

MONTGOMERY TOWNSHIP BOARD OF EDUCATION REMOTE MEETING

BUSINESS MEETING MINUTES Tuesday, May 19, 2020

Call to Order – By Board President Tonkin at 6:15 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 May 12, 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 - Present
Michael Morack, Jr.- Present
Jinesh Patel - Present

Ranjana Rao - Present
Dr. Biren Saraiya - Present
Shreesh Tiwari - Present
Joanne Tonkin - Present

Also Present: Mary McLoughlin, Acting Superintendent of Schools
Damian Pappa, Acting Assistant Superintendent of Schools
Kelly Mattis, Assistant Superintendent of Human Resources
Thomas M. Venanzi, Interim School Business Administrator/Interim Board Secretary
David Palumbo, Associate School Business Administrator/Assistant Board Secretary

EXECUTIVE SESSION

The Board convened in Executive Session at 6:15 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 7:38 p.m.

SALUTE THE FLAG

PUBLIC HEARING ON THE REFUNDING OF BOND ORDINANCE

Mr. Venanzi discussed the refunding of the bond ordinance. Every year, school districts have to do a review of outstanding bonds to see if a savings of 3% can be saved in outstanding debt through refinancing of the debt. There is a legal process to follow to introduce the ordinance. The first reading was approved at the April 28th meeting, and the final and last reading will be approved tonight. It's item 3.8 tonight. Also, this gives the public an opportunity to weigh in on the refunding. The district has two outstanding issues where we can achieve at least 3% savings based on current market. The combined amount to be refunded is \$10.3 million. The term of the refunding will be six years. Anticipated savings would be \$720,000 over the next six years or \$120,000 per year. We are expecting to get our credit rating from S&P. Our current rating is AA+, which is the second possible highest rating. We don't have any expectation that the credit rating will improve. The best scenario is to maintain a AA+ rating. This rating will impact the interest rate. The rates are better with a higher rating.

Time was allowed for questions and comments from the board and public.

There were no public comments on the refunding of the bond ordinance.

SUPERINTENDENT'S REPORT/PRESENTATIONS

Ms. McLoughlin stated that it is a pleasure to announce that Mr. Paul Popadiuk, Montgomery High School principal, is organizing a virtual graduation for the 2020 graduates. The graduation will be held on June 19, 2020 at 6 PM. The graduates will be dressed in cap and gown. Ms. McLoughlin also announced that registration for kindergarten and Kid Connection have started.

Ms. McLoughlin reported that the district will be appointing a new business administrator, Ms. Alicia Schauer, tonight. Ms. Schauer is present tonight, and she is very excited to be joining our team, to work with everyone and to put the children first.

NEW BUSINESS FROM BOARD/PUBLIC

None

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

- Student Representative Report – None
- MTEA Report – Mr. Scott Mason, MTEA President, stated that they are continuing to work collaboratively with all stakeholders to achieve the best possible outcome during this time period.
- Board Member Delegate/Representative Reports – (SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.) - Ms. Bursh reported that the Somerset County School Boards Association meeting was held virtually. Legislative issues that may affect school districts were discussed. One bill could add three months to state fiscal years, and another bill could affect local taxes paid to the schools. Another bill under consideration could have employees who make less than \$60K furloughed, but they can receive unemployment. Ms. Bursh will attend a delegate assembly meeting in June.
- PTSA – Mr. Patel stated that there is not much going on. All three organizations are presenting their slate of officers for next year. Elections will be held next month.
- Educational services commission – Ms. Tonkin said that the next meeting will be held on Wednesday, June 3rd.
- Municipal Alliance – Ms. Tonkin was advised that Alliance meetings will not be held during COVID-19. Mental health services will continue. Thanked all first responders, student and staff members working with Montgomery Township community members.

Board Committee Reports

- Assessment, Curriculum and Instruction Committee (ACI) – Ms. Miller reported that the ACI Committee met on May 6th, and will be meeting on May 20th for a complete curriculum meeting. The committee discussed the senior trip and the trip to Italy. As far as the Italy trip, Mr. Warshafsky, Supervisor of Visual and Performing Arts, is working with the travel company. The travel company sent a letter that the money has been mailed to the school district, and the parents will complete a form on how to be reimbursed. The trip was around \$3,600, and the parents lost around \$1,300. We discussed future senior trips with Mr. Popadiuk as we need to plan for the unknown for next year.

- Operations, Facilities and Finance Committee (OFF) – Mr. Tiwari reported that the committee met on May 8th, and the MTEA and APSMT presidents were present. The committee discussed the financials, which have not had much of a shift. We discussed the current situation and are looking at some cost avoidance and loss in revenues, including State Aid. There could be a shortfall in building rentals. We have to take the approach of being conservative and think about any unforeseen expenses. Bonds refunding will save roughly 3%. We discussed the health insurance move from fully insured to self insured, and the numbers are reflective of one month of data. We will maintain the same premium rates next year as this year. We are looking at a new custodial services renewal at LMS. The vendor wants to renew with their sister company, and we are looking at it from the legal point of view. We discussed the credit rating.

Ms. Rao discussed the renewals of electric and refuse and E-rate renewals, along with the renewal of Pitt Bull.

- Policy and Communications Committee (PCC) – Ms. Bursh reported that there are eight policies on the agenda for a first reading tonight. The committee's next meeting will be held on Thursday, May 21st. Policy 1581 was rewritten to be in compliance for domestic violence. Policy 8600 discusses transportation for public and nonpublic students. It limits the walk to the bus stop to be less than one mile. Bus driver policy 8630 discusses visual capability and number of physicals for individuals over the age of 70. The committee reviewed the policies on the agenda tonight.
- Human Resource Committee (HRC) – Mr. Patel reported that the committee met on May 12th. Mr. James Dolan, who will be the MTEA president next year, joined the meeting as well as Mr. Mason and Ms. Riddell, APSMT president. The APSMT ratified the agreement with the board through 2024-2025. The committee discussed staff evaluations per the Department of Education's standards. Several job descriptions were shared with the committee. Ms. Mattis discussed the personnel agenda which is reflected on tonight's 4.1 agenda. We discussed the hiring of a business administrator who will be starting around July 20th. The committee's next meeting will be held on June 16th.
- President's Report – Ms. Tonkin stated that in our previous meetings we have shared appreciation for individuals in our schools and community members. She thanked fellow board members for their dedication. Petitions are available for anyone interested to be a board member.

APPROVAL OF MINUTES – Mr. Patel motioned that the Board of Education approve the minutes of the following meeting seconded by Ms. Miller. Upon call of the question, the motion carried unanimously.

April 28, 2020

Executive Session I Meeting

April 28, 2020

Executive Session II Meeting

April 28, 2020

Business Meeting

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

1. Email dated 4/24/20 from J. Barth regarding MHS graduation
2. Email dated 4/29/20 from K. Capuzzi regarding MHS graduation
3. Email dated 4/30/20 from C. Reicheg regarding Bus/Other operating expense reimbursement
4. Email dated 4/30/20 from P. Johnson regarding Congratulations to Mary

PUBLIC COMMENTS

None

ACTION AGENDA

Ms. Bursh motioned items 1.1 through 4.1 seconded by Mr. Morack, Jr. and approved by a unanimous roll call vote.

1.0 ADMINISTRATIVE

- 1.1 Policy First Reading - Accept the following policies and regulations as a first reading:

| | |
|-------|------------------------------------|
| 0152 | Board Officers |
| 1581 | Domestic Violence |
| 1581R | Domestic Violence |
| 8600 | Student Transportation |
| 8600R | Student Transportation |
| 8630 | Bus Driver/Bus Aide Responsibility |
| 8630R | Emergency School Bus Procedures |
| 9210 | Parent Organizations |
| 9400 | Media Relations |

2.0 CURRICULUM & INSTRUCTION

- 2.1 District 2020-2021 Fiscal Impact Report – Approve the 2020 – 2021 Fiscal Impact Report that is a component of our District Teacher Mentoring Program for Provisional Teachers.
- 2.2 S.O.A.R Summer Program, Pre-K – Grade 12 – Approve the 2020 SOAR Summer Program. This program will run from June 25, 2020 – August 28, 2020.
- 2.3 Charlotte Danielson Teacher Evaluation Model – Approve the Charlotte Danielson Teacher Evaluation Model utilizing Frontline as per ACHIEVENJ mandate for the 2020-2021 school year.
- 2.4 The Marshall Principal Evaluation Rubrics – Approve The Marshall Principal Evaluation Rubrics for the 2020-2021 school year for administrator evaluations.
- 2.5 Distance Learning Plan - Approve the amended 2019-2020 K-12 District Distance Learning Plan to be used during an extended emergency school closing.

2.6 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 |
| 105893 | Douglass Developmental Disabilities Center | 7/1/20-6/18/21 | Included | \$135,750.12 | \$135,750.12 |
| 100016 | Douglass Developmental Disabilities Center | 7/1/20-6/18/21 | Included | \$157,998.24 | \$157,998.24 |
| 102426 | Douglass Developmental Disabilities Center | 7/1/20-6/18/21 | Included | \$135,750.12 | \$135,750.12 |
| 103382 | The Eden School | 7/6/20-6/24/21 | \$16,921.10 | \$89,440.10 | \$106,361.20 |
| 103382 | The Eden School 1:1 Aide | 7/6/20-6/24/21 | \$6,529.25 | \$34,511.75 | \$41,041.00 |
| 181201 | Morris-Union Jointure Commission Developmental Learning Center | 7/3/20-6/10/21 | \$15,991.00 | \$95,947.00 | \$111,938.00 |
| 106729 | Morris-Union Jointure Commission Developmental Learning Center | 7/3/20-6/10/21 | \$15,991.00 | \$95,947.00 | \$111,938.00 |
| 100041 | Morris-Union Jointure Commission Developmental Learning Center | 7/3/20-6/10/21 | \$15,991.00 | \$95,947.00 | \$111,938.00 |
| 106729 | Morris-Union Jointure Commission Developmental Learning Center 1:1 Aide | 7/3/20-6/10/21 | \$7,182.00 | \$69,900.00 | \$77,082.00 |

2.7 Consultant Approvals 2019-2020 - Approve the following consultants for the 2019-2020 school year:

| CONSULTANT NAME/VENDOR | SERVICES PROVIDED | RATES OF SERVICE |
|-------------------------------|---|--|
| Beyond Communications | Comprehensive Speech/Language Evaluation | \$2600.00/eval |
| | Comprehensive Education Evaluation | \$2600.00/eval |
| Dr. Melissa Sadin | Provide two (2) virtual workshops to district employees on Trauma Informed Special Education and Building Resilience Amid a Pandemic, June 2020 | Not to Exceed \$1,000.00 To be funded by Title II |

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

| CONSULTANT NAME/VENDOR | SERVICES PROVIDED | RATES OF SERVICE |
|---|---|---|
| Kiker Learning | Provide 4 days of virtual professional development "Google Summit" to be provided by August 2020 | \$11,000.00 To be funded by Title II |
| Dr. Melissa Sadin | Provide 1 day of virtual professional development for district employees on Trauma Informed Schools | \$3,750.00 To be funded by Title II |
| Advancing Opportunities | Assistive Technology Evaluation Assistive Technology Support/Training Augmentative Communication Evaluation Augmentative Communication Support/Training *Travel included | \$990.00/eval \$155.00/hour \$1200.00/eval \$185.00/hour |
| Alternatives Inc. / Bridges to Employment | Community Based Vocational Assessment 18-20 hrs CBVA Mini Assessment 11-13 hrs Career Classroom Instruction Job Coaching Job Placement Admin Fees-Meeting Attendance Transportation-to & from job sites or school | \$1500.00/each \$1000.00/each \$150.00/class \$60.00/hour \$60.00/hour \$60.00/hour \$75.00/day |
| Behavior Therapy Associates | Behavioral Consults/Functional Behavioral Assessments: Dr. Steven Gordon Dr. Michael Selbst Dr. Debra Salzman Dr. Rory Panter Dr. Rebecca Schulman Dr. Ashley Zultanky Katherine DeCotiis Wiedemann Social Skills Training - 3 hours On-Site Consultation - 2 hours Virtual Consultation - 2 hours | \$320.00/hour \$290.00/hour \$280.00/hour \$260.00/hour \$240.00/hour \$160.00/hour \$200.00/hour \$750.00 \$700.00/2 hours \$500.00/2 hours |
| Beyond Communications | Teacher of Deaf Services / Itinerant Speech Therapy Articulation Evaluation Articulation/Language Evaluation Executive Function Evaluation Social Skills Evaluation Diagnostic Dyslexia Evaluation IEP Review Consultation Comprehensive Speech/Language Evaluation Comprehensive Education Evaluation | \$160.00/hour \$140.00/hour \$350.00/eval \$575.00/eval \$695.00/eval \$1200.00/eval \$1800.00/eval \$1800.00/eval \$2600.00/eval \$2600.00/eval |

| | | |
|--|--|--|
| EBS - Educational Based Services | Speech Language Pathology Occupational Therapy Physical Therapy School Psychologist Board Certified Behavior Analyst (BCBA) Special Education Teacher | \$77.85/hour \$77.85/hour \$82.85/hour \$87.85/hour \$109.85/hour \$72.85/hour |
| Educational Specialized Associates LLC | Educational Evaluation Psychological Evaluation Psychiatric Evaluation Neurological Evaluation Neurodevelopmental Assessment Speech/Language Assessment Occupational or Physical Therapy Evaluation Physical Therapy / Occupational Therapy Home Instruction Function Behavior Assessment (FBA) ***Bilingual Available | \$500.00/eval \$500.00/eval \$800.00/eval \$800.00/eval \$800.00/eval \$500.00/each \$500.00/each \$125.00/hour \$75.00/hour \$1200.00/each |
| Educere, LLC | <u>K-12 Virtual Education Services:</u> Course Specific Complete Full Year Courses Complete Half Year Courses Partial Courses-Homebound Instruction Abbreviated Courses | \$249.00 - \$1250.00 \$199.50 - \$625.00 \$29.00/week \$195.00 - \$500.00 |
| EI US, LLC / DBA LearnWell | Medical Bedside Instruction | \$52.00/hour |
| Garden State AAC Specialists, LLC | Augmentative/Alternative Communication Tier 1 - Evaluation Tier 2 - Evaluation Functional Communication Evaluation Consultation, Meetings Prof Develop/Training/In-Services Written Implementations Plans Travel Time | \$1250.00/each \$2125.00/each \$475.00/each \$135.00/hour \$150.00/hour \$135.00/hour \$35.00/hour |
| Gold Psychological Services | Psychological Evaluation | \$750.00/eval |
| Learning Tree Multicultural/Multilingual Evaluation & Consulting, Inc. | Bilingual Spanish CST Evaluations Bilingual CST Evaluations -other languages Attend CST Meeting | \$750.00/eval \$800.00/eval \$120.00/hour |
| Mintz, Jesse, MD.,FAAP | Neuro-Developmental Pediatric Evaluation | \$450.00/eval |

| | | |
|---|--|--|
| Morris Psychological Group | Neuropsychological Testing Evaluation (Full) Neuropsychological Testing/evaluation-Addtl Hours Extensive Record Review On-Site Observation On-Site Travel Fee | \$3,250.00/eval \$325.00/hour \$325.00/hour \$325.00/hour \$200.00 |
| Morris-Union Jointure Commission | Occupational Therapy Physical Therapy | \$255.00/hour \$285.00/hour |
| New Jersey Brain Care Dr. Lynette McKeon | Neuropsychological Evaluation-Comprehensive Neuropsychological Evaluation-Supplemental | \$3,500.00/eval \$2,500.00/eval |
| NJ Commission for the Blind and Visually Impaired | Education Services for Students: Level 1 (up to 8 sessions/week) Level 2 (up to 30 sessions/week) Level 3 (2-3 lessons/week) Level 4 (4 lessons/week) | \$2,100 each \$5,000 each \$13,900 each \$15,800 each |
| Princeton Mental Health, LLC, Saranga Bhalla, M.D. | Psychiatric Evaluation w/report | \$1000.00/eval |
| Speech & Hearing Associates | <u>Evaluations with reports:</u> Central Auditory Process Comprehensive Peripheral Audiological Hearing Aid Speech-Language Bilingual Speech-Language Language Processing Evaluation Speech/Language Therapy - 30 min S/L Therapy - 45 min S/L Therapy - 1 hour AAC Evaluation In-School Consult-2 hr minimum | \$585.00/eval \$280.00/eval \$400.00/eval \$600.00/eval \$775.00/eval \$775.00/eval \$85.00/30 min \$127.50/45 min \$160.00/hour \$775.00/eval \$150.00/hour |
| Technology for Education and Communication Consulting Group | Speech & Language Evaluation Augmentative Communication Evaluations: On Site On Site & Home Visit Assistive Technology Evaluation Assistive Tech/Augment Comm Consult Speech Consult / Speech Therapy Assistive Technology/AAC Gen Training iPad Training 1/2 Day iPad Training Full Day | \$550.00/each \$900.00/each \$975.00/each \$850.00/each \$125.00/hour \$100.00/hour \$150.00/hour \$600.00 each \$1050.00/each |

| | | |
|--------------------------------------|---|---|
| Trinitas Children's Therapy Services | Occupational or Physical Therapy @ School Speech Therapy @ School OT/PT/ST @ Center 15 min Session OT/PT/ST @ Center 30 min Session OT/PT/ST @ Center 45 min Session OT/PT/ST @ Center 60 min Session OT/PT/Speech Evaluations OT/PT/Speech Re-Evaluations | \$87.72/hour \$92.00/hour \$50.00/session \$75.00/session \$90.00/session \$115.00/session \$350.00/each \$250.00/each |
| United Therapy Solutions | Occupational / Physical Therapy & Speech In district Occupational/Physical/Speech: Home Out of District School Occupational/Physical Therapy Evaluations In district Out of District School | \$80.00/hour \$175.00/hour \$160.00/hour \$350.00/hour \$375.00/hour |

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 April 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 April 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 April 30, 2020 within the 2019-2020 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 May 20, 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 \$6,062,481.88 and

| | |
|-----------------------------|-----------------------|
| General Account | \$6,027,983.90 |
| Food Service Account | \$ 34,497.98 |
| TOTAL | \$6,062,481.88 |

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 Approval of the Successor Collective Negotiations Agreement for APSMT

WHEREAS, the Montgomery Township Board of Education (hereinafter referred to as the “Board”) and the Association of Principals and Supervisors of Montgomery Township (hereinafter referred to as the “Association”) have negotiated a successor collective negotiations agreement (hereinafter referred to as the “CNA”) for the 2020-2021, 2021-2022, 2022-2023, 2023-2024 and 2024-2025 school years; and

WHEREAS, the Association has, by a majority vote of its membership, ratified the CNA.

NOW THEREFORE BE IT RESOLVED, that the Board hereby ratifies and approves the terms of the CNA for the 2020-2021, 2021-2022, 2022-2023, 2023-2024 and 2024-2025 school years, which is attached to this Resolution and made a part hereof; and

BE IT FURTHER RESOLVED, that the Board hereby authorizes the Board President and the Board Secretary to execute on behalf of the Board, the CNA by and between the Board and the Association.

3.5 Schedule for Requisition of Taxes - approve the schedule for requisition of taxes from Montgomery Township for the 2020-2021 school year.

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION
TAX LEVY SCHEDULE FOR 2020-2021
MONTGOMERY TOWNSHIP**

| | General Fund | Debt Service | Total |
|-------------------|------------------------|-----------------------|----------------------|
| 1-Jul-20 | \$6,712,425.50 | \$1,762,502.00 | 8,474,927.50 |
| 3-Aug-20 | \$6,712,425.50 | \$1,762,502.00 | 8,474,927.50 |
| 1-Sep-20 | \$6,356,195.62 | | 6,356,195.62 |
| 1-Oct-20 | \$6,356,195.62 | | 6,356,195.62 |
| 2-Nov-20 | \$6,356,195.62 | | 6,356,195.62 |
| 1-Dec-20 | \$6,356,195.64 | | 6,356,195.64 |
| TOTAL 2020 | \$38,849,633.50 | \$3,525,004.00 | 42,374,637.50 |
| 4-Jan-21 | \$6,474,938.92 | \$1,175,001.33 | 7,649,940.25 |
| 1-Feb-21 | \$6,474,938.92 | \$1,175,001.33 | 7,649,940.25 |
| 1-Mar-21 | \$6,474,938.92 | \$1,175,001.34 | 7,649,940.26 |
| 1-Apr-21 | \$6,474,938.92 | | 6,474,938.92 |
| 3-May-21 | \$6,474,938.92 | | 6,474,938.92 |
| 1-Jun-21 | \$6,474,938.90 | | 6,474,938.90 |
| TOTAL 2021 | \$38,849,633.50 | \$3,525,004.00 | 42,374,637.50 |
| TOTAL LEVY | \$77,699,267.00 | \$7,050,008.00 | 84,749,275.00 |

- 3.6 Schedule for Requisition of Taxes - approve the schedule for requisition of taxes from Borough of Rocky Hill for the 2020-2021 school year.

**TAX LEVY SCHEDULE FOR 2020-2021
ROCKY HILL**

| | General Fund | Debt Service | Total |
|-------------------|-------------------------|-------------------------|-----------------------|
| 1-Jul-20 | \$180,721.20 | \$23,794.50 | \$204,515.70 |
| 3-Aug-20 | \$204,515.70 | | \$204,515.70 |
| 1-Sep-20 | \$153,386.78 | | \$153,386.78 |
| 1-Oct-20 | \$153,386.78 | | \$153,386.78 |
| 2-Nov-20 | \$153,386.77 | | \$153,386.77 |
| 1-Dec-20 | \$153,386.77 | | \$153,386.77 |
| TOTAL 2020 | \$998,784.00 | \$23,794.50 | \$1,022,578.50 |
| 4-Jan-21 | \$166,464.00 | \$23,794.50 | \$190,258.50 |
| 1-Feb-21 | \$166,464.00 | | \$166,464.00 |
| 1-Mar-21 | \$166,464.00 | | \$166,464.00 |
| 1-Apr-21 | \$166,464.00 | | \$166,464.00 |
| 3-May-21 | \$166,464.00 | | \$166,464.00 |
| 1-Jun-21 | \$166,464.00 | | \$166,464.00 |
| TOTAL 2021 | \$998,784.00 | \$23,794.50 | \$1,022,578.50 |
| TOTAL LEVY | \$1,997,568.00 | \$47,589.00 | \$2,045,157.00 |

- 3.7 Approval of Medical, Prescription and Dental Rates – approve the following resolution to establish rates to be in effect for Medical, Prescription and Dental plans under the board's self-insurance program effective July 1, 2020 through June 30, 2021:

WHEREAS, the Montgomery Township Board of Education approved entering into a group medical, prescription drug, and dental self-insurance administrative services contract with Horizon Blue Cross Blue Shield of New Jersey effective March 1, 2020; and

WHEREAS, it is necessary for the Board of Education to establish rates for these programs for the purpose of determining contributions from employees; and

WHEREAS, the district's broker of record, Brown and Brown has recommended that the district maintain the same rates that were in effect during the 2019-20 school year;

NOW THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education approve the following monthly rates for medical, prescription drug and dental programs for the period July 1, 2020 through June 30, 2021:

| Program | Single | Parent/Child(ren) | 2 Adult | Family |
|--------------------|---------------|--------------------------|----------------|---------------|
| Direct Access 10 | \$888.07 | \$1,651.81 | \$1,776.15 | \$2,539.89 |
| Direct Access 15 | \$845.41 | \$1,572.48 | \$1,690.84 | \$2,417.90 |
| Direct Access 1525 | \$820.52 | \$1,526.17 | \$1,641.03 | \$2,346.67 |
| Direct Access 2030 | \$771.12 | \$1,434.28 | \$1,542.25 | \$2,205.39 |
| Direct Access 2035 | \$663.17 | \$1,233.49 | \$1,326.34 | \$1,896.67 |
| POS 10 | \$810.24 | \$1,507.07 | \$1,620.49 | \$2,317.26 |
| POS 1525 | \$748.19 | \$1,391.62 | \$1,496.37 | \$2,139.81 |
| POS 2030 | \$702.38 | \$1,308.62 | \$1,407.12 | \$2,015.55 |
| POS 2035 | \$605.05 | \$1,125.40 | \$1,210.12 | \$1,730.46 |

| Prescription Rates | Single | Parent/Child(ren) | 2 Adult | Family |
|--|---------------|--------------------------|----------------|---------------|
| APSMT/CWA and Sr. Admin Non-Represented | \$304.23 | \$423.49 | \$658.35 | \$658.35 |
| All Other | \$303.00 | \$421.78 | \$655.69 | \$655.69 |

| Dental Rates | Single | Parent/Child(ren) | 2 Adult | Family |
|---------------------|---------------|--------------------------|----------------|---------------|
| All | \$31.57 | \$77.35 | \$77.35 | \$143.42 |

3.8 Approve the Following Resolution on Second and Final Reading Regarding the Refunding of all or a Portion of the Outstanding Callable School Bonds –

REFUNDING BOND ORDINANCE OF THE BOARD OF EDUCATION OF THE TOWNSHIP OF MONTGOMERY IN THE COUNTY OF SOMERSET, NEW JERSEY, PROVIDING FOR THE REFUNDING OF ALL OR A PORTION OF THE OUTSTANDING CALLABLE SCHOOL BONDS OF THE SCHOOL DISTRICT, DATED FEBRUARY 25, 2010, ISSUED IN THE ORIGINAL PRINCIPAL AMOUNT OF \$14,125,000, AND/OR ALL OR A PORTION OF THE OUTSTANDING CALLABLE REFUNDING SCHOOL BONDS OF THE SCHOOL DISTRICT, DATED MAY 10, 2011, ISSUED IN THE ORIGINAL PRINCIPAL AMOUNT OF \$17,215,000, APPROPRIATING NOT TO EXCEED \$11,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF NOT TO EXCEED \$11,000,000 REFUNDING BONDS TO PROVIDE FOR SUCH REFUNDING

BE IT ORDAINED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF MONTGOMERY IN THE COUNTY OF SOMERSET, NEW JERSEY (not less than two-thirds of all members thereof affirmatively concurring) AS FOLLOWS:

Section 1. The Board of Education of the Township of Montgomery in the County of Somerset, New Jersey (the "School District") is hereby authorized to refund all or a portion of the outstanding callable School Bonds of the School District originally issued in the principal amount of \$14,125,000 and dated February 25, 2010 (the "2010 Bonds") and/or to refund all

or a portion of the outstanding callable Refunding School Bonds of the School District issued in the original principal amount of \$17,215,000 and dated May 10, 2011 (the "2011 Bonds") (the 2010 Bonds and the 2011 Bonds are collectively referred to herein as the "Prior Bonds").

The 2010 Bonds maturing on or after September 1, 2021 (the "2010 Refunded Bonds") may be redeemed at the option of the School District in whole or in part on any date on or after September 1, 2020 (the "2010 Redemption Date") at a redemption price equal to 100% of the 2010 Refunded Bonds to be redeemed plus accrued interest, if any, to the 2010 Redemption Date.

The 2011 Bonds maturing on or after August 1, 2021 (the "2011 Refunded Bonds") may be redeemed at the option of the School District in whole or in part on any date on or after August 1, 2020 (the "2011 Redemption Date") at a redemption price equal to the par amount of the 2011 Refunded Bonds to be redeemed plus accrued interest, if any, to the 2011 Redemption Date.

Section 2. In order to finance the cost of the purpose described in Section 1 hereof, negotiable refunding bonds (the "Refunding Bonds") are hereby authorized to be issued in the aggregate principal amount not to exceed \$11,000,000 pursuant to N.J.S.A. 18A:24-61 et seq.

Section 3. An aggregate amount not exceeding \$150,000 for items of expense listed in and permitted under N.J.S.A. 18A:24-61.4 has been included in the aggregate principal amount of Refunding Bonds authorized herein.

Section 4. The purpose of the refunding is to incur an interest cost savings for the School District.

Section 5. A supplemental debt statement has been prepared and filed in the offices of the Township Clerk and the Business Administrator/Board Secretary and in the office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey as required by law. Such statement shows that the gross debt of the Township as defined in the Local Bond Law and the school debt of the School District is increased by the amount the Refunding Bond authorization exceeds the amount of the proposed refunded bonds.

Section 6. No Local Finance Board approval is required as the issuance of the Refunding Bonds will comply with the requirements of N.J.A.C. 5:30-2.5.

Section 7. The Board President, the Superintendent, the Business Administrator/Board Secretary and other appropriate representatives of the School District are hereby authorized to prepare such documents, to publish such notices and to take such other actions as are necessary or desirable to enable the School District to prepare for the sale and the issuance of the Refunding Bonds authorized herein and to provide for the redemption of the Prior Bonds referred to in Section 1 hereof.

Section 8. This bond ordinance shall take effect immediately after final adoption.

- 3.9 E-Rate Consulting & Process Management Services Addendum to Consulting Agreement - approve an addendum to the Consulting Agreement with E-Rate Consulting Inc through the NJ School Board Association (NJSBA) Consortium Agreement for the period of two years from July 1, 2020 through June 30, 2022 to assist the school district in Category One and Category Two Filing fees in accordance with the terms of NJSBA Procurement Number E-8801-ACES-CPS.
- 3.10 Shared Services Agreement with Burlington Township School District - approve a shared services agreement with Burlington Township School District as the lead agency for certain information technology services available from Pitt Bull Secure Technologies for the period July 1, 2020 through June 30, 2021 at a total cost of \$101,169.49 based on pricing through a competitive contracting process conducted by Burlington Township School District.
- 3.11 Approval of Purchase through E-Rate Funding - approve a purchase for a network infrastructure upgrade through the E-Rate bidding process to CDW Government LLC as follows:

| | |
|----------------------|--------------------|
| Total Bid Price | \$121,198.20 |
| Less: E-Rate Funding | <u>- 39,252.23</u> |
| Net Cost to District | \$81,945.97 |

- 3.12 Approve Effective School Solutions, LLC for Professional Services at Montgomery Upper Middle School and Lower Middle School - approve the following resolution:

WHEREAS, there exists a need for professional services for the 2020-21 school year; and

WHEREAS, the Public School Contracts Law (Chapter 114, Laws of 1977) requires that the Resolution authorizing the award of contracts for professional services without competitive bids be publicly adopted; and

WHEREAS, Effective School Solutions, LLC (ESS) will provide a therapeutic environment within Montgomery Upper Middle School and Lower Middle School to assist students with emotional and behavioral challenges to engage with the academic environment and remain at the upper middle school and lower middle school;

NOW THEREFORE BE IT RESOLVED by the Montgomery Township Board of Education that the following be engaged for professional services as described and in the amount not to exceed \$271,480 as follows: Effective School Solutions to provide therapeutic mental health services through licensed professionals to students in Montgomery Upper Middle School and Lower Middle School.

- 3.13 Receipt/Award of Bid – Refuse Removal for the Montgomery Township Board of Education (Bid #B21-02) – Bids were received on May 7, 2020 for refuse removal for the Montgomery Township Board of Education as follows:

| <u>Vendor</u> | <u>Base Bid</u> |
|--|-----------------|
| Republic Services of NJ, LLC dba Raritan Valley Disposal Clinton, NJ | \$68,131.00 |

It is recommended that the Board of Education award bid B21-02 for refuse removal as follows:

| <u>Vendor</u> | <u>Base Bid</u> |
|--|-----------------|
| Republic Services of NJ, LLC dba Raritan Valley Disposal Clinton, NJ | \$68,131.00 |

- 3.14 Receipt/Award of Bid – Electrician (Bid #B21-03) – Bids were received on May 7, 2020 for an electrician as follows:

| <u>Vendors</u> | <u>Forman</u> | <u>Journeyman</u> | <u>Apprentice</u> | <u>Cost of Replacement Parts</u> |
|---|-----------------|-------------------|-------------------|----------------------------------|
| Magic Touch Construction Co. Inc. Keyport, NJ | \$105.82 per hr | \$95.75 per hr | \$39.75 per hr | +5% Markup |
| Maul Electric, Inc. Dayton, NJ | \$141.00 per hr | \$124.00 per hr | \$90.00 per hr | Cost |

It is recommended that the Board of Education award bid B21-03 for an electrician as follows:

| <u>Vendors</u> | <u>Forman</u> | <u>Journeyman</u> | <u>Apprentice</u> | <u>Cost of Replacement Parts</u> |
|---|-----------------|-------------------|-------------------|----------------------------------|
| Magic Touch Construction Co. Inc. Keyport, NJ | \$105.82 per hr | \$95.75 per hr | \$39.75 per hr | +5% Markup |

- 3.15 Renewal of Contract/Custodial Services and Approval of Transfer for the Lower Montgomery Middle School (Bid #B19-01) – renew for the 2020-2021 school year the following bid; B19-01 of 2018-2019, awarded on June 12, 2018 and renewed on May 21, 2019 in accordance with N.J.S.A. 18A:18A-42 which was awarded to All Clean, but has been transferred by All Clean for the 2020-21 school year to one of its subsidiary companies ACB Services at no increase in cost.

| <u>Vendor</u> | |
|---------------------------------------|--|
| ACB Services, Inc. Cream Ridge, NJ | July 1, 2020 – June 30, 2021 \$244,698.00 |

3.16 Resolution for Participation in Coordinated Transportation for the 2020-21 School Year – approve the following resolution:

WHEREAS, the Montgomery Township Board of Education desires to transport special education, non-public, public and vocational school students to specific destinations; and

WHEREAS, the Educational Services Commission of New Jersey, hereinafter referred to as the ESCNJ, offers coordinated transportation services; and

WHEREAS, the ESCNJ will organize and schedule routes to achieve the maximum cost effectiveness;

NOW THEREFORE, it is agreed that in consideration of pro-rated contract costs, plus an administration fee of 4% for member districts, as presented to the Montgomery Township Board of Education as calculated by the billing formula adopted by the ESCNJ's Board of Education. Said formula shall be based on a route cost divided by the number of students allocated to each participating district. The total amount to be charged to districts will be adjusted based on actual costs.

- 1) The ESCNJ will provide the following services:
 - a. routes coordinated with other districts to achieve a maximum cost reduction while maintaining a realistic capacity and travel time;
 - b. monthly billing and invoices;
 - c. computer print-outs of student lists for all routes coordinated by ESCNJ;
 - d. all necessary interaction and communication between the sending district, receiving school, and the respective transportation contractors;
 - e. constant review and revision of routes;
 - f. provide transportation within three days or sooner after receipt of the written request; and

It is further agreed that the Montgomery Township Board of Education will provide the ESCNJ with the following:

- a. requests for special transportation on approved forms to be provided by the ESCNJ, completed in full and signed by authorized district personnel;
 - b. withdrawal for any transportation must be provided in writing and signed by authorized district personnel; no billing adjustments will be made without this completed form and will become effective on the date the form is received;
- 2) Additional Cost – all additional costs generated by unique requests such as mid-day runs or early dismissals will be borne by the district. All such costs must first be approved by the Montgomery Township Board of Education.
- 3) Length of Agreement – this agreement and obligations and requirements therein shall be in effect between July 1, 2020 and June 30, 2021.
- 4) Entire Agreement – this agreement constitutes the entire and only agreement between the parties and may be amended by an instrument in writing over authorized signature.

4.0 PERSONNEL

- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (see Pages 21-30).

ANNOUNCEMENTS BY THE PRESIDENT

- Ms. Tonkin announced that our next board meeting will be held on June 23rd.

EXECUTIVE SESSION

The Board convened in Executive Session at 8:14 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 item 3.

Action will not take place on this item.

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

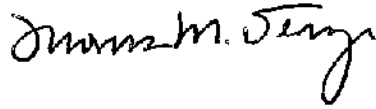
RECONVENE IN OPEN SESSION – The Board returned from Executive session 9:20 p.m.

ADJOURNMENT

Mr. Tiwari motioned to adjourn at 9:22 p.m. seconded by Ms. Rao. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 9:22 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Thomas M. Venanzi". The signature is written in a cursive, flowing style.

Thomas M. Venanzi
Interim Board Secretary

4.1 PERSONNEL**Resignations/Retirements/ Rescissions**

| Location | First | Last | Position | Effective | Reason | Dates of Employment/Notes |
|----------|-----------|-----------|--------------------------------------|------------|-------------|---------------------------|
| OHES | RoseMarie | D'Allegro | Paraprofessional AID.OH.TIA.LD.01 | 07/01/2020 | Resignation | 09/01/2009 – 06/30/2020 |
| TRANS | Henry | Makuch | Bus Driver TRN.TR.DRVR.NA.39 | 09/01/2020 | Retirement | 01/19/2010 – 08/31/2020 |

Leaves of Absence

| Location | First | Last | Position | Type of Leave | Dates of Leave/Notes |
|----------|----------|----------|---|--|---|
| MHS | Brian | Grieco | Teacher/Physics TCH.HS.SCNC.MG.05 | Leave of Absence Anticipated Return | 04/07/2020 – 06/30/2020 (Paid; w/ Benefits) - <i>Revised</i> 09/01/2020 - <i>Revised</i> |
| MHS | Samantha | Lloyd | Teacher/Mathematics TCH.HS.MATH.MG.07 | Temporary Disability FMLA Unpaid Leave Anticipated Return | 09/01/2020 – 09/07/2020 (Paid; waives Benefits) 09/08/2020 – 11/27/2020 (Unpaid; waives Benefits) 11/30/2020 – 12/13/2020 12/14/2020 |
| UMS | Maria | Pazlopez | Teacher/Related Arts TCH.UM.CCNT.MG.07 | Leave of Absence Anticipated Return | 04/29/2020 – 06/07/2020 (Paid; with Benefits) 06/08/2020 |

Appointments/Renewals (Certificated Staff)

| Location | First | Last | Position | Replacing | Degree | Step | Salary | Pro-rated | Dates of Employment/Notes |
|----------|---------|------------|--|----------------------|--------|------------|----------|-----------|---------------------------|
| LMS | Mario | Benitez | Teacher/ESL (Leave Replacement) TCH.LM.ESL.MG.05 | Norelis Martinez | BA | 2-3 (B) | \$61,925 | Yes | 05/04/2020 – 05/08/2020 |
| OHES | Tamara | Harrington | Teacher/Kindergarten (Leave Replacement) TCH.OH.TCHR.KD.01 | Jessica Kotch | BA | 1 (A) | \$61,025 | Yes | 05/18/2020 – 06/30/2020 |
| MHS | Corinne | Nardin | Teacher/English (Leave Replacement) TCH.HS.ENGL.MG.16 | Dianna Muzaurieta | MA | 2-3 (B) | \$67,925 | Yes | 05/12/2020 – 06/30/2020 |

| | | | | | | | | | |
|----------|-------------|-----------|---|--------------------|-----|------------|-----------|-----|-------------------------|
| DISTRICT | Alicia | Schauer * | Business Administrator/ Board Secretary SBA.BO.BADM.NA.01 | Thomas Venzani | N/A | N/A | \$175,000 | Yes | 07/20/2020 – 06/30/2021 |
| MHS | Christopher | Sima | Teacher/Social Studies TCH.HS.SOST.MG.05 | Scott Mason | MA | 7-8 (E) | \$72,360 | Yes | 10/01/2020 – 06/30/2021 |
| UMS | David | Totin | Teacher/Special Education (Leave Replacement) TCH.LM.RCTR.MG.10 | Rachel Ledebuhr | BA | 3-4 (C) | \$63,485 | Yes | 09/01/2020 – 12/11/2020 |

2020-21 Renewals – Certificated Staff - Revisions

| Location | First | Last | Position | Degree | Step | Board Index | Salary |
|----------|----------|-------------|-----------------------|--------|-------|-------------|-------------|
| HS | Peter | Mueller | Cinema &TV Production | MA | 25 | O | \$91,110.00 |
| UCMS | Kevin | Lonergan | Social Studies | BA | 26 | P | \$86,570.00 |
| UCMS | Nicholas | Milton | Science | MA+30 | 3-4 | C | \$73,985.00 |
| LCMS | Jessica | Mains | Grade 6 Math/Science | BA | 13-14 | I | \$73,860.00 |
| LCMS | Jennifer | Snyder | Grade 6 LA/SS | BA | 7-8 | E | \$66,360.00 |
| VES | Lauren | Fornal | School Counselor | MA+45 | 15-16 | J | \$88,485.00 |
| VES | Joanne | Giambertone | Grade 4 | MA+30 | 13-14 | I | \$84,360.00 |

2020-21 Non-Certificated Staff (Secretary and Clerks) - Revisions

| Location | First | Last | Position | Step | Salary |
|----------|--------|------|----------------------|------|----------|
| Trans | Rainey | Lynn | 10 Month Clerk (.48) | 7 | \$17,412 |

2020-21 Renewals – Custodial/Grounds/Maintenance - Revisions

| Location | First | Last | Position | Step | Salary | 2020-21 Stipend (Revised) | 2019-20 Stipend (Revised) |
|----------|--------|-------------|-------------------------------|-------|-------------|---------------------------------|---------------------------------|
| HS | Lorena | Acevedo | Custodian - Day + Swing Shift | 4-5 | \$39,535.00 | \$406 | \$381 |
| HS | Carlos | Benitez | Custodian + 2nd Shift | 2 | \$38,035.00 | \$736 | \$711 |
| HS | Maria | Blazejowicz | Custodian + 2nd Shift | 16-17 | \$48,415.00 | \$736 | \$711 |

| | | | | | | | |
|------|----------|----------------|--|-------|-------------|------------------------------|---------------|
| HS | Nestor | Campos | Custodian + 2nd Shift + Saturday Stipend | 7-10 | \$41,855.00 | \$736 + \$25 per Saturday | \$711 |
| HS | Juan | Colop | Custodian + 2nd Shift | 3 | \$38,785.00 | \$736 | \$711 |
| HS | Willard | Cruser | Custodian + Swing Shift | N/A | N/A | N/A | \$381 |
| HS | Raymond | Dix | Custodian + 3rd Shift | 7-10 | \$41,855.00 | \$925 | \$900 |
| HS | Drew | Gannon | Custodian + 3rd Shift + Saturday Stipend | 7-10 | \$41,855.00 | \$925 + \$25 per Saturday | \$900 |
| HS | Martha | Gomez Eldridge | Custodian + Swing Shift | 4-5 | \$39,535.00 | \$406 | \$381 |
| HS | Rosa | Hagerman | Custodian + 2nd Shift | 11 | \$43,090.00 | \$736 | \$711 |
| HS | Elzbieta | Janusz | Custodian + Head Custodian | 18-21 | \$50,265.00 | \$10,300 | \$10,200 |
| HS | Silvia | Lizardi | Custodian + 2nd Shift | 3 | \$38,785.00 | \$736 | \$711 |
| HS | Erwin | Lopez | Custodian | 22 | \$52,115.00 | | \$711 |
| HS | Regina | Lubowicka | Custodian + 2nd Shift | 7-10 | \$41,855.00 | \$736 | \$711 |
| HS | Hipolito | Perez | Custodian + 2nd Shift | 16-17 | \$48,415.00 | \$736 | \$711 |
| UCMS | Ana | De Paz Ventura | Custodian + Swing Shift | 4-5 | \$39,535.00 | \$406 | \$381 |
| UCMS | Alma | Feria | Custodian + 2nd Shift + Night Supervisor | 4-5 | \$39,535.00 | \$736+\$1,115 | \$711+\$1,065 |
| UCMS | Halina | Loc | Custodian + 2nd Shift | 16-17 | \$48,415.00 | \$736 | \$711 |
| UCMS | Esteban | Sanchez | Custodian + Head Custodian | 22 | \$52,115.00 | \$5,440 | \$5,340 |
| UCMS | Eduardo | Sosa | Custodian + 2nd Shift | 3 | \$38,785.00 | \$736 | \$711 |
| UCMS | Gilberto | Taracena | Custodian + 2nd Shift | 7-10 | \$41,855.00 | \$736 | \$711 |
| VES | Cyril | Boco | Custodian + 2nd Shift | 11 | \$43,090.00 | \$736 | \$711 |
| VES | Michael | Colucci | Custodian + 2nd Shift | 13-15 | \$46,565.00 | \$736 | \$711 |
| VES | Debra | Newbury | Custodian + 2nd Shift + Night Supervisor | 18-21 | \$50,265.00 | \$736+\$1,115 | \$711+\$1,065 |
| VES | Kenneth | Vaccaro | Custodian + Head Custodian | 22 | \$52,115.00 | \$5,440 | \$5,340 |
| OHES | Stephen | Bruzzano | Custodian + 2nd Stipend | 16-17 | \$48,415.00 | \$736 | \$711 |
| OHES | Paul | Harvey Jr | Custodian + Head Custodian | 22 | \$52,115.00 | \$5,440 | \$5,340 |
| OHES | Kevin | Owens | Custodian + 2nd Shift | 13-15 | \$46,565.00 | \$736 | \$711 |
| OHES | Dorota | Roszkowska | Custodian + Swing Shift | 3 | \$38,785.00 | \$406 | \$381 |
| OHES | Johana | Soto | Custodian + 2nd Shift | 7-10 | \$41,855.00 | \$736 | \$711 |
| OHES | Glen | Wilkens | Custodian + 2nd Shift + Night Supervisor | 22 | \$52,115.00 | \$736+\$1,115 | \$711+\$1,065 |

Tuition Reimbursement

| Location | First | Last | School | School Year | Credits | Reimbursed Amount | Course |
|----------|---------|---------|-----------------------|-------------|---------|-------------------|--|
| OHES | Alyssa | Avino | TCNJ | Spring 2020 | 3 | \$1875.00 | The Kinesthetic Classroom <i>*Rescind</i> |
| LMS | Erika | Fedo | University of LaVerne | 2020-2021 | 3 | \$375.00 | Effective Character Education |
| LMS | Erika | Fedo | University of LaVerne | 2020-2021 | 3 | \$375.00 | Understanding Autism |
| MHS | Jane | Heebner | University of LaVerne | 2020-2021 | 3 | \$375.00 | Drugs: Licit & Illicit |
| MHS | Jane | Heebner | University of LaVerne | 2020-2021 | 3 | \$375.00 | Personal Motivation & Maintaining a Positive Attitude in the Classroom |
| MHS | Jane | Heebner | University of LaVerne | 2020-2021 | 3 | \$375.00 | Creating a Google Apps Classroom |
| OHES | Alexa | Komar | University of LaVerne | 2020-2021 | 3 | \$375.00 | Understanding & Dealing with Difficult Parents |
| OHES | Alexa | Komar | University of LaVerne | 2020-2021 | 3 | \$375.00 | ADD/ADHD Strategies & Interventions for the Classroom |
| LMS | Lisa | Romano | NJPSA/FEA | - | - | \$850.00 | NJ Leader to Leader |
| BOE | Kristen | Taylor | NJPSA/FEA | - | - | \$1500.00 | NJ Leader to Leader |
| OHES | Jessica | Troy | TCNJ | Spring 2020 | 3 | \$1875.00 | The Kinesthetic Classroom <i>*Rescind</i> |

SOAR Appointments – 2020-2021

| Location | First | Last | Position | Salary/Stipend | Dates/Notes |
|----------|-----------|----------|---|----------------------------|-------------------------|
| MHS | Nora | Kobylarz | SOAR Secretary | \$1,000 stipend | 05/15/2020 – 08/28/2020 |
| MHS | Diane | Talarick | SOAR HS Secretary (Not to Exceed 10 hours) | \$35.40 p/h | 07/06/2020 – 09/01/2020 |
| MHS | Julia | Arnold | SOAR Student Assistant | \$3,500 stipend | 05/15/2020 – 08/28/2020 |
| MHS | Lauren | McKenna | SOAR Student Assistant (Not to Exceed 135 hours) | \$10.00 p/h | 05/15/2020 – 08/07/2020 |
| MHS | Kimberly | Cappola | SOAR TIA (Not to Exceed 70 hours) | \$17.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Vandana | Sethi | SOAR TIA (Not to Exceed 70 hours) | \$17.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Jacquelyn | Butler | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Alyssa | Avino | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |

| | | | | | |
|-----|----------|-------------|---|----------------------------|-------------------------|
| MHS | Meghan | Molinaro | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Nick | Mylowe | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Tim | Leicht | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Veronica | Romano | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Karen | Damato | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Kimberly | Marshall | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Dana | Bucci | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Michele | Caltiere | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Rob | Bucci | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Lauren | Nesci | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Eric | Sletteland | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Joanne | Giambertone | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Genifer | Leimbacher | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Peter | Rosenberg | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Amanda | Bassford | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Michelle | Barbarasch | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Enrica | Pirone | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Jenn | Snyder | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Kristin | Ciesielski | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Henna | Tailor | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |

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|-----|----------|-----------|--|----------------------------|-------------------------|
| MHS | Inez | Serrano | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Brian | Grieco | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Bianca | Olsen | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Kimberly | Benkovich | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Tracy | Vail | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Lynn | Powers | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Armando | Quiroz | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Jason | Sullivan | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Veronica | Romano | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Michael | Razzoli | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Caitlin | Mannion | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Rama | Bulusu | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Samantha | Lloyd | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Kristina | Colandrea | SOAR Instructor (Not to Exceed 70 hours) Prep (Not to Exceed 20 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Mark | Priebacha | SOAR Instructor (Not to Exceed 135 hours) Prep (Not to Exceed 40 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Ron | Dolenti | SOAR Instructor (Not to Exceed 135 hours) Prep (Not to Exceed 40 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Jenna | Lugo | SOAR Instructor (Not to Exceed 135 hours) Prep (Not to Exceed 40 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Jaissa | Almonte | SOAR Instructor (Not to Exceed 135 hours) Prep (Not to Exceed 40 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Mary | Chemris | SOAR Instructor (Not to Exceed 135 hours) Prep (Not to Exceed 40 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Liz | Dilgard | SOAR Instructor (Not to Exceed 135 hours) Prep (Not to Exceed 40 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |

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|-----|-----------|-----------|--|----------------------------|-------------------------|
| MHS | Lisa | Chedid | SOAR Instructor (Not to Exceed 135 hours) Prep (Not to Exceed 40 hours) | \$59.98 p/h \$30.00 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Veronica | Gadhock | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Trevor | Reeder | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Savita | Kaushal | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Laurie | Treene | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Susan | Teza | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Laura | Bell | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Henna | Tailor | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Michele | Caltiere | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Terry | Foltiny | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Betsy | Valenza | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Mary | Walker | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Nick | Milton | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Pete | Rosenberg | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Alison | Pungello | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Meredith | Sferra | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Kristen | Doulis | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Julia | Santoro | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Elizabeth | Gerber | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Marissa | Fuller | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Anna | Panova | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Alyssa | Avino | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Norelis | Martinez | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |

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|-----|-----------|-----------|-----------------|-------------|-------------------------|
| MHS | Christine | Seddon | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Maya | Colitsas | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Lisa | Chedid | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Sharon | Baller | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Diamond | DaBronzo | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Claudia | Hopkins | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Savita | Kaushal | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Julia | Arnold | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |
| MHS | Christina | Pescatore | SOAR Substitute | \$59.98 p/h | 06/25/2020 – 08/28/2020 |

Appointments – To be Funded by FY2021 Title I Funds

| Location | First | Last | Position | Salary/Stipend | Dates of Employment/Notes |
|-----------------|--------------|--------------|--|-----------------------|----------------------------------|
| MHS | Jenna | Lugo | MHS Achieve – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |
| MHS | Christian | Lugo | MHS Achieve – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |
| UMS | Michelle | Feigenwinter | UMS Achieve – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |
| UMS | Staci | Anderson | UMS Achieve – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |
| LMS | Kaitlin | O'Donnell | LMS Achieve – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |
| VES | Michelle | Barbarasch | Bluebird Club – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |
| VES | Casey | Maxwell | Bluebird Club – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |
| OHES | Eric | Sletteland | The Bridges Club – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |
| OHES | Laura | Sapnar | The Bridges Club – Program Coordinator | \$1,200.00 stipend | 07/01/2020 – 06/30/2021 |

Appointments – Proctors 2019-2020

| Location | First | Last | Position | Salary/Stipend | Dates of Employment/Notes |
|-----------------|--------------|-------------|---|-----------------------|----------------------------------|
| MHS | Susanne | Asral | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Nathalie | Bogen | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | William | Dominick | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Valeriya | Kotok | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Karin | Lee | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Clarissa | Lescano | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Elsa | Licinski | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Kimberly | Marshall | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Eliana | Molano | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Rebecca | Salazar | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |
| MHS | Brian | Beyer | Proctor – Student Placement Assessments (Not to Exceed 1 hour) | \$59.98/hour | 05/20/2020 – 06/30/2020 |

Other

| Location | First | Last | Assignment | Salary/Stipend | Dates of Employment/Notes |
|-----------------|--------------|-------------|---|------------------------------|--|
| DISTRICT | Substitute | Rate | Teacher with a NJ Standard Certificate or a Certificate of Eligibility with Advanced Standing | \$90.00/day | 2020-2021 School Year |
| DISTRICT | Substitute | Rate | Teacher with a County Sub Certificate or a Certificate of Eligibility | \$90.00/day | 2020-2021 School Year |
| DISTRICT | Substitute | Rate | Nurse | \$200.00/day | 2020-2021 School Year |
| DISTRICT | Substitute | Rate | Secretary | \$11.00/hour \$12.00/hour | 07/01/2020 – 12/31/2020 01/01/2021 – 06/30/2021 |
| DISTRICT | Substitute | Rate | Clerk | \$11.00/hour \$12.00/hour | 07/01/2020 – 12/31/2020 01/01/2021 – 06/30/2021 |

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|----------|------------|------------------|---|------------------------------|--|
| DISTRICT | Substitute | Rate | Paraprofessional | \$90.00/day | 2020-2021 School Year |
| DISTRICT | Substitute | Rate | ESA | \$11.00/hour \$12.00/hour | 07/01/2020 – 12/31/2020 01/01/2021 – 06/30/2021 |
| DISTRICT | Substitute | Rate | Custodian | \$15.00/hour | 2020-2021 School Year |
| DISTRICT | Substitute | Rate | Bus Driver | \$15.00/hour | 2020-2021 School Year |
| DISTRICT | Substitute | Rate | Nurse – Overnight Trips | \$250.00/day | 2020-2021 School Year |
| DISTRICT | Kaitlin | O'Donnell | Administrative Internship Internship with Kelly Mattis | N/A | 2020-2021 School Year |
| MHS | Rama | Bulusu | Teaching 1 Additional Period | \$2,348.40 | 05/18/2020 – 06/19/2020 |
| MHS | David | English | Teaching 1 Additional Period | \$2,121.60 | 05/18/2020 – 06/19/2020 |
| MHS | Jason | Sullivan | Teaching 2 Additional Period | \$5,696.93 | 05/18/2020 – 06/19/2020 |
| UMS | Stefanie | Lachenauer | Teacher 2 Additional Periods | \$3,287.38 | 05/12/2020 – 06/05/2020 |
| DISTRICT | Charles | Gatt, M.D. | Volunteer Physician | N/A | 2020-2021 School Year At Football Games “As Needed” |
| DISTRICT | Jeffrey | Bechler, M.D. | Volunteer Physician | N/A | 2020-2021 School Year At Football Games “As Needed” |
| DISTRICT | James | Monica, M.D. | Volunteer Physician | N/A | 2020-2021 School Year At Football Games “As Needed” |

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