

MONTGOMERY TOWNSHIP BOARD OF EDUCATION REMOTE MEETING

BUSINESS MEETING MINUTES Tuesday, November 24, 2020

Call to Order – By Board President Bursh at 6:03 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 November 18, 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
Michael Morack, Jr. – Present
Ranjana Rao – Present
(Note: Two Vacancies)

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 6:03 p.m.

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

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

- 1) a matter rendered confidential by federal or state law
- 2) a matter in which release of information would impair the right to receive government funds
- 3) material the disclosure of which constitutes an unwarranted invasion of individual privacy

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

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

Action may take place on these items.

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

RECONVENE IN OPEN SESSION – The Board returned from Executive session at 7:42 p.m.

SALUTE THE FLAG

INTERVIEW BOARD CANDIDATES

The board conducted the interviews of the potential BOE candidates. Ms. Bursh informed the candidates of the number of questions and order. Each candidate was asked five questions. The candidates were as follows:

1. Mr. Deatte Gettinger
2. Ms. Meghna Pabbathi
3. Dr. Om Sharma
4. Ms. Maria Spina
5. Dr. Antoine Yver

EXECUTIVE SESSION

Dr. Saraiya motioned and Mr. Morack, Jr. seconded the motion to go into executive session to discuss the board candidates.

The Board convened in Executive Session at 8:47 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 the board candidates.

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 9:16 p.m.

Ms. Bursh stated that Dr. Antoine Yver was selected to fill the open board seat and agenda item 1.10 will be added to appoint Dr. Yver to the vacant seat for a term that ends December 31, 2021.

Ms. Schauer informed Dr. Yver that she would contact him regarding fingerprinting and completion of required paperwork.

SUPERINTENDENT'S REPORT

Ms. McLoughlin thanked the school community for going above and beyond during this time. Ms. McLoughlin also thanked the health department and school nurses that have done contact tracing, which allowed us to make informed decisions. Many students and staff were forced to quarantine which caused the district to change to fully virtual learning.

- Building an Inclusive Curriculum – Ms. Fiona Borland, Director of Curriculum, Instruction and Staff Development, gave a presentation on Building an Inclusive Curriculum.

NEW BUSINESS FROM BOARD/PUBLIC

Ms. Grace Johnson, a student at MHS – read a statement regarding the virtual school day's schedule and the issues with it. Students believe this is affecting their grades. It is also negatively affecting their work and personal life. She presented alternative schedules.

Ms. Caroline Vosch, resident, had questions and concerns. First, is the district considering taking speech more seriously? Second, she is concerned with the mental well-being and academic progress of students. She believes the district should look at the different ways to bring speech to children in a virtual setting. Also, children are suffering from mental disconnection from their peers and are tasked with sitting in front of a computer all day. There should be a commitment to open and transparent communication with the Board.

Mr. Eric Seguin, resident, asked for open communication and transparency from the Board, especially with the district going fully virtual. Governor Murphy basically said that the safest place for children is in school and get them back to in-person learning. What guidance is being followed and driving decisions at the local level?

Ms. Mugdha John, resident, asked if the district would be offering full-day kindergarten next year. In addition, what is the plan going forward and why is there a shortage in funding for this? Next, is there a community or parent group discussing this topic? If so, she would like to be involved.

Ms. McLoughlin addressed the issues as follows:

The virtual schedule is better aligned with pre-COVID schedule and less modified.

Regarding speech in a virtual setting, the parent would have to set up an appointment with the case manager to discuss the IEP.

There are support services for the mental health and well-being of students. Parents and/or students should reach out to the principal or the counselor.

With regard to the decision to go fully virtual, our central west region is in the high risk zone now with the cases exponentially growing last week. With the number of people traveling for the holidays, we wanted to be safe rather than sorry. It takes time for the Health Department to do contact tracing. More than 60% of staff needs to be quarantined. Going forward, the district will send out another survey to parents whether they prefer a hybrid or 100% virtual instructional model. If our zone goes red, we won't have an option to come back and will not be allowed to return to in-person learning.

The district was excited about offering full-day kindergarten. However, it was a fiscal decision not to offer it. There may be a referendum at some point to fund this initiative. The district needs to see where we are at the end of the year fiscally. Unfortunately, full-day kindergarten will not be offered for the 2021-2022 school year.

Ms. Caroline Vosch, stated that it is tough getting answers from the administration and special services regarding the speech and mental health issues.

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

- Student Representative Report – None
- MTEA Report – Mr. James Dolan, MTEA President, congratulated Dr. Yver on being appointed to the Board. The district has moved to fully virtual instruction. It was a seamless transition since we started this way. The MTEA participated in Jeans for Troops on Veterans Day. For a \$5 donation to GI Fund, staff members could wear jeans. We should exceed the \$1,000 goal. As an association, we started a food drive to support the Montgomery Food Pantry. We are proud to support Kidsgiving. It's an event to support families by making a monetary contribution and provide an indoor herb garden to students. Finally, in January the District Leadership Team is going to provide training to administrative staff and new staff members with the MTEA and will enforce the collaborative effort.
- Board Member Delegate/Representative Reports –
(SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.) - None

Board Committee Reports

- Assessment, Curriculum and Instruction Committee (ACI) – Ms. Rao reported that the District Leadership Team will collaborate with professionals for social equity and consistent messages for best practices. The Upper Middle School is focusing on equity work. The Student Leadership Team (SLT) has taken control with the Black Student Alliance, Hispanic Heritage, and Pride Alliance Clubs. Proposals for bringing other special groups as part of this initiative are being submitted. Diversity and Equity and inclusions have become a process on an everyday basis. At Montgomery High School, the curriculum is being reviewed on how to teach different perspectives. The district needs to provide a safe space for students and has also reinstituted black parent group. Equity committees with 44 members is designing a curriculum. An inclusive curriculum and social responsiveness was part of Ms. Borland's presentation tonight. Special Services and nursing are recognizing mental health issues and how to deal with them.
- Anti-Racism and Reform Committee (ARRC) - Ms. Harris reported that the committee met on November 18th. Two students were chosen to be on the committee, which included an eighth grade student and tenth grade student. Two committee members put together a presentation for students which explained the expectations. Lastly, the committee spoke about policy, the code of conduct and Dr. Daniels. Ms. Borland discussed her presentation. The committee would like to have Dr. Daniels come to one of their meetings. The next meeting will be held on December 15th.
- Operations, Facilities and Finance Committee (OFF) – Mr. Tiwari reported that the committee met November 13th. The MTEA and APSMT representatives were also present. First, they welcomed the new Director of Facilities, Mr. Michael O'Neill. The district is developing a five-year facilities plan. The committee also discussed three policies. The first policy puts a \$1,000 cap on evaluations. The second policy was regarding electronic funds transfers (EFT), which was recommended by our auditors. Our Superintendent will be approving the electronic funds transfers. The third policy involved virtual board meetings and using Zoom since it is more secure. The committee also discussed the New Jersey Educators Health Plan (NJEHP), which was offered to to our staff. There has been a good response to this offering. There was a concern that it would leave the district in bad budgetary shape, but we have seen marginal savings. However, we have to wait to see how the year ends. The year end and our claims experience will determine our premiums for next year. The FY 22 budget planning process has begun with budget meetings starting after Thanksgiving. The committee also discussed the delayed start for the high school and full-day kindergarten. It looks highly unlikely that we will be able to absorb both in the budget and may need to hold a referendum. The district is looking at in-person planning from a budgeting point of view.
- Policy and Communications Committee (PCC) – Ms. Bursh reported that the committee met November 12th. We are suspending Bylaw 0131 that requires two readings to adopt a Bylaw or Policy so that we can adopt Bylaw 0164.6. There are policies up for a first reading and policies up for a second reading. The committee plans to work harder at communications and is considering possibly separating the committee so that the committee can focus solely on communications.
- Human Resource Committee (HRC) – Ms. Mattis reported that the HRC committee met and included representatives from the MTEA, Mr. James Dolan, and APSMT, Mr. Adam Warshafsky. The committee reviewed the Assistant Superintendent interview process. There

were three rounds of interviews with the final round being with Ms. McLoughlin. Ms. McLoughlin is planning to make a recommendation tonight. There was a diverse pool of candidates with a diverse committee. In addition, the committee focused on information for staff wellness and realized the district needs to support our staff. We have a wellness committee that is overseen by two teachers. A website was created that our staff can log into for wellness, yoga, flu shots, etc. We also offer an employee assistance program. The committee is working on 2021-2022 personnel budget. The next meeting will be held on December 8th.

- President's Report – Ms. Bursh reported that we have selected a new Assistant Superintendent and will be approving Mr. Damian Pappa. He has done a wonderful job as Acting Assistant Superintendent.

Thanked all staff members and school community for being able to return to the all virtual instruction model.

We look forward to training on collaboration.

Mr. Morack, Jr. left the meeting at 9:45 p.m.

Ms. Harris left the meeting at 10:15 p.m.

APPROVAL OF MINUTES

Dr. Saraiya motioned that the Board of Education approve the following minutes, and it was seconded by Mr. Tiwari. Upon call of the question, the motion carried.

1. October 27, 2020 Executive Session Meeting
2. October 27, 2020 Business Meeting

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

1. Email dated 10/30/20 from K. Patkar regarding MHS full virtual
2. Email dated 11/2/20 from R. Jacinto MHS full virtual
3. Email dated 11/2/20 from G. & R. Jacinto regarding COVID-19 Dashboard on district website
4. Email dated 11/3/20 from L. Gaynor regarding Hybrid at MHS
5. Email dated 11/3/20 from L. Gaynor regarding MHS hybrid model
6. Email dated 11/3/20 from L. Gaynor regarding MHS hybrid model
7. Email dated 11/3/20 from A. Haas regarding The Watchtower
8. Email dated 11/4/20 from A. Miller regarding resignation from BOE
9. Email dated 11/11/20 from J. Pena regarding Montgomery Special Ed. PTA meeting
10. Email dated 11/11/20 from D. Sciascia regarding MSEPTA meeting agenda
11. Email dated 11/14/20 from R. Cavalli regarding MTSD employees and mask wearing
12. Email dated 11/18/20 from N. O'Hara regarding Message from the Superintendent
13. Email dated 11/18/20 from M. Deutsch regarding case manager
14. Email dated 11/18/20 from E. Seguin regarding public comment
15. Email dated 11/19/20 from K. Gerecitano regarding school shutdown

PUBLIC COMMENTS

Ms. Grace Johnson, resident, asked about the virtual schedule being changed to replicate the in-person schedule. She stated that she emailed Ms. Heather Pino, Assistant Principal at Montgomery High School, regarding the issue and she stated that the SLT will discuss it.

Mr. Brandon Campos Perez will deliver the student feedback at the next SLT meeting.

Ms. McLoughlin stated that the students properly went to the school administration first, who will then bring up the issue to the SLT.

ACTION AGENDA

Mr. Tiwari motioned items 1.1 through 4.4 seconded by Dr. Saraiya and approved by a unanimous roll call vote.

1.0 ADMINISTRATIVE

1.1 Accept Resignation of Board Member – Accept the resignation of Mrs. Amy Miller, board member, effective November 4, 2020.

1.2 Routine Monthly Report – Accept the following reports:

- a. Student Control Report
- b. Fire/Security Drill Report
- c. Harassment, Intimidation and Bullying (HIB) Report

1.3 Approval of Bylaw 0164.6 - Move the Board of Education suspend Bylaw 0131 that requires two readings to adopt a Bylaw or Policy and adopt Bylaw 0164.6 – Remote Public Board Meetings During a Declared Emergency with one reading to be in compliance with the new emergency regulations regarding remote meetings held during a Governor-declared emergency, N.J.A.C. 5:39-1.1 through 1.7, promulgated by the Department of Community Affairs.

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

- 1648 Restart and Recovery Plan
- 1648.02 Remote Learning Options for Families
- 1648.03 Restart and Recovery – Full-Time Instruction
- 2464 Gifted and Talented Students
- 5200 Attendance
- 5200R Attendance

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

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

- 1.6 Nursing Services Plan – Approve the Montgomery Township School District Nursing Services Plan for the 2020-2021 school year.
- 1.7 School Safety and Security Plan - Approve the Montgomery Township School District School Safety and Security Plan Statement of Assurance for the 2020-2021 school year.
- 1.8 District Goals – Approve the following District Goals for the 2020-2021 school year:
- Goal 1: Provide deeper student-teacher-parent connection to allow for continued excellent academic education and emotional well-being of students regardless of mode of instruction during the COVID-19 pandemic.
- Goal 2: Revise the Science Curriculum and Structure to reflect new developments and requirements in Science.
- Goal 3: Implement curricular changes to incorporate diversity and inclusion.
- Goal 4: Prioritize our financial resources to drive innovation in ongoing student education.
- 1.9 HIB Self-Assessment 2019-2020
- WHEREAS, the Superintendent of Schools has recommended that the Board of Education approve the schools’ updated 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 updated HIB School Self-Assessment is approved by the Board of Education on November 24, 2020.
- 1.10 Appointment of Board Member – appoint Dr. Antoine Yver as a board member to be sworn in at the December 15, 2020 board meeting with his appointment effective until December 31, 2021.

2.0 CURRICULUM & INSTRUCTION

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

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Brett DiNovi and Associates Inc.	Clinical Associates Consultation Services Behavioral Consultant Services	\$55.00/hour \$125.00/hour

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

Pupil ID	School	TUITION			
		Dates	ESY	RSY	Total for Year
181958	Somerset County Vocational & Technical School	9/8/20-6/22/21		\$1350.00	\$1350.00
101449	Somerset County Vocational & Technical School	9/8/20-6/22/21		\$1350.00	\$1350.00
100818	Somerset County Vocational & Technical School – TOPS	9/8/20-6/22/21		\$26,000.00	\$26,000.00
100669	Somerset County Vocational & Technical School	9/8/20-6/22/21		\$1350.00	\$1350.00
107250	Somerset County Vocational & Technical School	9/8/20-6/22/21		\$1350.00	\$1350.00
100781	Somerset County Vocational & Technical School	9/8/20-6/22/21		\$1350.00	\$1350.00
101608	Somerset County Vocational & Technical School	9/8/20-6/22/21		\$1350.00	\$1350.00
101848	Somerset County Vocational & Technical School	9/8/20-6/22/21		\$1350.00	\$1350.00
101822	Somerset County Vocational & Technical School-Shared Time	9/8/20-6/22/21		\$675.00	\$675.00
101315	Somerset County Vocational & Technical School-Shared Time	9/8/20-6/22/21		\$675.00	\$675.00
100273	Somerset County Vocational & Technical School-Shared Time	9/8/20-6/22/21		\$675.00	\$675.00
103879	Somerset County Vocational & Technical School-Shared Time	9/8/20-6/22/21		\$675.00	\$675.00
101318	Somerset County Vocational & Technical School-Shared Time	9/8/20-6/22/21		\$675.00	\$675.00
105505	Somerset County Vocational & Technical School-Shared Time	9/8/20-6/22/21		\$675.00	\$675.00

102423	Academy for Health & Medical at Somerset County Vo-Tech	9/8/20-6/22/21		\$1350.00	\$1350.00
103271	Academy for Health & Medical at Somerset County Vo-Tech	9/8/20-6/22/21		\$1350.00	\$1350.00
107789	East Mountain School	10/20/20-6/21/21		\$48,773.00	\$48,773.00
181939	Caldwell University Center for Autism – Withdrawal	11/4/20-6/26/21		-\$167,000.00	-\$167,000.00

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 October 31, 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 October 31, 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 October 31, 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 29, 2020, November 10, 2020, November 18, 2020 and November 25, 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 \$6,761,662.09 and

General Account	\$6,735,363.80
Food Service Account	\$26,298.29
TOTAL	\$6,761,662.09

BE IT FURTHER RESOLVED, the list of bills are 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 11/24/20 (see Page 15).

- 3.5 Approve a Maximum Allowable Cost for an Independent Educational Evaluation – approve the following resolution:

WHEREAS, Special Education law permits a parent to request an Independent Educational Evaluation (IEE) if there is a disagreement with any evaluation provided by the Board of Education, and;

WHEREAS, the Board of Education, may annually determine the reasonable and customary rate for such Independent Educational Evaluation (IEE) to be consistent in the range of what it would cost the Board to provide the same type of assessment approved under N.J.A.C. 6A:14-5, and:

WHEREAS, the Board approved rate will be provided upon formal request from a parent or guardian for the provision of Independent Educational Evaluations (IEE);

NOW, THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education establishes the maximum allowable cost for an independent evaluation to be limited to the reasonable and customary rate of \$1,000.00 per evaluation requested.

- 3.6 Approve the Submission of the School Security Grant to the County Executive Superintendent's Office - approve the submission of the School Security Grant to the County Executive Superintendent's Office in the amount of \$267,839 with the use of local funds should the eligible projects exceed this amount.

- 3.7 Resolution Regarding CARES Act Funds from the U.S. Treasury – approve the following resolution:

WHEREAS, the County has received CARES Act funds from the United States Treasury (the “Stimulus Funds”) through the State of New Jersey to be used to reimburse the County and agencies within the County including the School districts due to economic damage caused to them by the Coronavirus; and

WHEREAS, as the recipient of the Stimulus Funds, it will be the responsibility of the County to disburse the Stimulus Funds to eligible recipients in accordance with the terms and provisions of the CARES Act and any guidelines or regulations issued by United States government or any of its agencies and/or departments.

NOW, THEREFORE, BE IT RESOLVED, by November 30, 2020 the Montgomery Township School District shall submit a reimbursement application for March 1, 2020 to July 31, 2020 in the amount of \$23,388.80; and

BE IT FURTHER RESOLVED, the County shall review the Allocation and make an adjustment to the Allocation dependent upon the claims for reimbursement made by and paid to date to the Montgomery Township School District; and

BE IT FURTHER RESOLVED, the Montgomery Township School District understands that the decision by the County as to any adjustments to the Allocation shall take into consideration the needs of the County and the Montgomery Township School district; the amounts of reimbursements made to the County and the Montgomery Township School District to date; and the remaining balance contained in the Stimulus Funds.

- 3.8 Approval of Joint Transportation Agreement - approve joint transportation agreement with Camden County Educational Services Commission (CCESC) as the host and Montgomery as the joiner at a total cost of \$8,583.75 to Archway School, Atco for the 2020-2021 school year as follows:

<u>Route#</u>	<u>Destination</u>	<u># CCESC Students</u>	<u># Montgomery Students</u>	<u>Joiner Cost</u>
948	Archway School, Atco	6	1	\$8,583.75

- 3.9 Receipt and Award of Bid – Winter Athletic Awards, Equipment, Supplies and Uniforms for the Montgomery Township School District (Bid #B21-06) – Bids were received on November 13, 2020 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$7,440.87
Winning Teams by Nissel, LLC Flemington, NJ	\$2,718.00
Pyramid School Products Tampa, FL	\$1,389.15
Aluminum Athletic Equipment Co. Royersford, PA	\$740.85
MFAC, LLC (M-F Athletic) West Warwick, RI	\$600.00

It is recommended the Board of Education reject the bids received from the following vendors; pursuant to 18A:18A-22e since the purposes or provisions or both of N.J.S.A.18A:18A-1 et seq. is being violated:

Pyramid School Products, Tampa, FL - The low bid received for the *bolt on backboard padding* is being rejected because the item offered will not fit and cover the area properly where they will be installed.

BSN Sports, LLC, Dallas, TX - The low bid received for *sweatshirts* is being rejected because specification required 12-ounce cotton and they offered 9.3-ounce.

It is recommended that the Board of Education award Bid #B21-06 for winter athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	
BSN Sports, LLC Dallas, TX	\$4,060.50
Winning Teams by Nissel, LLC Flemington, NJ	\$2,718.00

Pyramid School Products Tampa, FL	\$801.99
MFAC, LLC (M-F Athletic) West Warwick, RI	\$316.00
Total Bids Awarded	\$7,896.49

4.0 PERSONNEL

- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (see Pages 16-20).
- 4.2 Approve Resolution Authorizing Suspension of Employee (see Page 20).
- 4.3 Approve Resolution Authorizing Increment Withholding (see Pages 20-21).
- 4.4 Resolution Approving the Superintendent’s Merit Goals for 2020-2021 (see Page 21).

ANNOUNCEMENTS BY THE PRESIDENT

Ms. Bursh stated that she is concerned that there are parties being held in the community and that everyone should be responsible and wear personal protective equipment.

Ms. McLoughlin stated that she wanted to publicly support and congratulate Mr. Pappa.

Mr. Pappa stated that he feels blessed to share this part of his life with his family and Montgomery. We have a great staff district wide who put students first. He thanked Mr. Paul Popadiuk, Montgomery High School Principal, for bringing him into the district.

ADJOURNMENT

Mr. Tiwari motioned to adjourn at 10:36 p.m. seconded by Dr. Saraiya. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 10:36 p.m.

Respectfully Submitted,

Alicia M. Schauer
Board Secretary

<p style="text-align: center;">Montgomery Township Board of Education Travel Reimbursement Requests 2020/2021</p>

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.35)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Heather Geniton	OHES	11/25/20	Pyramid Education Consultants: Level I Training					\$399.00		\$399.00	\$399.00
Sarah Juarez	UMS	12/9 - 12/11/20	Argumentation & Flash Debate: Building Talk Structures					\$650.00		\$650.00	\$650.00
Kelly Mattis	BO	2/18 - 2/19/21	AASA's Virtual National Conference in Education					\$699.00		\$699.00	\$1,199.00
Mary McLoughlin	BO	2/18 - 2/19/21	AASA's Virtual National Conference in Education					\$499.00		\$499.00	\$499.00
Stacey O'Neill	BO	12/9/2020	I-9 Immigration Law Compliance					\$199.00		\$199.00	\$199.00
Kristen Prentice	UMS	12/1 - 12/3/20	Equity Institute: Advancing Racial Equity in Education					\$650.00		\$650.00	\$650.00
Lisa Romano	LMS	1/16,1/23,1/30/21	Black History is American History Institute: K-9					\$650.00		\$650.00	\$650.00
Allison Shelofsky	UMS	1/11 - 1/13/21	How do you help research a topic and build knowledge in depth...					\$650.00		\$650.00	\$650.00

*Excluding
Tolls

**Estimated

BOE 11/24/2020

**Includes Registrations

4.1 PERSONNEL

Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
LMS	Edward	Leckner	Teacher/Math TCH.LM.MATH.06.03	07/01/2021	Retirement	01/03/2005 – 06/30/2021
VES	Valerie	LoCoco	Teacher/Grade 4 TCH.VS.TCHR.04.07	01/01/2021	Retirement	09/01/1996 – 01/01/2021
OHES	Pamela	Schrum	Teacher/Certified School Nurse TCH.OH.NRSE.MG.01	07/01/2021	Retirement	10/29/2007 – 06/30/2021

Leaves of Absence

Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
OHES	Angela	D'Agostino	Paraprofessional AID.OH.TIA.EO.04	Leave of Absence Anticipated Return	11/16/2020 – 12/07/2020 (Paid; w/ Benefits) 12/08/2020
TRANS	Maria	Goldstein	Bus Driver TRN.TR.DRVR.NA.11	Leave of Absence Unpaid Leave Anticipated Return	09/08/2020 – 11/19/2020 .5am (Paid; w/Benefits)- Revised 11/19/2020 .5pm – 12/31/2020 (Unpaid; w/o Benefits) 01/01/2021 - Revised
UMS	Robert	Guardigli	Paraprofessional AID.UM.TIA.RC.09	FMLA Anticipated Return	10/08/2020 – 11/29/2020 (Unpaid; w/ Benefits) - Revised 11/30/2020 - Revised
LMS	Kristin	Kaplan	Teacher/LA Grade 6 TCH.LM.ENGL.06.06	FMLA Unpaid Leave Anticipated Return	09/01/2020 – 11/20/2020 (Unpaid; waives Benefits) 11/23/2020 – 01/03/2021 - Revised 01/04/2021 - Revised
VES	Meghan	Knapp	Teacher/School Psychologist TCH.VS.PSYC.MG.01	Temporary Disability FMLA Anticipated Return	02/16/2021 – 03/19/2021 (Paid; waives Benefits) 03/22/2021 – 06/30/2021 (Unpaid; waives Benefits) 09/01/2021
LMS	Alyssa	Mentzel	Teacher/Special Education TCH.LM.RCTR.MG.16	Temporary Disability FMLA Anticipated Return	03/01/2021 – 04/09/2021 (Paid; w/ Benefits) 04/12/2021 – 06/19/2021 (Unpaid; w/ Benefits) 09/01/2021
TRANS	Dalia	Nolan	Bus Attendant TRN.TR.BAID.NA.09	EPSLA Leave of Absence Unpaid Leave Anticipated Return	09/24/2020 – 10/15/2020 (Paid; w/ Benefits) 10/16/2020 – 10/23/2020 (Paid; w/ Benefits) 10/25/2020 – 11/20/2020 (Unpaid; w/ Benefits) - Revised 11/23/2020 - Revised

LMS	Martha	Ospina	Teacher/Spanish TCH.LM.WLNG.MG.02	Leave of Absence Anticipated Return	10/12/2020 – 11/30/2020 (Paid w/ Benefits) 12/01/2020
MHS	Kristen	Wawrzyniak	Teacher/LDTC TCH.HS.LDTC.MG.02	EPSLA EFMLA EFMLA Anticipated Return	11/19/2020 - 11/29/2020 (Paid; w/ Benefits) 11/30/2020 - 12/11/2020 (Unpaid; w/ Benefits) 12/14/2020 - 12/31/2020 (Paid; w/ Benefits) 01/01/2021

Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
MHS	Carron	Ankiel-Kohn	Teacher/English (Leave Replacement) TCH.HS.ENGL.MG.07	Rachel Sitar	MA+30	15-16 (J)	\$86,235	Yes	09/01/2020 – 11/27/2020 – <i>Revised</i>
LMS	Kathy	De Oliveira	Teacher/6 th Grade LA/SS (Leave Replacement) TCH.LM.ENGL.06.06	Kristin Kaplan	MA	1 (A)	\$67,685	Yes	09/01/2020 – 12/23/2020 – <i>Revised</i>
VES	Andrew	Martinez	Teacher/Grade 3 TCH.VS.TCHR.03.08	Valerie LoCoco	BA	1 (A)	\$61,685	Yes	01/01/2021 – 06/30/2021
VES	Andrew	Martinez	Teacher/Grade 3 (Leave Replacement) TCH.VS.TCHR.03.08	Kristen Gluck	BA	1 (A)	\$61,685		09/01/2020 – 12/31/2020 – <i>Revised</i>
DISTRICT	Damian	Pappa	Assistant Superintendent ASP.BO.ASPT.NA.01	Mary McLoughlin	N/A	N/A	\$172,000	Yes	12/01/2020 – 06/30/2021
OHES	Nayda	Spagnolo	Teacher/Spanish TCH.OH.WLNG.02	Gloria Stuart	MA+30	7-8 (E)	\$76,860	Yes	12/01/2020 – 06/30/2021
UMS	David	Totin	Special Education (Leave Replacement) TCH.UM.LLD.MG.02	Mark Accardi	BA	3-4 (C)	\$63,485	Yes	12/14/2020 – 03/25/2021

Appointments/Renewals (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Tommy	Cagle *	Assistant Custodian + 2 nd Shift CUS.HS.ACUS.NA.01	Willard Crusier	1	\$24,608	\$736	Yes	01/04/21 – 06/30/2021

Transfers

New Position/Location	First	Last	Previous Position/Location	Step	Salary	Dates of Employment
Paraprofessional/LMS AID.LM.TIA.RC.04	Jeannie	Chapowski	Paraprofessional/UMS AID.UM.TIA.RC.11	4	\$26,730	10/28/2020 – 06/30/2021

Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Gretchen	Lainez	Substitute Teacher/Paraprofessional	NEW	2020-2021
DISTRICT	Padma	Pasumarthy	Substitute Teacher/Paraprofessional	NEW	2020-2021

Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
VES	Joseph	Bassford	University of LaVerne	2020-2021	3	\$375.00	Creating a Google Apps Classroom
DISTRICT	Fiona	Borland	Kean University	2020-2021	3	\$2380.89	Clinical Practicum in School District Administration II
OHES	Alison	Koblin	University of LaVerne	2020-2021	3	\$375.00	Anxiety & Phobia Awareness

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
LMS	De Oliveira, Kathy	Melissa LiVoti	Traditional	\$550.00	\$293.33	09/01/2020-12/23/2020 <i>*Revision</i>

Appointments – Curriculum Development 2020-2021

Location	First	Last	Position	Salary	Dates of Employment/Notes
MHS	Gail	Murphy	Curriculum Writing – AP Indicator (Not to Exceed 4 hours)	\$34.00 p/h	11/24/2020 – 12/31/2020

Extra-Curricular Activities 2020-2021

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Christopher	Sima	Football, Volunteer Coach	\$6,200	2020-21 Fall Season (Reimbursed by the Booster Club)
MHS	Marissa	DiCristina	Cheerleading Coach, Varsity	\$5,995.00	2020-21 Winter Season
MHS	Dana	Castronovo	Cheerleading Coach, JV @ 50%	\$2,383.50	2020-21 Winter Season
MHS	Haley	Gregson	Cheerleading Coach, JV @ 50%	\$2,383.50	2020-21 Winter Season
MHS	Katherine	Romanchik	Dance Coach	\$5,995.00	2020-21 Winter Season
MHS	Lilly	Walsh	Dance Coach, Assistant/JV	\$4,767.00	2020-21 Winter Season
MHS	Rob	Melusky	Equipment Manager	\$1,050.00	2020-21 Winter Season
MHS	Matt	Fox *	Ice Hockey Coach, JV	\$7,008.00	2020-21 Winter Season

Other

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
MHS	Craig	Buszka	Teaching 1 Additional Period	\$1,485.12	11/30/2020 – 12/23/2020
MHS	Elizabeth	Dilgard	Teaching 1 Additional Period	\$1,351.25	11/30/2020 – 12/23/2020
MHS	Melissa	Fattorusso	Teaching 1 Additional Period	\$1,357.62	11/30/2020 – 12/23/2020
MHS	Karen	Kwietniak	Teaching 1 Additional Period	\$1,325.75	11/30/2020 – 12/23/2020
MHS	Daniel	Lee	Teaching 1 Additional Period	\$1,198.25	11/30/2020 – 12/23/2020

MHS	Samatha	Nowak	Teaching 1 Additional Period	\$1,096.25	11/30/2020 – 12/23/2020
MHS	Temmy	Olivi	Teaching 1 Additional Period	\$1,542.50	11/30/2020 – 12/23/2020
MHS	Anna	Panova-Cicchino	Teaching 1 Additional Period	\$5,196.60	11/02/2020 – 01/29/2021
MHS	Joseph	Riccardi	Teaching 1 Additional Period	\$1,096.25	11/30/2020 – 12/23/2020
MHS	Inez	Serrano	Teaching 1 Additional Period	\$4,341.60	11/02/2020 – 01/29/2021
MHS	Nitu	Sinha	Teaching 2 Additional Period	\$9,583.20	11/02/2020 – 01/29/2021
MHS	Jason	Sullivan	Teaching 1 Additional Period	\$2,076.52	11/30/2020 – 12/23/2020
LMS	Alma	Reyes	Teaching 2 Additional Periods	\$5,235.35	10/28/2020 – 11/30/2020
LMS	Catherine	Gonzalez	Interpreter	\$20.00 p/h \$45.35 p/h	2020-2021 School Year Prep Time/Lunch/Before or After School Only

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

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

WHEREAS, the Superintendent of Schools has recommended that an employee, whose name is on record in the Superintendent’s office, be placed on administrative leave with pay.

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 was on administrative leave with pay, effective October 30, 2020 through November 17, 2020; and

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

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

4.3 Resolution Authorizing Increment Withholding – Approve the following resolution:

WHEREAS, the Superintendent of Schools (“Superintendent”) has recommended that the Montgomery Township Board of Education (“Board”) withhold the employment and adjustment increments of an Employee whose name is on file in the Superintendent’s office (“Employee”) for the 2021-2022 school year based on unprofessional conduct, performance deficiencies and lack of professional judgment, which the Employee was informed of by the Superintendent during the 2020-2021 school year; and

WHEREAS, on November 24, 2020 the Board provided the Employee with the opportunity for an informal appearance before the Board and to have a representative appear on her behalf and present witnesses and documentary evidence; however, the Employee did not utilize this opportunity; and

WHEREAS, the Board has considered the Superintendent's recommendation together with the entire record including the reasons provided to the Employee by the Superintendent through the Evaluative Memorandum and Notice of Increment Withholding, dated November 17, 2020; and

WHEREAS, the Board has determined that the Superintendent's recommendation to the Board that the Employee's employment and adjustment increments be withheld for the 2021-2022 school year is amply supported by the record as a whole;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby adopts and affirms the Superintendent's recommendation to withhold the Employee's employment and adjustment increments for the 2021-2022 school year; and

BE IT FURTHER RESOLVED that the Board hereby requests that the School Business Administrator/Board Secretary provide the Employee with written notice that her employment and adjustment increments for the 2021-2022 school year are being withheld, together with the reasons therefore, within ten (10) days of the date of this Resolution, all pursuant to N.J.S.A. 18A:29-14.

4.4 Resolution to Approve the Superintendent's Merit Goals for 2020-2021

Whereas, NJAC 6A:23A-3.1 permits a Board of Education to include in its contract with the Superintendent of Schools, quantitative and 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 2020-2021 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 were endorsed by the Executive County Superintendent of Schools:

Qualitative Goal 1: To ensure students' learning and the mental health needs of both students and staff, after the COVID health-related closure, are explicitly identified and addressed. To ensure that any future reliance on distance learning is approached with an eye towards how to improve upon what was launched during the emergency closure of 2019-2020.

Qualitative Goal 2: Strategy Plan for Resource Optimization

- To develop a detailed strategy for districtwide resource optimization, including personnel, academic and support programs, special education, health and safety, and extracurricular activities.
- To develop actionable plans for areas of savings and reduction.
- To identify additional sources of funding.