrawal	10/19/20-6/17/20		-\$34,126.00	-\$34,126.00
107377	The Eden School	10/19/20-6/24/21		\$76,870.14	\$76,870.14
107377	The Eden School 1:1 Aide	10/19/20-6/24/21		\$29,661.45	\$29,661.45
000686	Somerset County Education Services Commission	9/8/20-6/30/21		\$15,695.00	\$15,695.00

- 2.2 Consultant Approvals 2020-2021 - Approve the following consultants for the 2020-2021 school year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Brookfield Schools	Medical Bedside Instruction	\$59.98/hour
Educational Services Commission of New Jersey	Teacher of the Deaf Itinerant Services	\$144.00/hour

- 2.3 Textbook Approval - Approve the following textbook:

Title	Course
The Immortal Life of Henrietta Lacks	Anatomy and Physiology – MHS Science

2.4 Resolution Regarding Disenrollment of Students – approve the following resolution:

WHEREAS, the Superintendent of Schools has requested that the Board disenroll two (2) students whose names are on file in the Board office (“Students”) based on information that said Students are not entitled to a tuition free education from the Board; and

WHEREAS, the Superintendent provided the Students’ parents with notice of their right to a disenrollment hearing in the event that they did not agree with the Superintendent’s determination; and

WHEREAS, the Students’ parents requested a disenrollment hearing before the Board, which was held on September 29, 2020; and

WHEREAS, at the hearing the administration presented evidence in support of the Superintendent’s recommendation to disenroll the Students; and

WHEREAS, the parents presented evidence and argument to the Board in support of the Students’ claimed residency;

WHEREAS, the Board considered the evidence presented by the Students’ parents and by the administration; and

WHEREAS, the Board has determined that the Students’ parents have not met their burden under the statute, *N.J.S.A. 18A:38-1*, to establish that the Students are entitled to a tuition-free education from the Board.

NOW, THEREFORE, BE IT RESOLVED that the Students shall be disenrolled from the Montgomery Township School District, and the Board Secretary shall provide the parent with notice of the same; provided, however, that if the Students’ parents contest the Board’s decision before the Commissioner of Education within 21 days of receiving the notice of disenrollment, then the Students shall remain enrolled in the Montgomery Township School District while the appeal is pending before the Commissioner of Education.

2.5 Nonpublic Nursing Funding 2020-21 – Approve funding of Nonpublic Nursing Aid in the amount of \$16,932.00 for the 2020-21 school year to be allocated as follows:

Princeton Montessori School	\$8,364.00
Waldorf School of Princeton	<u>\$8,568.00</u>
<b>Grand Total</b>	<b>\$16,932.00</b>

2.6 Nonpublic Security Funding 2020-21 – Approve funding of Nonpublic Security Aid in the amount of \$29,050.00 for the 2020-21 school year to be allocated as follows:

Princeton Montessori School	\$14,350.00
Waldorf School of Princeton	<u>\$14,700.00</u>
<b>Grand Total</b>	<b>\$29,050.00</b>



- 2.7 Nonpublic Textbook Funding 2020-21 – Approve funding of Nonpublic Textbook Aid in the amount of \$9,835.00 for the 2020-21 school year to be allocated as follows:

Princeton Montessori School	\$4,765.00
Waldorf School of Princeton	<u>\$5,070.00</u>
<b>Grand Total</b>	<b>\$9,835.00</b>

- 2.8 Nonpublic Digital Divide Funding 2020-21 – Approve funding of Nonpublic Digital Divide Aid in the amount of \$7,004.00 for the 2020-21 school year to be allocated as follows:

Princeton Montessori School	\$3,611.00
Waldorf School of Princeton	<u>\$3,393.00</u>
<b>Grand Total</b>	<b>\$7,004.00</b>

### 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 September 30, 2020 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 September 30, 2020; 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 September 30, 2020 within the 2020-2021 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 Lists

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 October 1, 2020, October 7, 2020 and October 28, 2020 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 \$4,633,369.35 and

General Account	\$4,575,323.51
Food Service Account	\$ 58,045.84
<b>TOTAL</b>	<b>\$4,633,369.35</b>

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

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

### 3.4 Travel Reimbursement –2020/2021 – approve the Board member and/or staff conference and travel expenses as per the travel reimbursement list dated 10/27/20 (see Page 14).

- 3.5 Settlement Agreement– Approve the following resolution pertaining to an addendum to a special education settlement agreement:

BE IT RESOLVED by the Montgomery Township Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Addendum to the Settlement Agreement and Release (hereinafter referred to as “Addendum”) between the Board and the Parents of a student whose name is on file in the Superintendent’s office, and which Addendum is located in the student’s file, 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.

- 3.6 Settlement Agreement– Approve the following resolution pertaining to a special education settlement agreement:

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

- 3.7 Submission of Comprehensive Maintenance Three-Year Plan/M1 Form – approve the following resolution regarding the approval and submission of the district’s comprehensive maintenance plan:

Whereas, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting “required” maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the plan for the various school facilities of the Montgomery Township School District are consistent with these requirements, and

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

Now, therefore, be it resolved, that the Montgomery Township School District hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan inclusive of the M1 Form for the Montgomery Township School District in compliance with Department of Education requirements.

- 3.8 Receipt and Award of Request for Proposal – Professional Development Services for the Implementation of Universal Design for Learning (RFP21-01) – Request for proposals were received on October 22, 2020 for Professional Development Services for the Implementation of Universal Design for Learning as follows:

**Vendor Service Rates**

	<b><u>IDE Corp. Ramsey, NJ</u></b>	<b><u>PowerSchool Folsom, CA</u></b>
Multi-Day Institute Fee	\$2,270/day	\$2,400/day-per Trainer
Daily Onsite Workshop Fee	\$2,270/day	\$2,400/day-per Trainer
Daily Onsite Coaching Fee	\$2,270/day	\$2,400/day-per Trainer
Daily Virtual Workshop Fee	\$2,270/day N/A: Hourly	\$2,000/day-per Trainer \$250/hour-per Trainer
Daily Virtual Coaching Fee	\$2,270/day N/A: Hourly	\$2,000/day-per Trainer \$250/hour-per Trainer
Webinar Fees	Included /unit	\$2,000/day-per Trainer
Digital/Analogue Resources	\$995/unit	\$55.56/per Participant
Daily rate for services (other):	N/A: Hourly \$2,270/day	- -

It is recommended that the Board of Education award RFP21-01 Professional Development Services for the Implementation of Universal Design for Learning not to exceed \$100,000 as follows:

<b><u>Vendor</u></b>	<b><u>IDE Corp. Ramsey, NJ</u></b>
Multi-Day Institute Fee	\$2,270/day
Daily Onsite Workshop Fee	\$2,270/day
Daily Onsite Coaching Fee	\$2,270/day
Daily Virtual Workshop Fee	\$2,270/day N/A: Hourly
Daily Virtual Coaching Fee	\$2,270/day N/A: Hourly
Webinar Fees	Included /unit
Digital/Analogue Resources	\$995/unit
Daily rate for services (other):	N/A: Hourly \$2,270/day

**4.0 PERSONNEL**

- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (see Pages 15-20).
- 4.2 Approval of Proximity Learning, Inc. – approve Proximity Learning, Inc. to provide remote instructional services for the 2020-2021 school year in an amount not to exceed \$20,000.00 (see Page 20).

**ANNOUNCEMENTS BY THE PRESIDENT**

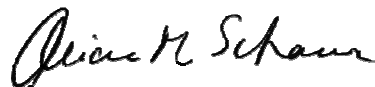
Ms. Bursh asked if any of the Board members had anything to say to the public. There were not any comments from the Board.

**ADJOURNMENT**

Dr. Saraiya motioned to adjourn at 9:14 p.m. seconded by Mr. Specht. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 9:14 p.m.

Respectfully Submitted,



Alicia M. Schauer  
Board Secretary

<p><b>Montgomery Township Board of Education</b>  <b>Travel Reimbursement Requests</b>  <b>2020/2021</b></p>
--

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.35)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Christine Broderick	LMS	10/28/20	Virtual Institute on the Coaching of Writing in the Word of 2021					\$800.00		\$800.00	\$800.00
Phyllis Bursh	BO	10/20 - 22/2020	NJSBA Annual Convention					\$199.00		\$199.00	\$199.00
Cory Delgado	UMS	11/10/20	Implicit Bias, Disproportionality and the Law					\$40.00		\$40.00	
Cory Delgado	UMS	11/23/2020	Creating Culturally Responsive Practices in Schools					\$60.00		\$60.00	\$100.00
Bianca Olsen	LMS	12/9 - 12/11/20	Virtual Argumentation & Flash Debate: Building Talk Structures					\$650.00		\$650.00	\$650.00
Michael O'Neill	BO	11/9 - 11/23/20	Structural and Mechanical Systems Online WebEx					\$483.00			
Michael O'Neill	BO	12/1 - 12/3/20	Energy Management Online WebEx					\$205.00			\$688.00
Matthew Pogue	MHS	10/28/2020	Anti-Bullying Specialist Certificate Program Online					\$500.00		\$500.00	\$500.00

\*Excluding Tolls

\*\*Estimated

BOE

10/27/2020

\*\*Includes Registrations

#### 4.1 PERSONNEL

##### Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
MHS	Carlos	Benitez	Custodian/Grounds CUS.HS.CUST.NA.09	10/31/2020	Resignation	04/01/2019 – 10/30/2020 - <b>Revised</b>
OHES	Maureen	Coletti	Paraprofessional (.48) AID.OH.TIA.PS.08	10/16/2020	Resignation	10/11/2017 – 10/15/2020
TRANS	Kimberly	Galatro	Bus Attendant TRN.TR.BAID.NA.02	10/10/2020	Resignation	01/02/2020 – 10/09/2020
LMS	Barbara	LaPilusa	Paraprofessional AID.LM.TIA.LD.02	10/16/2020	Resignation	10/04/2016 – 10/15/2020
DISTRICT	Ian	McClintock	Maintenance/Grounds MNT.BO.MANT.NA.08	11/13/2020	Resignation	03/18/2019 – 11/12/2020
MHS	Luann	Oldis	Paraprofessional (.48) AID.HS.TIA.LD.10	10/16/2020	Resignation	11/13/2013 – 10/15/2020
OHES	Laxmi	Reddy	Paraprofessional AID.OH.TIA.RC.04	10/10/2020	Resignation	09/17/2020 – 10/09/2020

##### Leaves of Absence

Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
LMS/UMS	Regina	Dunich	Supervisor 5-8 Pupil Services SPV.58.SPED.NA.01	Temporary Disability FMLA Unpaid Leave Anticipated Return	10/12/2020 – 11/20/2020 (Paid; w/ Benefits) - <b>Revised</b> 11/23/2020 – 02/19/2021 (Unpaid; w/ Benefits) - <b>Revised</b> 02/22/2021 – 03/25/2021 - <b>Revised</b> 03/26/2021
DISTRICT	Bruce	Fleming	Maintenance/Grounds MNT.BO.MANT.NA.01	FMLA Anticipated Return	10/12/2020 – 10/30/2020 (Unpaid; w/ Benefits) 11/02/2020
TRANS	Maria	Goldstein	Bus Driver TRN.TR.DRVR.NA.11	Leave of Absence Anticipated Return	09/08/2020 – 10/30/2020 (Paid; w/ Benefits) - <b>Revised</b> 11/02/2020 - <b>Revised</b>
MHS	Jacqueline	Gomes	Paraprofessional AID.HS.TIA.LD.12	FMLA Anticipated Return	10/19/2020 – 01/15/2021 (Unpaid; w/ Benefits) 01/18/2021
MHS	Brian	Grieco	Teacher/Physics TCH.HS.SCNC.MG.05	Leave of Absence Anticipated Return	09/08/2020 – 11/27/2020 (Paid; w/ Benefits) – <b>Revised</b> 11/30/2020 - <b>Revised</b>

UMS	Tara	Lawler	Teacher/Science TCH.UM.SCNC.MG.04	EPSLA EFMLA Anticipated Return	10/12/2020 – 10/23/2020 (Paid; w/ Benefits) 10/26/2020 – 12/18/2020 (Paid; w/ Benefits) 12/21/2020
MHS	Shawn	O'Steen	Athletic Trainer TCH.HS.TRNR.MG.02	Leave of Absence Anticipated Return	09/11/2020 – 11/19/2020 (Paid; waives Benefits) 11/20/2020
MHS	Anna	Panova-Cicchino	Teacher/Mathematics TCH.HS.MATH.MG.06	Temporary Disability NJFLA Anticipated Return	02/01/2021 – 03/19/2021 (Paid; w/Benefits) – <b>Revised</b> 03/21/2021 – 06/20/2021 (Unpaid; w/Benefits) 06/21/2021
OHES	Lauren	Prybeck	Teacher/Academic Support TCH.OH.BSI.MG.04	Temporary Disability FMLA Anticipated Return	02/22/2021 – 03/12/2021 (Paid; w/ Benefits) 03/15/2021 – 06/11/2021 (Unpaid; w/ Benefits) 06/14/2021
LMS	Florence	Smith	Registered Nurse AID.LM.RN.UG.01	Leave of Absence FMLA Anticipated Return	11/18/2020 – 01/08/2021 (Paid; w/ Benefits) 01/11/2021 – 02/10/2021 (Unpaid; w/ Benefits) 02/11/2021
OHES	Gloria	Stuart	Teacher/Spanish TCH.OH.WLNG.MG.02	Leave of Absence Anticipated Return	09/21/2020 – 11/30/2020 (Paid; w/Benefits) - <b>Revised</b> 12/01/2020 – <b>Revised</b>
VES	Tammy	Tanzola	Teacher/Health & PE TCH.VS.HPE.MG.03	EPSLA EFMLA Anticipated Return	10/12/2020 - 10/23/2020 (Paid; w/ Benefits) – <b>Rescind</b> 10/26/2020 - 12/31/2020 (Paid; w/ Benefits) – <b>Rescind</b> 01/01/2020 - <b>Rescind</b>
LMS	Marcia	Vieira Carolei	Educ. Support Asst. (.48) AID.LM.ESA.UG.03	EPSLA EFMLA Anticipated Return	10/12/2020 - 10/23/2020 (Paid; w/out Benefits) 10/26/2020 - 12/31/2020 (Paid; w/out Benefits) 01/01/2020
MHS	Shu Chun	Wang	Teacher/Mathematics TCH.HS.MATH.MG.12	EPSLA EFMLA FMLA Anticipated Return	11/02/2020 – 11/13/2020 (Paid; w/ Benefits) 11/16/2020 – 12/31/2020 (Paid; w/ Benefits) 01/01/2021 – 01/29/2021 (Unpaid; w/ Benefits) 02/01/2021
LMS	Jennifer	Whitehouse	Teacher/LA/SS Grade 5 TCH.LM.LASS.05.03	EPSLA EFMLA Anticipated Return	10/12/2020 - 10/23/2020 (Paid; w/ Benefits) - <b>Rescind</b> 10/26/2020 - 12/31/2020 (Paid; w/ Benefits) - <b>Rescind</b> 01/01/2020 - <b>Rescind</b>
VES	Laurie	Winer	Teacher/Grade 4 TCH.VS.TCHR.04.13	EPSLA EFMLA Anticipated Return	10/12/2020 - 10/23/2020 (Paid; w/ Benefits) - <b>Rescind</b> 10/26/2020 - 12/31/2020 (Paid; w/ Benefits) - <b>Rescind</b> 01/01/2020- <b>Rescind</b>

**Appointments/Renewals (Certificated Staff)**

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Christine	Bice	Teacher/Music TCH.OH.MUSC.MG.01	N/A	BA	9-10 (F)	\$68,235	Yes	10/16/2020 – 06/30/2020



**Appointments/Renewals (Non-Certificated Staff)**

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
TRANS	Patricia	Fox	Bus Attendant TRN.TR.BAID.NA.08	Mark Mihalko	1	\$13.64 p/h	Yes	10/22/2020 – 06/30/2021
TRANS	Kimberly	Galatro	Bus Driver TRN.TR.DRVR.NA.07	Debra Davidson	1	\$21.18 p/h	Yes	10/12/2020 – 06/30/2021

**Appointments/Substitutes**

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Marta	Cartmell	Substitute Custodian	NEW	2020-2021
DISTRICT	Sri Subha Meenakshi	Chinthakunta	Substitute Teacher/Paraprofessional	NEW	2020-2021
DISTRICT	Joseph	Lockwood	Student Teacher/Substitute	NEW	2020-2021
DISTRICT	Deirdra	Owen	Substitute Teacher/Paraprofessional	NEW	2020-2021
DISTRICT	Janet	Pinnella	Substitute Custodian	NEW	2020-2021
DISTRICT	Nadya	Spagnolo *	Substitute	NEW	2020-2021

**Tuition Reimbursement**

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
LMS	Damaris	Botero	Rowan University	2020-2021	3	\$2055.00	Intro to Educational Technology
LMS	Damaris	Botero	Rowan University	2020-2021	3	\$2055.00	Internet in the Classroom
VES	Karen	Damato	Western Governors University	2020-2021	3	\$3240.00	Instructional Design Program
UMS	Molly	Girt	TCNJ	2020-2021	3	\$2425.74	Contextual Issues in the Development of Curriculum for Children and Adolescents
LMS	Lauren	Levin	Andrews University	2020-2021	3	\$404.10	Tech Tools for the Math Classroom
VES	Donna	Potter	Greenville University	2020-2021	3	\$449.00	Stretching Bodies & Minds: Using Yoga to Enhance Student Focus & Motivation

VES	Veronica	Romano	American College of Education	2020-2021	3	\$705.00	Mathematics Instruction for Elementary Teachers
OHES	Lorena	SantaMaria	Kean University	2020-2021	3	\$1555.62	Linguistic Applications
OHES	Lorena	SantaMaria	Kean University	2020-2021	3	\$1555.62	Seminar in Spanish Literature
OHES	Lorena	SantaMaria	Kean University	2020-2021	3	\$1555.62	Spanish for Social Services
OHES	Daniel	Van Hise	Leader to Leader	2020-2021	-	\$1000.00	Mentoring Fee Reimbursement

### Appointments – To be Funded through ESEA FY2021 Title I

Location	First	Last	Position	Hr. Rate	Dates of Employment/Notes
UMS	Ina	DiGangi	Teacher – UMS Achieve (Not to Exceed 51 hours)	\$59.98 p/h	10/21/2020 – 06/30/2021
UMS	Cassandra	Svecz	Teacher – UMS Achieve (Not to Exceed 51 hours)	\$59.98 p/h	10/21/2020 – 06/30/2021
UMS	Ina	DiGangi	Staff Development (Not to Exceed 7 hours)	\$20.00 p/h	10/21/2020 – 06/30/2021
UMS	Cassandra	Svecz	Staff Development (Not to Exceed 7 hours)	\$20.00 p/h	10/21/2020 – 06/30/2021

### Extra-Curricular Activities 2020-2021

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Haley	Gregson	Cheerleading Coach, JV @ 50%	\$2,401	2020-21 Fall Season
MHS	Lilly	Walsh	Dance Coach, Assistant/JV	\$4,802	2020-21 Fall Season
MHS	Ashley	Castronovo	Gymnastics Coach, Varsity	\$6,700	2020-21 Special Season (Pre-Spring) - <i>Revised</i>
MHS	Kelsey	Donovan	Volleyball Coach, Varsity Girls	\$6,400	2020-21 Special Season (Pre-Spring) - <i>Revised</i>
MHS	Lauren	Horowitz	Volleyball Coach, JV Girls	\$4,600	2020-21 Special Season (Pre-Spring) - <i>Revised</i>
MHS	Alex	Kristopovich	Volleyball Coach, Freshman Girls	\$4,437	2020-21 Special Season (Pre-Spring) - <i>Revised</i>

**Co-Curricular 2020-2021**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Stipend</b>	<b>Dates of Employment/Notes</b>
MHS	Christopher	Resch	Science Olympiad: Head Coach @ 71.5%	\$5,005 <i>- Revised</i>	2020-2021 School Year
MHS	Rama	Bulusu	Science Olympiad: Head Coach @ 28.5%	\$1,995	2020-2021 School Year
MHS	Rama	Bulusu	Science Olympiad: Assistant Coach @ 26%	\$1,081 <i>- Revised</i>	2020-2021 School Year
MHS	Jane	Heebner	Science Olympiad: Assistant Coach @ 74%	\$3,076 <i>- Revised</i>	2020-2021 School Year
MHS	Maureen	Conway	Test Coordinator @ 50%	\$2,685	2020-2021 School Year
MHS	Bryan	Upshaw	Videographer for HS Football Games	\$1,402	2020-2021 School Year
LMS	Lesley	Haas	Math/Science Grade 5 Enrichment Program Advisor	\$0 <i>- Rescind</i>	2020-2021 School Year
LMS	Jocelyn	Keefe	Theater Arts: Stage Director	\$1,659	2020-2021 School Year

**Other**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Assignment</b>	<b>Salary/Stipend</b>	<b>Dates of Employment/Notes</b>
MHS	Craig	Buszka	Teaching 1 Additional Period	\$698.88	11/16/2020 – 11/25/2020
MHS	Kristiana	Colandrea	Teaching 1 Additional Period	\$6,285.02	10/12/2020 – 03/05/2021
MHS	Elizabeth	Dilgard	Teaching 1 Additional Period	\$635.88	11/16/2020 – 11/25/2020
MHS	Gina	Iacono	Teaching 1 Additional Period	\$2,257.47	09/01/2020 – 10/09/2020 - <i>Revised</i>
MHS	Daniel	Lee	Teaching 1 Additional Period	\$563.88	11/16/2020 – 11/25/2020
MHS	Kristina	Shebchuk	Teaching 1 Additional Period	\$15,200.64	10/12/2020 – 06/30/2021
MHS	Jason	Sullivan	Teaching 1 Additional Period	\$977.18	11/16/2020 – 11/25/2020
MHS	Katherine	Tessein	Teaching 1 Additional Period	\$7,906.14	10/12/2020 – 03/05/2021
MHS	Susan	Teza	Teaching 1 Additional Period	\$8,277.39	10/12/2020 – 03/05/2021
MHS	Jaissa	Urso	Teaching 1 Additional Period	\$6,755.27	10/12/2020 – 03/05/2021

UMS	Kelly	Ferrante	Teaching 1 Additional Period	\$3,647.67	10/12/2020 – 12/18/2020
UMS	Adrianna	Gonzalez-Delgado	Teaching 1 Additional Period	\$2,674.82	10/16/2020 – 12/11/2020
UMS	Nicholas	Milton	Teaching 1 Additional Period	\$3,688.80	10/12/2020 – 12/18/2020
UMS	Catherine	Mislan	Teaching 1 Additional Period	\$3,831.17	10/16/2020 – 12/11/2020
LMS	Veronica	Gaspar	Teaching 1 Additional Period	\$1,777.58	10/27/2020 – 12/04/2020

<b>Location</b>	<b>Name/Position</b>	<b>% Funded</b>	<b>Salary to be Funded by IDEA</b>
OHES	Traci Morelli/Preschool Aide	91% 09/08/2020 – 06/21/2021	\$11,673.00
OHES	Aparajita Talukdar/Preschool Aide	91% 09/08/2020 – 06/21/2021	\$11,673.00

4.3 Approve the following Resolution - approve Proximity Learning, Inc. to provide remote instructional services for the 2020-2021 school year in an amount not to exceed \$20,000.00.

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