

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Orchard Hill Elementary School Cafeteria
244 Orchard Road
Skillman, New Jersey 08558

BUSINESS MEETING MINUTES
Tuesday, September 17, 2024
6:00 p.m. Executive Session
7:00 p.m. Public Session

Call to Order – By Board President Todd at 6:00 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, 2024 and September 13, 2024. 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 at a reasonable hour.

ROLL CALL

Michelle Dowling – Present

Joanna Filak – Present

Victoria Franco-Herman – Present

Christina Harris – Present

Vanita Nargund – Present

Maria Spina – Present

Ania Wolecka-Jernigan – Present

Also Present: Mary McLoughlin, Superintendent of Schools
Jack Trent, School Business Administrator/Board Secretary

EXECUTIVE SESSION

A motion was made by Ms. Franco-Herman and seconded by Ms. Filak to approve the following resolution to convene in Executive Session at 6:02 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 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.

Upon call of the roll, the motion carried unanimously.

RECONVENE IN OPEN SESSION – The Board returned from Executive session at 7:06 p.m.

ROLL CALL

Michelle Dowling – Present

Vanita Nargund – Present

Joanna Filak – Present

Maria Spina – Present

Victoria Franco-Herman – Present

Ania Wolecka-Jernigan – Present

Christina Harris – Present

Also Present: Mary McLoughlin, Superintendent of Schools
Jack Trent, School Business Administrator/Board Secretary

SALUTE THE FLAG

MTSD STUDENT REPRESENTATIVE REPORT – None

SUPERINTENDENT’S REPORT / PRESENTATIONS

Ms. McLoughlin stated that the district is off to a fantastic start to the 2024-2025 school year!

At OHES, the Club Core Values are in full swing, not only in our classrooms but in our cafeteria, on the playground, in the hallways and bathrooms and on the bus. At the welcome assemblies, Cubs reviewed Safe Spaces, Kind Words, and Friendly Faces to ensure that all students have a positive school year! Many students are earning Cub Core value stickers and wearing them proudly. To support safe spaces on the school bus, our kindergarteners participated in seat belt training. We are proud to announce that all of our kindergarten cubs can successfully buckle and tighten their seatbelts. They are ready to be leaders and role models on their rides to and from school.

The UMS theme for this year is to be ALL IN socially, emotionally and academically. Students and staff are committed to being members of an accepting, resilient and empathic school community. The students have pledged to model these core values by signing community agreements, demonstrating their dedication to fostering a positive and inclusive environment.

At LMS, the entire school came together for an outdoor flag salute to honor September 11th. They reflected on its significance, held a moment of silence for those we lost, and celebrated how we stand united as a nation.

The UMS and LMS back-to-school nights were a success this past week. Families were welcomed by their children's teachers and administrators.

This year's PSAT will be administered during the school day at MHS on Monday, October 21st. All 10th and 11th grade students are eligible to take the PSAT. In an effort to make the PSAT accessible for all students while giving all 11th grade students an opportunity to qualify for national merit scholarships, MHS will be covering the cost for all 11th grade students taking the PSAT. MHS will run a special delayed opening schedule on October 21st to accommodate the school day PSAT.

Across the district, all students have been provided with a student identification card and a lanyard to wear them. After assessing the first two weeks of school, when every student was expected to wear their IDs, Orchard and Village Schools implemented a modification. OHES and VES students are expected to wear their IDs at arrival, at lunch and at dismissal. LMS, UMS and MHS students will continue to wear their IDs throughout the day. At MHS, each grade has a different color lanyard.

The 2024-2029 Strategic Plan presentation was given to the board and public by Ms. McLoughlin, Mr. Damian Pappa, Assistant Superintendent of Schools, Mr. Cory Delgado, Director of School Counseling & Student Wellness, and Ms. Fiona Borland, Director of Curriculum, Instruction and Staff Development.

PUBLIC COMMENTS

None

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

MTEA Report – Mr. Michael Razzoli, MTEA President, stated that the MTEA is excited to be back to school with our students. The MTEA kicked off the year with a convocation sponsoring the breakfast that was provided to the staff. Committees in the schools have started with community engagement focusing on talking to parents about events that will be held throughout the year. We had tables set up, helped lost parents and handed out water bottles. We put Halloween costume exchange boxes into all of the schools so that families can drop off old costumes and choose new costumes. We will be holding a trunk or treat as well.

Board Member Delegate/Representative Reports (SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Service Commission, etc.) – Ms. Spina stated that the Municipal Alliance and Services

Commission met on September 9th and discussed some of the budgets and new programming that the Municipal Alliance goes through with the Youth Services Commission grants. Some of the grants helped support programs such as Girls on the Run and other programs that are partnered with our schools. They are looking to expand some of these grants to further some boys' programs. We discussed the fact that September is suicide awareness and prevention month and mental health awareness. We talked about a new program with our police department called arrive together. We discussed prevention and awareness on substance abuse and a product called Zyn, which is a smokeless tobacco product. Usage of this product has increased over the last four years from 2.9% to 641%. We need to discuss with the children the harms of nicotine and addition. We also discussed the upcoming presentation called Don't get Vaped In being held on September 24th. This is another area where we can work with the Municipal Alliance to get information to our youth and parents on how to prevent some of these behaviors in our children. There's also a community blood drive and Narcan training. There is also a virtual training coming up on human trafficking in children and having anti-bias discussions in the classroom. An email was sent out regarding a free video on the impact of social media on children and their mental health. All of this information is on the district's website.

Board Committee Reports

Assessment, Curriculum and Instruction Committee (ACI) – Ms. Dowling reported that the ACI committee met on September 6th. It was held in person and virtually. Ms. Stacy Young, Director of Equity, Data and Accountability, reported on the NJSIA reports. The individual student reports will be released to all families via Genesis through the parent portal on September 19th. The Department of Education plans to have all of the remaining scores reported and released by September 12th. The Department of Education also required assessment presentations, which will take place at the October 15th board meeting. A preview of the presentation will take place at the ACI meeting being held on October 4th. The 2024-2025 assessment calendar will be posted on the district website on Tuesday, October 1st. Ms. Tyniesha Douglas, Supervisor of Social Studies for Grades 9 through 12, discussed a new textbook recommendation entitled *Glenco Economics*, and it is for the new CP Economics class course in the high school. This textbook satisfies both the state standards for financial literacy and includes economic topics in a way that is understandable to all learners. There are resources that students can avail themselves to in pdf format. Most of the instruction will be through slides and videos, but this textbook will also serve as a very good resource for students. Mr. Jeffrey Brooks, Director of Technology, reported on summer technology projects and how the technology department refreshed all of the desktop computers in the MHS, UMS and LMS classrooms. A total of 125 interactive projectors in the district were refreshed. VES and OHES classrooms and office spaces desktops will be refreshed during the summer of 2025.

The technology department had a busy summer and retained the 12-month technology staff and also hired hourly 10-month employees for summer work. Windows 10 sunsets on October 2025. We are up against this deadline to refresh all the district non Windows 11 upgradeable computers.

SATs were given at MHS in August, and they had a record number of students attending. The technology staff was on site to distribute Chromebooks if the students needed them.

Mr. Delgado reported to the committee that FAFSA is now a graduation requirement for all seniors. The guidance department will be sending information to parents to notify them as well as talking to senior students about how to complete these forms. If they don't want to apply for FAFSA, they can complete the waiver instead. The state gave guidelines regarding the waiver option, and Genesis has a form for the parents to complete so that we can manage the accountability. Next year, this form will be included in the forms that must be completed by the parents at the beginning of the school year. The guidance department will also be offering parent seminars on how to complete these forms.

The committee would like board members to submit any topics of interest that they would like the ACI Committee to discuss at future meetings. The board members present at the meeting stated that they would like strategic planning updates, school counseling, student success stories, professional development, and how students are doing post graduation.

Operations, Facilities and Finance Committee (OFF) – Ms. Filak reported that the committee met on Tuesday, September 10th. Mr. O'Neill, Director of Facilities, discussed the maintenance work done in our district during the summer. All of the projects that were planned were completed as scheduled. The committee began reviewing the completion styles of the projects that were included in the 2015 referendum. We reviewed the list of projects that were funded by the bond issued in 2016. Per a report submitted by the business administrator, all of the projects were completed. We are now waiting for a report from the architect to assess the actual cost of each project versus the estimated cost versus the referendum. The 2016 referendum added \$18.5 million to our district's long-term debt. The district currently has \$38 million of outstanding bond debt. We will review the status of the projects funded by the remaining portion of the issued bond obligations in a future committee meeting. The committee also discussed and evaluated the amount of unpaid lunch debt. The district cares for our students, and we would never allow any child to go hungry. However, we urge our parents to review their children's PaySchools account to ensure that there isn't any outstanding balance in their account.

Mr. Dwayne Washington-Velazquez, Transportation Supervisor, discussed bus scheduling and transportation performance during the first week of school. During the summer, a study was completed to validate that the bus routes are designed to transport our students in the most efficient way. The new technology installed on the buses improved processing attendance as well as allowing administration to track the buses and study the routes to identify future opportunities to minimize the time that students have to spend on the bus.

We received an inquiry from a parent regarding the ID badges that our students are required to carry to get on the bus as well as to move around the school buildings. Parents are concerned about their children's privacy as well as their safety. The badges include identifying information such as their name, their picture and the school that they attend. If the ID is lost outside of the school, parents are concerned about the privacy and safety of our children. Therefore, I would like to ask the superintendent to explain how the privacy and safety concerns are being addressed and what benefits we will be gaining from using these badges.

Ms. McLoughlin read the email that was sent to the parent regarding their concerns. She stated that all staff and students in the district have to display a photo identification, which is rooted in safety and security. With approximately 5,000 students and 800 staff members in our school

buildings, it is imperative that we are able to quickly identify unauthorized individuals on our campuses. Each school also has a visitor management system (VMS) which all visitors must engage with prior to entering the secured portion of the building. The VMS prints out a temporary photo ID which is worn by the visitor while on school grounds. In order to get this photo ID, you must provide your driver's license. Therefore, if anyone is in or around the school building without a district-issued ID, they should immediately be brought to the attention of security personnel who can further investigate. This approach allows us to have a greater accountability and access controls to our schools. Other ancillary benefits to the ID badges are using them for payment for food in the cafeteria to increase efficiency and reduce lines, borrowing books and materials from the school library, fostering helping students to learn each other's names and to learn the staff members' names. Many businesses also offer discounts for students who can provide their school IDs. It also allows the students at the high school to enter the building outside the bus area for seven minutes before the doors lock automatically. It helps with accountability, security and safety in all of the buildings. The lanyards in the high school are color coded by grade. This helps with senior privileges as they are able to leave early and very quickly. It helps identify the students who are not seniors who might be trying to leave school early.

Policy and Communications Committee – Ms. Wolecka-Jernigan stated that the committee met on September 12th and discussed revisions regarding board member number and term which is bylaw in our guidelines that addressed some of the changes and terms that are now applicable by law. All of these changes have been updated as per the New Jersey state guidelines. Another policy reviewed was Policy 5350 which is student suicide prevention. This policy was recently revised to include several new requirements regarding training requirements for staff members as well as student intent of harming themselves and the requirements to notify the staff within the district. This policy has been updated based on the recent NJSA. The committee also tackled policy 7610 regarding vandalism. This particular policy was also updated based on the recent changes to the regulations. The new regulations include notification to law enforcement in accordance with the appropriate shift in the guidelines. The committee is also abolishing Policy 0164.6 remote public board meetings during declared emergency that was established during COVID.

Last year, we requested that the NJSBA perform a wellness check on our policy manuals. We were placed on a list of school districts that are going through this process, which is part of the fees that we pay the NJSBA. This review has been completed, and the latest findings have been sent to the superintendent and to Ms. Filak. We have been asked to review policy adoption revision dates that range from 1999 to 2024. We also have some policies that reference different standards and core curriculum. We need to clean up some of the terminology to keep the consistency across the policies. Also, some policies are cross referenced which we need to clean up as well. NJSBA highlighted twelve policies that are deemed critical as well as six regulations, which are missing from our manual. Ms. Filak will be reaching out to the board to create a subcommittee to work on adjusting these issues.

Ms. Franco-Herman stated that Mr. Ryan Waldis, Communications Specialist, attended the meeting and shared that he met with all building principals and discussed each school's social media pages. The high school and Upper Middle School have highly-visible social media pages. Therefore, he is helping the other three schools to have more of a presence on social media. Mr. Waldis will be centralizing more events districtwide, and the schools will maintain their own social media pages. The district does have Instagram, LinkedIn and Facebook accounts. Mr. Waldis has

been traveling to all of the schools and taking pictures of events such as the first day of school and will be present at back-to-school nights and placing these photos on social media. He is also adding board emails to all five schools' email distribution lists so that the board will be kept informed of each school's events. He is also actively maintaining the ADA compliance of the district's website as part of the strategic plan. He's looking into restructuring the district website to promote community participation. This would give the community easy access to the sports pages, teachers' pages, the calendar, etc. He is also researching how to have a suggestion box on the website. Mr. Waldis is looking to build a communicative relationship with the township and has been working with the township's chief information officer. Mr. Waldis and Mr. Kristopher Grundy, Athletic Director, have been working with Monty News to feature monthly athletes in order to have some positive news in social media and in the newspaper.

Human Resource Committee (HRC) – Mr. Patrick Todd stated that the committee met on September 10th and discussed the outstanding fill rate. He stated that Assistant Superintendent of Human Resources, Kelly Mattis, reported that at the beginning of the school year, we had zero vacancies. However, this will change throughout the school year as some staff will take leaves of absence. The second item discussed is the tuition reimbursement process.

Officers' Report – None

APPROVAL OF MINUTES

Ms. Spina motioned to approve the following minutes, and it was seconded by Ms. Franco-Herman. Upon call of the question, the motion carried unanimously.

- | | |
|----------------------|---------------------------|
| 1. August 27, 2024 | Executive Session Meeting |
| 2. August 27, 2024 | Business Meeting |
| 3. September 5, 2024 | Special Meeting |

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

1. Email dated 8/27/24 from J. Church regarding an Advisory Opinion
2. Email dated 9/5/24 from B. Barker regarding ID Badges

The board interviewed the following candidates to fill the open position on the board.

Ms. Roseborn Boateng, Ms. Pooja Gupta, Mr. Deepak Kareer, Mr. Jaideep Mathur, Mr. Julius Nunez, Ms. Jessica Rodriguez, Dr. Ting Wang, and Mr. Yilun Frank Yao.

EXECUTIVE SESSION

A motion was made by Ms. Filak and seconded by Ms. Franco-Herman to approve the following resolution to convene in Executive Session at 8:53 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 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.

Upon call of the roll, the motion carried unanimously.

RECONVENE IN OPEN SESSION – The Board returned from Executive session at 9:13 p.m.

ROLL CALL

Michelle Dowling – Present

Vanita Nargund – Present

Joanna Filak – Present

Maria Spina – Present

Victoria Franco-Herman – Present

Ania Wolecka-Jernigan – Present

Christina Harris – Present

Also Present: Mary McLoughlin, Superintendent of Schools

Jack Trent, School Business Administrator/Board Secretary

Ms. Franco-Herman motioned Mr. Julius Nunez to fill the vacancy as the new board member and Ms. Harris seconded the motion. Upon call of the roll, the motion carried unanimously.

ACTION AGENDA ITEMS/PUBLIC COMMENT - None

ACTION AGENDA

Ms. Franco-Herman motioned to table agenda item 1.5 and seconded by Ms. Dowling to discuss at the end of the meeting. Upon call of the roll, the motion was carried unanimously.

Ms. Franco-Herman motioned items 1.1 through 4.3 excluding agenda item 1.5 seconded by Ms. Wolecka-Jernigan. Upon call of the roll, the motion carried with Ms. Filak abstaining on agenda item 3.4.

1.0 ADMINISTRATIVE

- 1.1 Routine Monthly Reports – Accept the following report:
Harassment, Intimidation and Bullying (HIB) Report
- 1.2 District Mentoring Plan Statement of Assurance - Approve the Statement of Assurance for the District Mentoring Plan for the 2024 - 2025 School Year.
- 1.3 Professional Development Plan Fiscal Impact – In accordance with the 2024-2025 district goals, the Board hereby approves the District’s Professional Development Plan Fiscal Impact in the amount of \$52,657 from district funds and \$73,884 from Title IIA as presented and approved in the District’s Annual Budget.
- 1.4 Professional Development Plan and Statement of Assurance – Approve the Professional Development Plan and the Statement of Assurance for the 2024-2025 School Year.
- 1.6 Policy/Regulation First Reading - Accept the following policies and regulation as a first reading:
 - 0141 Board Member Number and Term
 - 5350 Student Suicide Prevention
 - 7610 Vandalism
 - 7610R Vandalism
- 1.7 Policy Abolishment - Approve the Board of Education to abolish Policy 0164.6 - Remote Public Board Meetings During a Declared Emergency.

2.0 CURRICULUM & INSTRUCTION

- 2.1 Out-of-District Placements: 2024-2025 - Approve the following Out-of-District placements for the 2024-2025 School Year:

		TUITION			
Student ID	School	Dates	ESY	RSY	Total for Year
105893	The Eden School	9/4/24 – 6/18/25		\$106,872.65	\$106,872.65

2.2 Textbook/Resource Approval: 2024-2025 - Approve the following textbook/resource:

Title	Course
Glencoe Economics: Principles & Practices	MHS CP Economics

2.3 Somerset County Vocational and Technical School Placements: 2024-2025 - Approve the following Somerset County Vo-Tech School placements for the 2024-2025 School Year:

Student ID	School	Dates	Total Cost for Year
107671	Somerset County Vo-Tech Academy for Health and Medical Sciences	9/5/24-6/30/25	\$1,500.00
106751	Somerset County Vo-Tech Academy for Health and Medical Sciences	9/5/24-6/30/25	\$1,500.00
105889	Somerset County Vo-Tech Academy for Health and Medical Sciences	9/5/24-6/30/25	\$1,500.00
108873	Somerset County Vo-Tech Academy for Health and Medical Sciences	9/5/24-6/30/25	\$1,500.00
108124	Somerset County Vo-Tech Academy for Health and Medical Sciences	9/5/24-6/30/25	\$1,500.00
103680	Somerset County Vo-Tech - Full Time	9/5/24-6/30/25	\$1,500.00
106656	Somerset County Vo-Tech - Full Time	9/5/24-6/30/25	\$1,500.00
103960	Somerset County Vo-Tech - Full Time	9/5/24-6/30/25	\$1,500.00
102571	Somerset County Vo-Tech - Full Time	9/5/24-6/30/25	\$1,500.00
107713	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
109552	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
102086	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
104257	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
107730	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
108527	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
108396	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
103176	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
106748	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00

105974	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
105283	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
109908	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00
102749	Somerset County Vo-Tech - Shared Time	9/5/24-6/30/25	\$750.00

- 2.4 Consultant Approvals: 2024-2025 - Approve the following consultants for the 2024-2025 School Year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Lindsay Whited	Provide professional development to OHES staff throughout the 2024-2025 school year on developmentally appropriate practices aligned with UDL principles related to behavioral support.	\$3,850.00 <i>To be funded by ESEA Title II</i>
Todd Nichols	Provide professional development to MHS band faculty in instruction pedagogy, repertoire planning, rehearsal techniques and program administration throughout the 2024-2025 school year.	\$4,000.00 <i>To be funded by ESEA Title II</i>
A Simple Seed	Provide professional development to VES staff on SEL aligned goals.	\$2,792.06 <i>To be funded by ESEA Title II</i>

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 July 31, 2024 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 July 31, 2024; and

BE IT FURTHER RESOLVED, that the Board Secretary and the Board of Education certifies that no budgetary line item account has been over-expended and that there are sufficient funds available to meet the District's financial obligation.

3.2 Approval of Transfers

WHEREAS, N.J.A.C. 6A:23A-16.10-(c)1 states that a report shall be presented to the Board showing all transfers between line item accounts for each line item account shown on the budget prepared in accordance with N.J.S.A. 18A:22-8; and

WHEREAS, Board Policy 6422 designates the Superintendent of Schools to approve transfers as necessary between meetings of the Board and be reported to the Board, ratified and duly recorded in the minutes at a subsequent Board meeting; and

WHEREAS, transfers were necessary to maintain the needs of the district and are on file in the Office of the School Business Administrator,

NOW THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education ratifies and approves the transfers through July 31, 2024 within the 2024-2025 school year budget, as approved by the Superintendent, so that no budgetary line item account has been over-expended and that sufficient funds would be available to meet the district's financial obligations, as requested by various district;

BE IT FURTHER RESOLVED, this resolution shall take effect immediately, and the Montgomery Township Board of Education authorizes the Superintendent, Board President and School Business Administrator to sign any documents on behalf of the Montgomery Board of Education with regards to exercising the intent of this resolution.

3.3 Approval of Bill List Fiscal Year 2025

WHEREAS, N.J.S.A. 18A:19, Expenditure of Funds; Audit and Payment of Claims, provides Board of Educations to make payments on claims for goods received and services rendered payable to the order of the person entitled to receive the amount after approval by the board; or in accordance with payrolls duly certified; or debt service or when provided by resolution approval by a person designated by the board; and

WHEREAS, a list of bills dated September 17, 2024 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 \$8,401,763.91 and

General Account	\$8,383,885.81
Food Service Account	\$ 17,878.10
TOTAL	\$8,401,763.91

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

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

- 3.4 Travel Reimbursement – 2024-2025 – Approve the Board member and/or staff conference and travel expenses as per the travel reimbursement list dated 9/17/24 (see Page 16).
- 3.5 Approval of D & B Service Group, LLC for an Emergency Repair – Approve D & B Service Group, LLC to repair two compressors for one air conditioning unit at the MHS as follows:

<u>Vendor</u>	<u>Amount</u>
D & B Service Group LLC Bloomfield, NJ	\$38,280.00

- 3.6 Resolution Authorizing Cooperative Pricing Agreement with NJEdge/Net, Inc.- approve the following resolution:

WHEREAS, *N.J.S.A.* 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System for the provision and performance of goods and services and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, NJEdge.Net, Inc., hereinafter referred to as the “Lead Agency” has offered voluntary participation in the EdgeMarket Cooperative Pricing System for the purchase of goods and services;

WHEREAS, on SEPTEMBER 17, 2024, the governing body of MONTGOMERY TOWNSHIP BOARD OF EDUCATION, duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

WHEREAS, MONTGOMERY TOWNSHIP BOARD OF EDUCATION within the County of SOMERSET, State of New Jersey, desires to participate in the EdgeMarket Cooperative Pricing System; and

NOW, THEREFORE BE IT RESOLVED as follows:

TITLE

This RESOLUTION shall be known and may be cited as the EdgeMarket Cooperative Pricing Resolution of MONTGOMERY TOWNSHIP BOARD OF EDUCATION.

AUTHORITY

Pursuant to the provisions of *N.J.S.A. 40A:11-11(5)*, JACK TRENT BUSINESS ADMINISTRATOR/BOARD SECRETARY of the MONTGOMERY TOWNSHIP BOARD OF EDUCATION on behalf of MONTGOMERY TOWNSHIP BOARD OF EDUCATION is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency.

CONTRACTING UNIT

The Lead Agency shall be responsible for complying with the provisions of the *Local Public Contracts Law (N.J.S.A. 40A:11-1 et seq.)* and all other provisions of the revised statutes of the State of New Jersey.

4.0 PERSONNEL

- 4.1 Approval of Personnel Agenda – approve the personnel agenda (see Pages 17 - 23).
- 4.2 Approve Resolution Authorizing Administrative Leave of Employee – approve the resolution authorizing administrative leave of employee (see Page 23).
- 4.3 Approve Resolution approving Sidebar Agreement – APSMT Sick Bank – approve the resolution authorizing a Sidebar Agreement with the APSMT Sick Bank (see Page 24).

Ms. Filak motioned to amend Goal 1 as follows and Ms. Wolecka-Jernigan seconded the motion. Upon call of the roll, the motion failed with five board members voting no and three board members voting yes.

Goal 1: The Student Experience: Student Achievement, Teaching and Learning
To cultivate a learning community that is safe, comprehensive, and customized to provide a balanced, effective academic, creative, and engaging experience to prepare students to build successful lives and make positive contributions to society.

Ms. Dowling discussed amending the Goals.

Ms. Spina motioned to table the Goals, and it was seconded by Ms. Filak to be board approved at the October 15th board meeting. Upon call of the roll, the motion passed with seven members voting yes and Ms. Wolecka-Jernigan voting no.

NEW BUSINESS FROM PUBLIC

None

ANNOUNCEMENTS BY THE PRESIDENT

None

ADJOURNMENT

Ms. Franco-Herman motioned to adjourn at 9:45 p.m., seconded by Ms. Filak Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 9:45 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Jack Trent". The signature is written in a cursive, slightly slanted style.

Jack Trent
Board Secretary

**Montgomery Township Board of Education
Travel Reimbursement Requests
2024-2025**

**Travel Reimbursement Requests
2024/2025**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.47)	Meals	Lodging	Regis- tration	Other	Total**
Joanna Filak	BO	10/1/24	Fall Labor Summit 2024		\$26.32			\$149.00		\$175.32
Joanna Filak	BO	10/24/24	Fall School Law Forum 2024					\$299.00		\$299.00
Scott Pachuta	LMS	10/17 - 10/18/24	NJPSA Fall Conference		\$52.92	\$102.00		\$410.00		\$564.92
Bernadette Rabbitt	MHS	10/16/24	School Health Conference					\$250.00		\$250.00
Raquel Rivera	UMS	9/26/24	NJPSA - The Principal/AP/VP Survival Guide	\$27.00	\$48.60					\$75.60
Ania Wolecka- Jernigan	BO	10/1/24	Fall Labor Summit 2024		\$22.56			\$149.00		\$171.56
Ania Wolecka- Jernigan	BO	10/24/24	Fall School Law Forum 2024					\$299.00		\$299.00

*Excluding Tolls

**Estimated

BOE

9/17/2024

**Includes Registrations

4.1 PERSONNEL

A. Leaves of Absence

	Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
1.	MHS	Kelly	Rafferty-Kneafsey	Teacher/Math TCH.HS.MATH.MG.15	Temporary Disability FMLA/NJFLA Anticipated Return	01/02/2025 – 02/12/2025 (Paid; w/ Benefits) 02/13/2025 – 05/09/2025 (Unpaid; w/ Benefits) 05/12/2025
2.	LMS	Melanie	Dubs	Paraprofessional AID.LM.TIA.EO.11	Leave of Absence Anticipated Return	09/05/2024 – 10/16/2024 (Paid; w/ Benefits) 10/17/2024
3.	LMS	Joseph	Morrison	Teacher/ Grade 6 LA/SS TCH.LM.SOST.06.03	FMLA/NJFLA Anticipated Return	01/13/2025 – 04/04/2025 (Unpaid; w/ Benefits) 04/07/2025
4.	VES	Lauryn	Gregory	Teacher/Grade 3 TCH.VS.TCHR.03.09	Leave of Absence Unpaid Leave Anticipated Return	09/01/2024 – 09/23/2024 (Paid; w/ Benefits) 09/24/2024 – 05/16/2025 05/19/2025
5.	OHES	Gitika	Yadav	Paraprofessional AID.OH.TIA.EO.29	Leave of Absence Anticipated Return	09/16/2024 – 09/27/2024 (Paid; w/ Benefits) 09/30/2024

B. Appointments/Renewals (Certificated Staff)

	Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
1.	OHES	Rebecca	Cardinal	Teacher/Special Education (Leave Replacement) TCH.OH.RCTR.MG.09	Kelly Norland	BA	B	\$68,065	Yes	09/01/2024 – 02/14/2025 <i>- Revised</i>

C. Appointments (Non-Certificated Staff)

	Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
1.	LMS	Makiko	Davis	Registered Nurse AID.LM.RN.UG.01	Florence Smith	E	\$51,025	Yes	11/18/2024 – 06/30/2025 <i>(or sooner, pending release)</i>

D. Transfers/Voluntary and In-Voluntary Reassignments

	New Position/Location	First	Last	Previous Position/Location	Degree	Step	Salary	Dates of Employment/Notes
1.	Paraprofessional/LMS AID.LM.TIA.EO.13	Lupita	Geivelis	Paraprofessional//OHES AID.OH.TIA.EO.31	N/A	D	\$31,210	09/01/2024 – 06/30/2025

E. 2024-25 Renewals Transportation

	Location	First	Last	Assignment	24/25 Step	Additional Hourly Compensation for Years of Service	24/25 Hourly Rate/ Salary
1.	TRANS	Laxmi	Reddy	Bus Attendant	4	N/A	\$25.79 – <i>Revised</i>
2.	TRANS	Linda	Sikorsky	Bus Attendant	4	N/A	\$25.79 - <i>Revised</i>

F. Appointments – To be Funded by FY25 ESEA Title I

	Location	First	Last	Position	Salary	Dates of Employment/Notes
1.	MHS	Christian	Lugo	Teacher – Title I MHS Achieve (Not to Exceed 90 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
2.	MHS	Jenna	Lugo	Teacher – Title I MHS Achieve (Not to Exceed 99 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
3.	MHS	Kelly	Rafferty-Kneafsey	Teacher – Title I MHS Achieve (Not to Exceed 99 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
4.	MHS	Kylie	Murphy	Teacher – Title I MHS Achieve (Not to Exceed 99 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
5.	MHS	Debra	O'Reilly	Teacher – Title I MHS Achieve (Not to Exceed 66 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
6.	MHS	Paul	Stemmler	Teacher – Title I MHS Achieve (Not to Exceed 66 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
7.	MHS	Katherine	Van Zandt	Teacher – Title I MHS Achieve (Not to Exceed 66 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
8.	MHS	Iryna	Lupak	Teacher – Title I MHS Achieve (Not to Exceed 66 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025

9.	MHS	Maureen	Conway	Teacher – Title I MHS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	10/01/2024 – 06/13/2025
10.	UMS	Neepa	Patel	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
11.	UMS	Staci	Anderson	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
12.	UMS	Michelle	Feigenwinter	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
13.	UMS	Stefanie	Lachenauer	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
14.	UMS	Wendy	Wachtel	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
15.	UMS	Denita	Davis	Teacher – Title I UMS Achieve (Not to Exceed 50 hours)	\$65.54 p/h	09/23/2024 – 06/13/2025
16.	LMS	Deborah	Bilik	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
17.	LMS	Dana	Vasil	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
18.	LMS	Alyssa	Mentzel	Teacher – Title I LMS Achieve (Not to Exceed 60 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
19.	LMS	Marissa	Fuller	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
20.	LMS	Jennifer	Snyder	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
21.	LMS	Kristin	Kaplan	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
22.	LMS	Erika	Fedo	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
23.	LMS	Daniel	Stevens	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
24.	LMS	Jennifer	Durante	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
25.	LMS	Meghan	Murphy	Teacher – Title I LMS Achieve (Not to Exceed 30 hours)	\$65.54 p/h	09/23/2024 – 06/19/2025
26.	VES	Patricia	Pignataro	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
27.	VES	Heather	Geniton	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
28.	VES	Michelle	Barbarasch	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025

29.	VES	Casey	Maxwell	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
30.	VES	Donna	Potter	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
31.	VES	Rose	Bauer	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
32.	VES	Karen	Damato	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
33.	VES	Amanda	Bassford	Teacher – Title I Bluebird Club (Not to Exceed 36 hours)	\$65.54 p/h	09/27/2024 – 06/13/2025
34.	VES	Heather	Varela	Monitor – Title I Bluebird Club	\$600.00 stipend	09/27/2024 – 06/13/2025
35.	VES	Lisa	Carrier	Monitor – Title I Bluebird Club	\$600.00 stipend	09/27/2024 – 06/13/2025

G. Appointments/Substitutes

	Location	First	Last	Position	Status	Dates of Employment/Notes
1.	DISTRICT	Halah	Alobaidi	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
2.	DISTRICT	Jeremy	Barish	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
3.	DISTRICT	Khudeja	Bilal	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
4.	DISTRICT	Trinity	Connelly	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
5.	DISTRICT	Michele	Eilbacher	Substitute Teacher/Paraprofessional	NEW	09/01/2024-06/30/2025
6.	DISTRICT	Marie	Desir Vernard	Substitute Bus Driver	NEW	09/17/2024-06/30/2025
7.	DISTRICT	Nomisha	Sheth	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025
8.	DISTRICT	Kathyn	Sonner	Substitute Teacher/Paraprofessional	NEW	09/17/2024-06/30/2025

H. Tuition Reimbursement

	Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
1.	MHS	Sarah	Bickel	New Jersey City University	2024-2025	3	\$2,570.40	Research Applications in Educational Technology
2.	UMS	Kelli	Kallens	New Jersey City University	2024-2025	3	\$2,551.17	Internship-School Media Center
3.	MHS	Valerie	Kruger	Gratz College	2024-2025	3	\$1,395.00	Social and Emotional Learning in the Classroom
4.	UMS	Michael	Molino	Rutgers University	2024-2025	3	\$2,514.00	Diversity and Oppression
5.	UMS	Michael	Molino	Rutgers University	2024-2025	3	\$2,514.00	Human Behavior and the Social Environment
6.	OHES	Renee	Perovich	University of LaVerne	2024-2025	3	\$420.00	Bridging the Culture & Poverty Gap in Education
7.	OHES	Renee	Perovich	University of LaVerne	2024-2025	3	\$420.00	Co-Teaching the Works! Structures & Strategies for Student Learning
8.	OHES	Renee	Perovich	University of LaVerne	2024-2025	3	\$420.00	ABCs of Effective Mainstreaming and Inclusion
9.	MHS	Katherine	Van Zandt	The College of New Jersey	2024-2025	3	\$1,995.00	Engaging English Language Learners
10.	MHS	Katherine	Van Zandt	The College of New Jersey	2024-2025	3	\$1,995.00	Artificial Intelligence for Educators: Navigating the Future of Learning <i>*Rescind</i>
11.	UMS/MHS	Jamie	Yavorsky	Vandercook College of Music	2024-2025	3	\$1,146.00	Teaching Music to Students with ASD

I. Co-Curricular 2024 - 2025

	Location	First	Last	Position	Stipend	Dates of Employment/Notes
1.	MHS	Laura	Doughty	Library Monitor	\$4,335	2024-2025 School Year
2.	MHS	Kapil	Khurana	Robotics Volunteer	\$0	2024-2025 School Year
3.	LMS	Kristin	Kaplan	Class Advisor, 5th & 6th Grade @ 50%	\$1,500	2024-2025 School Year
4.	LMS	Robert	Skibinski	Class Advisor, 5th & 6th Grade @ 50% - <i>Revised</i>	\$1,500	2024-2025 School Year
5.	LMS	Kristin	Kaplan	Empowering Young Monty @ 50% - <i>Revised</i>	\$977.50	2024-2025 School Year
6.	LMS	Robert	Skibinski	Empowering Young Monty @ 50%	\$977.50	2024-2025 School Year
7.	LMS	Danielle	Gordon	Theater Arts: Stage Director @ 50%	\$1,268	2024-2025 School Year
8.	LMS	Noel	Kitchen	Theater Arts: Stage Director @ 50%	\$1,268	2024-2025 School Year

J. Extra-Curricular Activities

	Location	First	Last	Position	Stipend	Dates of Employment/Notes
1.	MHS	Katie	Foster	Field Hockey Coach, JV	\$5,800	2024-25 Fall Season

K. Other

	Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
1.	DISTRICT	Substitute	Rate	Bus Mechanic	\$250.00/day <i>Revised</i>	2024-2025 School Year
2.	MHS	Joseph	Bassford	Teaching 1 Additional Period (PE)	\$2,007.90	09/01/2024 – 09/30/2024
3.	MHS	Vincent	Figuroa	Teaching 1 Additional Period (PE)	\$2,007.90	09/01/2024 – 09/30/2024
4.	MHS	Vincent	Ingraffia	Teaching 1 Additional Period (PE)	\$2,007.90	09/01/2024 – 09/30/2024
5.	MHS	Jenna	Lugo	Teaching 1 Additional Period (Math)	\$16,579.20	09/16/2024 – 06/30/2025

6.	MHS	Claire	Scarpa	Teaching 1 Additional Period (PE)	\$2,117.40	09/01/2024 – 09/30/2024
7.	MHS	Richard	Steeb	Teaching 1 Additional Period (PE)	\$2,044.40	09/01/2024 – 09/30/2024
8.	MHS	Michael	Stern	Teaching 1 Additional Period (Honors Geometry)	\$7,940.25	09/01/2024 – 12/20/2024
9.	MHS	Christopher	Villano	Teaching 1 Additional Period (Honors Geometry)	\$0	Rescind
10.	UMS	Kelli	Kallens	Internship with Elizabeth Wasiak	N/A	09/01/2024-12/31/2024
11.	UMS	Lisa	Anastasi	Teaching 1 Additional Period (Special Education)	\$2,429.84	09/16/2024 – 10/25/2024
12.	UMS	Michelle	Feigenwinter	Teaching 1 Additional Period (Special Education)	\$2,913.26	09/16/2024 – 10/25/2024
13.	UMS	Brandi	Gaudiosi	Teaching 1 Additional Period (Special Education)	\$2,186.80	09/16/2024 – 10/25/2024
14.	UMS	Catherine	Mislan	Teaching 1 Additional Period (Special Education)	\$2,964.36	09/16/2024 – 10/25/2024
15.	UMS	Joanne	Tiu-O’Hara	Teaching 1 Additional Period (Special Education)	\$2,606.80	09/16/2024 – 10/25/2024
16.	LMS	Lindsay	Camarda	Teaching 1 Additional Period (ICS SS)	\$1,862.00	09/01/2024 – 09/30/2024
17.	LMS	Adriana	Gonzalez-Delgado	Teaching 1 Additional Period (ICS SS)	\$1,573.30	09/01/2024 – 09/30/2024
18.	LMS	Alyssa	Mentzel	Teaching 1 Additional Period (ICS SS)	\$1,645.60	09/01/2024 – 09/30/2024
19.	LMS	Jenny	O’Connor	Teaching 1 Additional Period (ICS SS)	\$1,900.90	09/01/2024 – 09/30/2024
20.	OHES	Savita	Galagali	Preschool Paraprofessional 41.72% Salary to be Funded by IDEA \$13,021 - Revised 58.28% District Funded \$18,189 – Revised	\$31,210	09/05/2023 – 06/19/2025

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

4.2 Resolution Authorizing Administrative Leave of Employee – Approve the following resolution:

WHEREAS, the Superintendent of Schools has recommended that employee #6644 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 is on administrative leave with pay, effective September 12, 2024; 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 Board Secretary shall provide said employee with notice of the Board's action as set forth in this Resolution forthwith.

4.3 Resolution Approving Sidebar Agreement – APSMT Sick Bank

WHEREAS, the Board and Association are parties to a collective negotiations agreement governing the terms and conditions of employment for principals and supervisors for the period beginning July 1, 2020 and ending June 30, 2025 (hereinafter referred to as “CNA”); and

WHEREAS, an administrator, whose name is on file with the Superintendent, who shall be referred to as Employee A is employed by the Board; and

WHEREAS, Employee A has a child with a serious illness that requires Employee A’s continued absence from work; and

WHEREAS, due to Employee A’s extenuating circumstances, the Board and the Association wish to create a temporary sick leave bank (hereinafter referred to as the “temporary bank”) of up to sixty (60) sick days to be used by Employee A during the period of Employee A’s continued absence; and

WHEREAS, to create the temporary bank of sick days, the Board and the Association shall permit members of the Association, the administration, and other unaligned employees to contribute up to sixty (60) days of their accumulated sick leave; and

WHEREAS, the parties are desirous of entering into a Sidebar agreement to create the temporary sick leave bank of sixty (60) sick days and to enable Employee A to utilize these sick days during the period of Employee A’s continued absence once Employee A has exhausted all of Employee A’s accumulated sick leave, accrued vacation days and accrued personal days.

IN WITNESS WHEREOF, the Parties hereto have caused this Sidebar Agreement to be executed by the Board and the Association and said Sidebar Agreement is to become effective and operative upon the affixing of the last signature hereto.