

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Upper Middle School Media Center
375 Burnt Hill Road
Skillman, New Jersey 08558

BUSINESS MEETING MINUTES
Tuesday, September 26, 2023
6:45 p.m. Executive Session
7:30 p.m. Public Session

Call to Order – By Board President Spence-Wallace at 6:50 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 4, 2023 and September 22, 2023. 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

Martin Carlson – Present
Michelle Dowling – Present
Joanna Filak – Present
Victoria Franco-Herman – Present
Christina Harris – Present

Dr. Zelda Spence-Wallace – Present
Maria Spina – Present
Patrick Todd – Present
Ania Wolecka-Jernigan – Present

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

EXECUTIVE SESSION - I

A motion was made by Mr. Todd and seconded by Ms. Harris to approve the following resolution to convene in Executive Session at 6:50 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.

Upon call of the roll, the motion carried unanimously.

RECONVENE IN OPEN SESSION – The Board returned from Executive session at 7:35 p.m.

ROLL CALL

Martin Carlson – Present
Michelle Dowling – Present
Joanna Filak – Present
Victoria Franco-Herman – Present
Christina Harris – Present

Dr. Zelda Spence-Wallace – Present
Maria Spina – Present
Patrick Todd – Present
Ania Wolecka-Jernigan – Present

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

SALUTE THE FLAG

MTSD STUDENT REPRESENTATIVE REPORT – Ms. Sophia Rab, Student Representative, stated that Montgomery High School had a great past two weeks with a lot of excitement and success for our students who are settling into their schedules. Freshmen are getting better at navigating the school building, and sophomores are getting used to their new lunch time. Juniors are studying for the PSATs, which are extremely important for the National Merit Scholarship. All 10th and 11th grade students are highly encouraged to take the PSATs, which are being given on October 10th. Seniors are busying writing their college essays, marking the start of a stressful season, and they are looking forward to seeing the senior sunrise this Friday. This is one of the few times a year that you will see seniors excited to be at school before 7 a.m. We recently hosted a

successful back-to-school night where Montgomery parents had an opportunity to get a view of what their children are learning and to meet their teachers. Our amazing peer leaders were there to help guide parents on where to go and where there are friendly faces for some very lost parents in a very big school. Just as we welcome parents to back to school night, we are always welcoming of everyone at MHS now. There is a new student lunch group with the addition of over 50 new students from all over the world to MHS. This fun and informative student group provides a great opportunity for new students to get to know one another and connect. Clubs and activities have also started. Our volleyball and soccer players are working hard with the start of their respective seasons, and we wish them the best of luck with their respective games. Our football team has had an astounding 100th win for the Montgomery Cougars football program. As a side note, if we win the next two games, our homecoming game will be the 100th personal win for Coach Milich. Our homecoming theme was recently revealed as “Tangled under the Lights” inspired by the Disney movie. Our homecoming is set to be a fun film event. It will be a good break for our seniors who are applying to colleges. Last week, guidance counselors gave seniors a presentation on the college application process. These presentations inform students of the ins and outs of how to apply to colleges from starting your applications to letters of recommendation and so much more. Overall, the students at Montgomery High School are doing well and looking forward to continuing this year on a great note.

SUPERINTENDENT’S REPORT / PRESENTATIONS

Ms. McLoughlin reported that as we get settled in this school year, we have been working collaboratively with the board and staff, which includes administrators, teachers and cabinet members to draft the 2024-25 school calendar. The calendar will be approved at the next board meeting as we were waiting for parent-teacher conference dates to be finalized. Some of the changes are that there will not be school for students on Diwali or Chinese New Year as well as the national holidays that we always observe. We want everyone to know that we listen to the community and have made these changes.

Montgomery High School hosted back-to-school night, and peer leaders were there to help parents navigate the building as they followed their children’s schedules. Prior to the start of the evening, there were three amazing events for parents. The PTA ran their traditional freshmen-powered boot camp to give a crash course on how to survive high school. The school counselors posted a guidance roundtable and discussed big picture items and answered parent-led questions. The child study team hosted a meet and greet where parents had the opportunity to spend time with their case managers and engage in information specifics in special education programs at the high school. The night was well attended and enjoyed by all. For Hispanic Heritage month, the high school World Language Department in collaboration with Senora Licinski’s Spanish five classes is sponsoring a Hispanic Heritage Exit Exhibition that is located in the media center. This showcases Spanish Mexican, Central South American and Caribbean history and culture and highlights the rich dynamic and significant cultural contributions to the United States and the global society. Clubs have started and are in full swing at the Lower Middle School (LMS) and the Upper Middle School (UMS). Late buses have begun at UMS. Eighth grade students and their families are preparing for the upcoming Camp Mason trip next month. We still need some parent chaperones. There will be a seventh and eighth grade social on October 6th. LMS hosted its first calling contest. Two students created a riddle displayed on the front, and during the Friday morning meeting, home groups had 15 minutes to agree upon an answer and call it in to the front office to try to be the first of the top three callers with the correct answer to win a prize. The middle

schools decided that Sunday, October 15th is the date for the first every school fall festival to welcome families to the shared campus and introduce the administration to the community while enjoying fall fun.

At Orchard Hill Elementary School, students are learning the habits of being good readers, always a focus in the early meets of the school year. One of the primary objectives is for students to set goals in order to reflect on their reading while also getting settled into their reading routines, which is very important.

ACTION AGENDA ITEMS PUBLIC COMMENT

Board President Spence-Wallace read a civility statement to the community.

Ms. Church, Skillman resident, inquired about agenda item 2.7, which listed Hi-Tops on Friday's agenda and then it was removed and moved to a different place. Please explain the details of this item and why it was changed. Also, the current agenda does not indicate that it was updated.

Ms. McLoughlin responded that agenda item 2.7 was submitted in error. It was an old document that was uploaded around 4:30 p.m. on Friday and then corrected on Saturday. She was unsure as to why a notice didn't go out indicating that it was updated, and she will look into this matter.

EXECUTIVE SESSION- II

A motion was made by Mr. Todd and seconded by Ms. Harris to approve the following resolution to convene in Executive Session at 7:51 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:

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- 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
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- 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.

Upon call of the roll, the motion carried unanimously.

RECONVENE IN OPEN SESSION – The Board returned from Executive session at 8:22 p.m.

ROLL CALL

Martin Carlson – Present
Michelle Dowling – Present
Joanna Filak – Present
Victoria Franco-Herman – Present
Christina Harris – Present

Dr. Zelda Spence-Wallace – Present
Maria Spina – Present
Patrick Todd – Present
Ania Wolecka-Jernigan – Present

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

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

- MTEA Report – Ms. Karen Kevorkian, Vice President of the MTEA, reported that we have worked collaboratively to help the students for the past ten years. Each year we strive to improve what we do to strengthen the District Leadership Teams (DLT) and School Leadership Teams (SLT). At the September DLT meeting, the members worked on the goal of improving student performance. Representatives from each DLT worked together so they all know what is happening throughout the district. They want to make sure each student is confident and competent.
- Board Member Delegate/Representative Reports (SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.) – Ms. Spina reported that the MSEPTA had a wonderful fall festival last week. Ms. Spina thanked some sponsors and the police department who had a vehicle there. MSEPTA's next meeting will be October 2nd, and the report will be delivered at the next meeting. MSEPTA invited Dr. Burness to do a presentation on recognizing childhood and adolescent anxiety. It will be held here on October 11th at 7 p.m.

Board Committee Reports

- Assessment, Curriculum and Instruction Committee (ACI) – Dr. Spence-Wallace reported that they met on September 13th. At the beginning of the meeting, Director of Technology Mr. Jeff Brooks reported on the new LMS financial literacy textbook. This will accompany each class' use of technology. Students will learn and gain real life experience. Next, the Director of Professional Development and Curriculum, Ms. Borland, presented in

place of the Director of Special Services, Ms. Mary Pat Publicover, on the Language Learning Disabilities (LLD) pullout program for grades K-5 and the preschool disabilities program. The Core Knowledge Language Arts (CKLA) is a literacy program that is a combination of LA curriculum resources. It's based on the science of reading. A committee of staff members reviewed student data to grow their academic achievement. There are four preschool programs that could be chosen. However, we could only choose one. Montgomery chose the creative curriculum which fosters the development of the whole child through various activities. Full implementation will occur in the 24/25 school year. There will be professional development for teachers on this program on October 9th. The estimated cost will be \$29K, an online bundle and an assessment tool. The State Department of Education offered a grant that allows for High Impact Tutor Funding. The State provides districts with outsourced vendors which provide high impact tutoring, mostly for grades three and four. However, our program includes fifth graders as well. The district has submitted the grant application, and it is a competitive grant. The Board of Education continues to receive questions surrounding its textbook selection. Parent feedback is offered in order for there to be a connection between the student's parents and their teachers. Many parents are concerned there are books that are not aligned with their beliefs. Parents can opt out of health curriculum, but this is not applicable in other subject areas. The Board has the responsibility to vote on textbooks but follow the applicable state laws. The ACI committee is looking for parent and student feedback. Ms. Delgado stated all new student orientations went well. There is a platform for colleges to visit our district. He stated he would like to build connections between all counselors at all schools.

Mr. Carlson asked about HiTOPS. Last year, they gave a presentation to us and some were uncomfortable with this presentation. A link was sent to him by a concerned parent, which is about an expose on HiTOPS. He watched it last night, and in it HiTOPS staff seemed less than forthcoming. After seeing this, he is still uncomfortable and would request we look for a different vendor. He proposed a motion to end our relationship with HiTOPS.

Mr. Carlson made a motion to terminate our relationship with HiTOPS. Ms. Filak seconded the motion.

Ms. Spina asked what they provide for us and how long have we had them. Ms. McLoughlin addressed her concern.

Dr. Spence-Wallace asked Ms. McLoughlin to review the benefits and outcomes of the HiTOPS program. Ms. McLoughlin addressed the questions.

Mr. Todd asked if HiTOPS has any contact with our students. Ms. McLoughlin answered that they do not.

Ms. Dowling asked how the organization was vetted. Ms. McLoughlin stated it was done through ACI and our instructional services department.

Ms. Filak stated that a representative from HiTOPS came to speak about how the new health curriculum will be implemented. Ms. Filak stated that certain topics will be incorporated into the curriculum about issues in which parents will not be able to opt out.

Is there a study to look into and assess to determine if their standards were met? Ms. McLoughlin responded that HiTOPS is strictly for professional development and does not write curriculum or have contact with students.

Ms. Wolecka-Jernigan, had a comment about HiTOPS regarding the recent exhibit of questionable actions that happened in Princeton. It is our duty to end the relationship we have with them until more information is shared. What is HiTOPS cost the district? The Board should have more input, especially with the questionable actions of HiTOPS.

Dr. Spence-Wallace stated there is sufficient controversy around this organization, but it doesn't mean that the Board is not fully committed to building the capacity of our teachers and administrators. These organizations need to be appropriate. Since the Board is asking more information from the Superintendent, more time will be needed so she can address the questions.

Ms. Harris reiterated like all decisions of the Board, every decision is made with research and discussion. Therefore, more information needs to be gathered to make an informative decision. She would like to temporary halt the contract for further discussion.

Ms. Franco-Herman stated that we need more information. However, the organization that reported about HiTOPS is questionable itself.

Ms. Dowling stated the Board needs to be transparent with their constituents as we move forward.

Ms. Spina asked when the next scheduled professional development session is for HiTOPS. Mr. McLoughlin stated she does not have that answer and that she's been caught totally off guard.

Ms. Carlson modified his motion to suspend the contract with HiTOPS until the next board instead of terminating it. Ms. Filak seconded.

Mr. Fogarty stated we currently have a contract with HiTOPS for FY 24 in the amount of \$33K. Therefore, we need to move forward to terminate that contract.

Upon call of the roll, the motion carried unanimously.

- Equity Committee (EC) – None
- Operations, Facilities and Finance Committee (OFF) – Mr. Todd reported that the committee met on September 15th. Mr. O'Neill provided a status of the opening of schools. There were no issues with the exception of an issue with bees, which has been addressed. The ECC building is coming along, and the staff seem to like it. A fence will be installed the first week of October along with some windows. The larger security project at the high school is moving along with the new entry system. Five doors have been installed, and there will also be a new employee ID system, which provides IDs that will serve as fobs to enter the building. Construction of the vestibules will get under way. However, we are

waiting on some parts. Director of Transportation, Mr. Washington-Velazquez, provided a transportation update. There were some minor issues at the beginning of the year as expected, but they've been addressed. Buses are now leaving on time compared to the beginning of the year when they were about a ½ hour late. There were a few hiccups switching to the new transportation platform, but those have been addressed. Mr. Washington-Velazquez likes the new system because he can access it remotely from his cell phone. He also noted that the district is short two bus drivers but that is being addressed. Some members of MSEPAG have expressed concern for the length of time some special education students spend on the bus. This is unavoidable because some of the out-of-district routes are a far distance away. He also stated he sends out emails to the community to keep them informed. Any concerns should be emailed directly to the transportation department. A discussion also took place regarding the agreement with Princeton for the repair of their buses. Not much happened in July. However, in August we received \$8K in repair. Next, Regular Operating District grant was discussed. The district submitted four projects, which were approved with the state paying for 40% of the cost and the other 60% coming the district's Capital Reserve. The total amount submitted was \$6.1 Million. Mr. Todd provided a list of the projects that have been approved. Mr. Todd deferred to Ms. Franco-Herman regarding an issue with the township.

Ms. Franco-Herman reported that the township approached the board with two requests. First, they wanted a credit toward the cost of pool upkeep during Covid. However, Mr. Trent told them that the pool still needed to be maintained. Secondly, they requested the district waive the per participant fee to use the pool. However, the committee stated that the fee is necessary as well to maintain the pool.

Mr. Todd stated the last item discussed was a \$1.8 Million turf field donation. However, the issue is the additional cost to the district for the new infrastructure, which includes lights, drainage and restrooms. The total cost will be \$5 to \$6 million with the additional cost to the district not being feasible.

- Policy and Communications Committee (PCC) – Ms. Dowling reported they met on September 21st. First and foremost, they welcomed a new member, Communication Director Mr. Ryan Waldis, who introduced himself. Policy #2419 was discussed. They wanted to make sure they didn't overlook certain protected classes. Policy #0167 was also discussed and surrounds members of the public signing the notebook prior to them speaking during a board meeting. A chrome book will be provided so the public can clearly type their name and address. The PCC will discuss virtual access of the community to board meetings because there seems to be some confusion. The committee also discussed Policy #2510 to clarify the criteria to introduce textbooks into the classroom. The PCC chair will follow up with the ACI committee. Future topics of discussion include AI in the classroom. The committee will follow up with Strauss Esmay to see if a policy already exists.
- Human Resource Committee (HRC) – Ms. Franco-Herman stated the committee did not meet during September. However, the next meeting is scheduled for October 10th.

- Officers' Report – Dr. Spence-Wallace reported that the Montgomery BOE has approved a contract with the NJSBA to implement to execute a community-wide strategic plan process. There is a meeting scheduled with Ms. Gwen Thornton, NJSBA Director of Field Services, this Friday. The town's social media platforms are busy with discussion about the district. Staff is working to fulfill district goals, and the board is responding to bridge communication gaps between the day to day operation and long-term goals. Dr. Spence-Wallace further discussed the strategic plan and planning. Some goals are never achieved. In education, the process for strategic planning is different. Dr. Spence-Wallace reviewed the process.

APPROVAL OF MINUTES

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

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| 1. August 22, 2023 | Executive Session Meeting |
| 2. August 22, 2023 | Business Meeting |
| 3. September 12, 2023 | Executive Session Meeting |
| 4. September 12, 2023 | Workshop and Business Meeting |

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

1. Email dated 9/12/23 from H. Kadhim regarding pictures on social media by board president
2. Email dated 9/14/23 from G. Zayova regarding OPRA – 9/12/23 public meeting
3. Email dated 9/15/23 from J. Church regarding Cease MTSD/HiTOPS relationship

NEW BUSINESS FROM BOARD/PUBLIC

Many members of the community, including students, thanked the board for recognizing Diwali on the school calendar and providing the day off from school. This will allow them to spend time with their families without having to worry about school and completing makeup work.

Ms. Skaar, Belle Mead resident, thanked the board as she's affiliated with Champion for Students. They have dealt with aggressive community members, but they've held themselves to the highest standards. While some state that they don't respect parents, they do communicate with the parents. There have also been several town hall meetings, which are more intimate meetings, to inform the community about what's happening in the district. They also made the change with food services after listening to the concerns of the parent's complaints. She appreciates what the board does for the students.

Ms. Pfeffer, Skillman resident, talked about project Veritas. She was here when the presentation by HiTOPS was made. She is a representative of the NJEA and has followed the process behind the health curriculum since before Covid. She finds it disturbing we're talking Project Veritas because they engage in disinformation. People who believe this information need to learn the difference between good information and bad information. She is disturbed that some members of the board believe this group that is known for using disinformation tactics.

Ms. Narula, Belle Mead resident, thanked the board for approving Diwali as well. Her husband is Indian. She also wanted to recognize the children who were here tonight and taking part in the process. It's important the public become involved within the community.

Ms. Gelinas, Skillman resident, works at OHES and is the head MTEA representative there. She shared some things they are doing at the school. Spirits are running high at the new early childhood learning center for pre-k students. The students are enjoying related arts, arts, movement and reading. They are celebrating Hispanic Heritage month with their 1st, 2nd and now kindergarten classes. The students are comparing their cultures and how they each celebrate. They are also learning Hispanic dances such as the Tango and Salsa. The full-day kindergarten program started great this year. They are using colors to build up their knowledge and have been doing various activities.

Mr. Mohammad, Montgomery resident, told a story about the "boat of life." We should start with peace. During the journey there are some waves and storms that we need to navigate through. Each family has particular values that they want to uphold to protect their children. There has been talk about the transgender population, but learning about this should not be imposed on them. Parents know what they believe and stand for. He believes kids should be protected, and families should be able to opt out of some of the curriculum. We should focus on math, science and social studies. During this journey, we all should have love and respect for each other.

Ms. Grayson, Belle Mead resident, she thinks it's a shame that we are suspending the relationship with HiTOPS. She is a mental health professional and refers kids to HiTOPS. They are an organization that has been around for 30 years. Many professionals will use them. Other sources such as Project Veritas, is now suspended. As a board, we are basing a decision on this type of organization. She hopes more information can be collected by Superintendent McLoughlin so we can see how HiTOPS functions and the benefits they provide. This is a public school, and we need to follow what the government tells us to teach.

Dr. Spence-Wallace noted, after discussion with the board attorney, that there needs to be civility at the board meetings, which includes no clapping, booing, cheering, etc.

Mr. Kia, Belle Mead resident, has three kids in high school. The child he wants to specifically talk about today is a member of the LGBTQ community. Is anyone aware of the CROWN Act. It's an acronym and is a law that governs how someone wears their hair. This is a law to prevent discrimination against curly hair. New Jersey has not passed the CROWN Act. This means the board can adhere to or amend the curly hair policy. This is an analogy and is the way some parents of children who are members of the LGTBQ community are beginning to feel. He is concerned that some board members want to constantly amend the LGTBQ policy. We teach our children not to bully, and there are even posters on the walls. As a community, we need to remind ourselves of this.

Ms. Gural, Belle Mead resident, was moved by the analogy she heard a moment ago. She also heard that we should only teach about science and math, but would like to argue that we need to teach more about tolerance and to provide for other people. As a former elected official, she knows the personal sacrifice they make as a board. On the boat in the tumultuous ocean, it's good that we have someone who can navigate and cook. She worries about her own two girls who are

not great students or athletes. She wants them to be proud of where they live. Ms. Gural is upset we are segregating our LGBTQ students and creating an environment where they feel they can't talk about their situations.

Ms. Rab, Senior at Montgomery High School and Skillman resident, excused herself as student representative of the Board of Education and notes she is speaking personally. As a student of Montgomery, she values her education and of her peers' education. In her opinion, when she sees HiTOPS being questioned for frivolous reasons, it is a disgraceful reflection of the educational values we are instilling in our children. We need to approach them with understanding and truth and knowledge. She can look at the internet and make a decision that something isn't real or fake news. The adults in our community need to act and think the same way. Some parents have concerns that they need to clarify and what they do specifically have issues with within in the curriculum. We need to come at this with what will actually help our students.

Ms. Torgerson, Belle Mead resident, echoes everything Ms. Rab said. Today's political atmosphere has made education too bipartisan. We should not allow a certain faction of the community to distract from the education of the children. This misinformation, which this faction is trying to disseminate to the intellectually vulnerable, has demonstrated a new low demonstration. To employ Project Veritas is insane to her. They are a right wing activist group which uses edited videos to promote their agenda. They target educators and teachers across the country to spark culture wars. HiTOPS is targeted, and then you were targeted. The community is tired of these dirty tactics. She thanked the board for staying steadfast and supporting the children. She attended Back to School Night and was impressed with the teachers and administrators she met. There was a positive feeling of community with the diverse student population.

Ms. Rosenthal, Belle Mead resident, was moved by the statement that the school should only be about math and science. She would not be happy if her children didn't go through the district without the health education and language arts. It's made them the wonderful people they are today. There needs to be skills learned that supports the whole child.

Ms. Gural, Belle Mead resident and Montgomery High School student, wanted to talk about diversity. It's important to keep the LGBTQ students within the student. She has really good friends who are part of that community. She would be upset if they were taken away from her because she has a connection with them. She does not believe in separating people because they are not the same as us.

Mr. Gettinger, Skillman resident, would like to be provided specifics, he's been asking for five months what books, not what type of books, are being read to his children. However, he still has not received an answer. He asked if we have an allegiance to HiTOPS. There are no other organizations that provide the same services. Would like to know what due diligence the board did when they selected HiTOPS. What books are being read and when they are being read. Also, what books are included in the library. He asked Ms. Rab if that was specific enough for here.

Mr. Todd motioned for the board to adjourn the meeting at 9:49 p.m. and Ms. Spina seconded the motion. The board adjourned the meeting at 9:49 p.m.

The board reconvened at 9:51 p.m.

Mr. Feliciano, Belle Mead resident and a senior at Montgomery High School, spoke about the HiTOPS issue. He is a member of the LGBTQ community and has used HiTOPS when he began to transition because he is transgender. They have helped him so much, and HiTOPS is a great resource. He wanted to say how useful they are as someone who uses them personally.

Ms. McLoughlin addressed the student there and stated she is committed to providing a safe school for everyone and that they are valued. She has not waived at all on that even with what was said tonight.

Ms. Franco-Herman thanked the last student for being so open and sharing his identity with them.

Ms. Harris echoed what Ms. Franco-Herman just stated. In her opinion, the decision to temporarily suspend HiTOPS has nothing to do with the work they do because she understands the media and what other organizations can come out with. She comes to these meetings and feels like our community is divided. Parents have a lot of questions, and there are some who feel comfortable and those who do not. We need to take a couple of weeks as a board and make sure everyone feels comfortable, including students and parents.

Ms. Dowling stated we are in the position as board members to ask questions because that's their job. That's what they are doing as a board, and they are seeking answers while trying to represent the entire community. We're not here tonight to disband something, and she hopes the community trusts them as they seek more information.

Mr. Carlson stated that he thinks we hear a lot of hyperbole, but we're not talking about banning books as noted by the Montgomery News or banning gays. We're talking about looking at a company that may or may not be disingenuous.

Ms. Wolecka-Jernigan echoed the Superintendent's sentiment. There will be no division. We are just making sure we do what is best for the children every day.

Dr. Spence-Wallace stated we do have a responsibility to examine issues when it's brought to them in a wide lens. They need to speak from a measured point of view.

ACTION AGENDA

Ms. Dowling motioned items 1.1 through 4.1 seconded by Mr. Todd. Upon call of the roll, the motion carried with a unanimous vote recorded.

1.0 ADMINISTRATIVE

1.1 Routine Monthly Reports – Accept the following report:

a. Harassment, Intimidation and Bullying (HIB) Report

1.2 Organization Chart - Approve the updated Montgomery Township School District Organization Chart effective September 26, 2023.

- 1.3 Policy/Regulation First Reading - Accept the following policy and regulation as a first reading:

2419	School Threat Assessment Teams
2419R	School Threat Assessment Teams

2.0 CURRICULUM & INSTRUCTION

- 2.1 NJ High Impact Tutoring Competitive Grant – Approve the submission of the NJ High Impact Tutoring Competitive Grant for the Montgomery Township School District for the project period from October 11, 2023, through August 31, 2024.
- 2.2 Out-of-District Placements: 2023-2024 – Approve the following Out-of-District Placements for the 2023-2024 School Year:

Student ID	School	TUITION			
		Dates	ESY	RSY	Total for Year
102163	The Bridge Academy	9/06/23 – 6/19/24		\$47,894.40	\$47,894.40
107532	Mercer County Special Services School District	9/07/23 – 6/30/24		\$60,125.00	\$60,125.00
108467	Mercer County Special Services School District	9/07/23 – 6/30/24		\$60,125.00	\$60,125.00
109354	New Hope Academy	9/15/23 – 6/14/24		\$45,500.00	\$45,500.00

- 2.3 Textbook Approvals: 2023-2024 - Approve the following textbooks/resources as follows:

Title	Course/Grade(s)	Amount
The Lemonade War	21 st Century Life Skills Cycle, Grades 5 & 6	\$800.00
CKLA Replacement Reading Resources	Supplemental Reading Resource, Grades 1-8	\$28,670.54
The Creative Curriculum for Preschool, Guided Edition with The Essential Kit	Integrated Preschool Classes	\$22,696.05

2.4 Consultant Approvals: 2023-2024 - Approve the following consultants for the 2023-2024 School Year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Mike Ochs, LLC	Provide one day of professional development on best practices in teaching on vocabulary development and acquisition. To be held on October 9, 2023.	\$2,300.00 <i>To be funded by ARP ESSER</i>
Amplify	Provide professional development to staff on CKLA replacement reading Year 1. To be held on October 9, 2023.	\$7,150.00 <i>To be funded by ARP ESSER</i>
Teaching Strategies, LLC ("TS")	Provide twelve (12) hours of professional development to staff on Creative Curriculum for Preschool. To be held on October 9, 2023 and other dates TBD during the 2023-2024 school year.	\$6,990.00 <i>To be funded by ARP ESSER</i>
Frontline Education	Provide one (1) day of professional development to district counselors on TriState 504 system. To be held on October 9, 2023.	\$800.00 <i>To be funded by ARP ESSER</i>
Para-Plus Translation, Inc.	Interpretation & Translations Services For 2023-2024 School Year.	\$6,000.00
The Adventure Network, Inc.	Provide one (1) day of professional development to high school HPE staff on the Challenge Course to be held on October 9, 2023.	\$591.00

2.5 Approval of Participation in High School Athletics for Student #104043

WHEREAS, a student whose name is on file in the Superintendent's Office who is a resident of the Montgomery Township School District (hereinafter referred to as the "District") and is placed by the student's parents at a non-public school for the treatment of students with disabilities; and

WHEREAS, the student's parents have applied to the District to participate in the interscholastic athletic programs; and

WHEREAS, the Superintendent has determined from the records provided to her by the non-public school that this student is in good academic standing and is, therefore, eligible for participation in the District's interscholastic athletic programs, provided the student otherwise meets the eligibility requirements set forth by the New Jersey State Interscholastic Athletic Association (NJSIAA) and the District.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby grants its approval for this student to participate in the District's interscholastic athletic programs, provided the student otherwise meets the eligibility requirements of said program. The School Business Administrator/Board Secretary is hereby authorized to issue written approval on behalf of the Board of Education to the New Jersey State Interscholastic Athletic Association consistent with this Resolution.

2.6 Approval of Participation in High School Athletics for Student #102163

WHEREAS, a student whose name is on file in the Superintendent's Office who is a resident of the Montgomery Township School District (hereinafter referred to as the "District") and is placed by the student's parents at a non-public school for the treatment of students with disabilities; and

WHEREAS, the student's parents have applied to the District to participate in the interscholastic athletic programs; and

WHEREAS, the Superintendent has determined from the records provided to her by the non-public school that this student is in good academic standing and is, therefore, eligible for participation in the District's interscholastic athletic programs, provided the student otherwise meets the eligibility requirements set forth by the New Jersey State Interscholastic Athletic Association (NJSIAA) and the District.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby grants its approval for this student to participate in the District's interscholastic athletic programs, provided the student otherwise meets the eligibility requirements of said program. The School Business Administrator/Board Secretary is hereby authorized to issue written approval on behalf of the Board of Education to the New Jersey State Interscholastic Athletic Association consistent with this Resolution.

2.7 Community-Based Instruction 2023-2024 - Approve the following locations for Community-Based Instruction for Montgomery High School Students:

Montgomery		
Montgomery Shopping Center	Alfonso's	Princeton Fitness and Wellness
Bagel Barn	Blawenburg Bistro	Pike Run Plaza
Somerset County Library System, Montgomery Branch	Montgomery Township Municipal Building	Village Shoppes at Montgomery
Princeton		
Princeton North Shopping Center	Princeton Shopping Center	
Hillsborough		
Kohl's	Applebee's	Nelson's Corner
Star Diner	Hillsborough Cinema	

Lawrence		
Mercer Mall	Market Fair	Special Olympics NJ
Colonial Lanes	Terhune Orchards	
Other		
Somerset Patriots Baseball	Bridgewater Mall	Pennington Quality Market
New Jersey State Museum	NJ Transit	Hopewell Valley Mobile Food Pantry
Dare to Dream		

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 August 31, 2023 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 August 31, 2023; 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 August 31, 2023 within the 2023-2024 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 2024

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 26, 2023 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 \$9,247,586.20 and

General Account	\$9,233,908.86
Food Service Account	\$ 13,677.34
TOTAL	\$9,247,586.20

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 – 2023-2024 – Approve the Board member and/or staff conference and travel expenses as per the travel reimbursement list dated 9/26/23 (see Page 25).

3.5 Non Public IDEA Agreement with SCESC 2023-2024 - Approve the following nonpublic instructional services agreement:

THIS AGREEMENT shall be in effect from July 1, 2023 until June 30, 2024 between the Somerset County Educational Services Commission, County of Somerset, State of New Jersey, hereinafter referred to as SCESC and the Montgomery Township School District in the County of Somerset, State of New Jersey, hereinafter referred to as the Public School District.

The District agrees to pay the Commission the monthly amount of the Nonpublic School IDEA proportionate share grant funding in support of the Nonpublic School Individuals With Disabilities Education Act. The following payment schedule is hereby agreed to: 100% of the monthly services as defined below plus any other additional fees for services allowable by law with prior District approval. No other funding is due the Commission in order to operate this program.

In the event the District fails to remit the funds according to the schedule indicated above, the Commission retains the right to postpone service under this contract until funds are released.

The parties agree that if the District shall no longer be eligible for funding pursuant to the Nonpublic School Individuals With Disabilities Education Act, or if such funding shall terminate, either party may terminate this agreement.

It is understood that the Commission will provide services to all of the eligible Somerset County nonpublic schools identified by the District's grant application and as authorized by the District. Also, the SCESC will coordinate the Annual Consultation Meeting between the District and its nonpublic schools, according to the provisions set forth by the State of New Jersey Department of Education.

The Commission will provide an annual report of I.D.E.A. funded services, equipment and/or technology and provide input into the grant process for each school served.

Speech (per student on active roster/per month)	\$140.00
Supplemental (per student on active roster/per month)	\$130.00
Study Skills/Student Support Class – Teacher provided up to 5 days per week for 60 minutes per day to provide supplemental instruction (per month)	\$3,000.00

3.6 Resolution/New Jersey Nonpublic School Technology Initiative Program 2023-2024 – Approve the following resolution:

WHEREAS, the New Jersey Nonpublic School Technology Initiative Program has been authorized in the Appropriations Act for Fiscal Year 2023-2024; and

WHEREAS, Nonpublic School Technology Initiative Aid shall be paid to school districts and allocated for nonpublic school pupils in a manner that is consistent with the provisions of the federal and state constitutions; and

WHEREAS, said program requires the Board of Education in each public school district in New Jersey to provide technology to all students attending a nonpublic school located in the public school district; and

WHEREAS, it is the responsibility of the chief school administrator of the public school district or designee to confer with the administrator of each participating nonpublic school within the district to advise the nonpublic school of the limit of funds available and to agree upon the technology to be provided to the nonpublic school within the limits of the funds that are available for the nonpublic school; and

WHEREAS, it is the responsibility of the public school district to send written verification that conferences were held with each nonpublic school administrator to the County Superintendent, along with a copy of each agreement, prior to the State's deadline; and

WHEREAS, it shall be the responsibility of each public school district to provide the agreed upon technology which may include equipment, software, professional development and/or maintenance of equipment; and

WHEREAS, the Somerset County Educational Services Commission (SCESC) has agreed to administer the responsibilities associated with this program for the purpose of greater cost effectiveness through joint purchasing and centralized administration,

NOW, THEREFORE, BE IT RESOLVED that the Montgomery Township School District (District) enter into an agreement with the SCESC, whereby the SCESC will administer the Nonpublic School Technology Initiative Program for nonpublic schools located within the boundaries for the 2023-2024 school year and are awarded funding and as authorized by the District, and

BE IT FURTHER RESOLVED that the SCESC will coordinate the Annual Consultation Meeting between the District and its nonpublic schools, according to the provisions set forth by the State of New Jersey Department of Education, and

BE IT FURTHER RESOLVED that the District pay the State-approved administrative percentage (5% in 2021-2022) of the allocation for the Nonpublic School Technology Initiative Program to cover the SCESC's cost for administering the program. The SCESC will invoice the District for technology items as expended in accordance with the Guidelines for Administering the New Jersey Nonpublic School Technology Initiative Program and State-approved administrative percentage of the total amount spent as reimbursement for administrative expenses associated with the Nonpublic School Technology Initiative Program. No other funding is due the Commission in order to operate this program.

3.7 Nonpublic Security Aid Program 2023-2024 – Approve the following nonpublic services agreement:

WHEREAS, the Nonpublic Security Aid Program has been authorized in the Appropriations Act for Fiscal Year 2023-2024; and

WHEREAS, Nonpublic Security Aid shall be paid to school districts and allocated for nonpublic school pupils in a manner that is consistent with the provisions of the federal and state constitutions; and

WHEREAS, said program requires the Board of Education in each public school district in New Jersey to provide security services, equipment, and technology to the nonpublic schools located in the public school district; and

WHEREAS, it is the responsibility of the chief school administrator of the public school district or designee to confer with the administrator of each participating nonpublic school within the district to advise the nonpublic school of the limit of funds available and to agree upon the security to be provided to the nonpublic school within the limits of the funds that are available for the nonpublic school; and

WHEREAS, it is the responsibility of the public school district to send written verification that conferences were held with each nonpublic school administrator to the County Superintendent, along with a copy of each agreement, prior to the State's deadline; and

WHEREAS, it shall be the responsibility of each public school district to provide the agreed upon security which may include security services, equipment and technology; and

WHEREAS, the Somerset County Educational Services Commission (SCESC) has agreed to administer the responsibilities associated with this program for the purpose of greater cost effectiveness through joint purchasing and centralized administration,

NOW, THEREFORE, BE IT RESOLVED that the Montgomery Township School District (District) enters into an agreement with the SCESC, whereby the SCESC will administer the Nonpublic Security Aid Program for nonpublic schools located within the boundaries for the 2023-2024 school year and are awarded funding and as authorized by the District, and

BE IT FURTHER RESOLVED that the SCESC will coordinate the Annual Consultation Meeting between the District and its nonpublic schools, according to the provisions set forth by the State of New Jersey Department of Education, and

BE IT FURTHER RESOLVED that the SCESC will invoice the District for security items as expended in accordance with the Guidelines for Administering the Nonpublic Security Aid Program. No other funding is due the Commission in order to operate this program.

3.8 Nonpublic School Nursing Services 2023-2024 – Approve the following nonpublic instructional services agreement:

THIS AGREEMENT is made the first day of July 2023 between the Somerset County Educational Services Commission, hereinafter referred to as SCESC and the Montgomery

Township School District, County of Somerset and State of New Jersey, hereinafter referred to as the Public School District.

WHEREAS, the SCESC, by authority of its Board of Directors, acting on approval of the State Board of Education, is capable of providing auxiliary services and any other service or supply provided under the grant guidelines to eligible students attending nonpublic schools; and

WHEREAS, the SCESC services are in accordance with Chapter 226, Laws of 1991, and the Rules and Regulations governing nursing services to nonpublic schools; and

WHEREAS, the Public School District is under obligation to provide said services to all eligible nonpublic schools within its district to assure equal access to specified nursing services; and

WHEREAS, the Public School District has by Resolution of its Board, agreed to contract with the SCESC to provide said services pursuant to said legislation.

NOW, THEREFORE, the parties hereto agree as follows:

1. The terms of this Agreement shall be in effect from July 1, 2023 until June 30, 2024.
2. The SCESC will provide services for pupils in grades K-12 who are enrolled full time in the nonpublic school within the limitation of State funds and according to State guidelines.
 - a. Nursing services for pupils in grades K-12 who are enrolled full time in the nonpublic school. The services shall include:
 1. Assistance with medical examinations including dental screening;
 2. Screening of hearing;
 3. Maintenance of student health records and notification of local or county health officials of any student who has not been properly immunized;
 4. Scoliosis examinations of students between the ages of 10 and 18;
 5. The extension of emergency care provided to public school students to full time nonpublic school students who are injured or become ill at school or during participation on a school team or squad pursuant to NJAC 6A:16-1.4 and 2.1(a)4. These health services include:
 - a. The emergency administration of epinephrine via epipen pursuant to N.J.S.A. 18A:40 12.5;

- b. The care of any student who becomes injured or ill while at school or during participation in school-sponsored functions;
 - c. The supervision of any student determined to be in need of immediate care; and
 - d. The notification to parents of any student determined to be in need of immediate medical care.
6. In the event of a school closure due to the current pandemic, the SCESC nurse will use the remaining hours to coordinate with the nonpublic school administration and Somerset County health department. The SCESC nurse will contact students on a weekly basis, as remaining hours permit, to check on their health and report positive cases to the Somerset County health department.

The nursing services provided to nonpublic schools shall not include instructional services.

- 3. The SCESC shall purchase nursing supplies for nonpublic schools, if requested, with remaining funds after required nursing services are provided as per the provisions set forth by the State of New Jersey Department of Education and with authorization by the Public School District.
- 4. The SCESC shall contact the nonpublic schools within the district and determine the services they will require within the parameters of the law and limitation of funds.
- 5. The SCESC will coordinate the Annual Consultation Meeting between the Public School District and its nonpublic schools, according to the provisions set forth by the State of New Jersey Department of Education.
- 6. The Public School District agrees to pay to the SCESC a sum equal to the full funding that is allocated by the State Department of Education for nursing services to nonpublic schools within its district pursuant to the provisions of Chapter 226 Laws of 1991. Payment shall be made monthly during the school year and forwarded to the SCESC within sixty (60) days after district's receipt of the SCESC's monthly invoice of services provided and supplies purchased. Nursing services (per 60 minute session) is \$44.00. The SCESC, as per New Jersey Department of Education guidelines effective October 7, 2003, will retain 6% of the payment as reimbursement for programming, supervision and administrative expenses associated with the Nonpublic School Nursing Services Program implementation. In the event a Public School District fails to remit funds to the SCESC, the SCESC shall have the right to give notice of discontinued services.

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

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

- 3.10 Approval for Beekman Farms - Q24-06 snow removal/loader and operator to clear large accumulations from snow storms for the district for the 23/24 school year as follows:

<u>Vendor</u>	<u>Amount</u>
Beekman Farms Hillsborough, NJ	Hourly rate of \$250.00

- 3.11 Approval of Carbon Health - Approve Carbon Health as a second option for the district for bus drivers to obtain a mandatory physicals for the 23/24 school year as follows:

<u>Vendor</u>	<u>Amount</u>
Carbon Health Technologies Inc. San Francisco, CA (Skillman, NJ branch)	\$135.00 per visit

- 3.12 Approval for B&H Photo – Approve the purchase of 100 classroom projection office desktop computers to replace end-of-life devices at MHS from B&H Photo for \$47,900.00 entered into on behalf of HCESC-CAT-22-01 (Hunterdon County Educational Services) for 23/24 school year as follows:

<u>Vendor</u>	<u>Amount</u>
B&H Photo & Electronics Corp. NY, NY	\$47,900.00

- 3.13 Approve a Parental Contract for Transportation Route PT2 – Approve a parental contract for Route PT2 to transport student ID #102976 to Collier High School as per the negotiated rate of \$20,400 for the 2023-2024 school year.

- 3.14 Approve First Student, Inc. for Transportation Services – Approve First Student, Inc. to provide transportation services for after school-related activities (sports/trips) as needed at a cost of \$215 per hour with a three-hour minimum charge.

4.0 PERSONNEL

- 4.1 Approval of Personnel Agenda – approve the personnel agenda (see Pages 26 – 31).

ANNOUNCEMENTS BY THE PRESIDENT – Dr. Spence-Wallace noted that the Superintendent is dynamic in trying to create an atmosphere of inclusivity and collaboration. This was evident with the addition of Diwali being added to the calendar which was a combined effort.

ADJOURNMENT

Ms. Franco-Herman motioned to adjourn at 9:52 p.m., seconded by Ms. Spina. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 9:52 p.m.

Respectfully Submitted,

A handwritten signature in dark ink, appearing to read "Jack Trent", written in a cursive style.

Jack Trent
School Business Administrator/
Board Secretary

**Montgomery Township Board of Education
Travel Reimbursement Requests
2023-2024**

**Travel Reimbursement Requests
2023/2024**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.47)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Joshua Carlani	District	10/2 - 10/4/23	Handle with Care Trainer Certification		\$48.13			\$1,525.00		\$1,573.13	\$1,573.13
Kristin Ciesielski	LMS	10/20/2023	Fall 2023 AMTNJ Conference					\$215.00		\$215.00	\$215.00
Maya Colitsas	LMS	10/20/2023	Fall 2023 AMTNJ Conference					\$215.00		\$215.00	\$215.00
Tara Dec	LMS	10/27/2023	NJTEEA's Annual Conference		\$10.72			\$175.00		\$185.72	\$185.72
Stefanie Lachenauer	UMS	2/18 - 2/21/24	ATN's Creating Trauma Sensitive Schools Conference	\$75.00	\$33.04	\$310.50	\$980.29		\$471.82	\$1,870.65	\$1,870.65
Jessica Masters	LMS	10/20/2023	Developing Mathematical Thinking					\$215.00		\$215.00	\$215.00
Kerry Miller	VES/LMS	10/19 - 10/20/23	Autism Conference	\$10.00	\$84.88		\$238.99	\$500.00		\$833.87	\$833.87
Jen O'Connor	VES	10/30 - 10/31/23	AENJ State Conference	\$54.00	\$33.46			\$175.00		\$262.46	\$262.46
Catherine Pechota	LMS	10/20/2023	Building Thinking Classrooms					\$215.00		\$215.00	\$215.00
Denise Salvatore	LMS	10/18/2023	32nd Annual School Health Conference					\$235.00		\$235.00	\$235.00
Zelda Spence- Wallace	BO	11/17/2023	NJSBA Leadership Conference		\$12.50			\$135.00		\$147.50	\$147.50
Jeffrey Woodworth	MHS	10/13/2023	Music Educators' Association State Conference	\$5.00	\$58.94					\$63.94	\$63.94

****Estimated****BOE****9/26/2023*****Excluding Tolls******Includes Registrations**

4.1 PERSONNEL

A. Resignations/Retirements/ Rescissions

	Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
1.	DISTRICT	Hugh	Bogusky	Maintenance/Ground MNT.BO.MANT.NA.06	09/27/2023	Resignation	09/20/2015 – 09/26/2023
2.	HS/UCMS	Cody	Willets	Teacher/Related Arts (Leave Replacement) TCH.FL.CCNT.MG.01	09/22/2023	Resignation	09/01/2023 – 09/21/2023

B. Leaves of Absence

	Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
1.	DISTRICT	Patricia	Leicht	Secretary/Bookkeeper 12 MO SEC.BO.PSVC.NA.02	Leave of Absence Anticipated Return	08/09/2023 – 09/20/2023 (Paid; w/ Benefits) - <i>Revised</i> 09/21/2023 - <i>Revised</i>
2.	MHS	Ashley	Mato	Teacher/Special Education TCH.HS.RCTR.MG.02	Temporary Disability FMLA/NJFLA Unpaid Leave Anticipated Return	01/02/2024 – 02/06/2024 (Paid; w/ Benefits) 02/07/2024 – 05/03/2024 (Unpaid; w/ Benefits) 05/06/2024 – 06/30/2024 09/01/2024
3.	MHS	Joseph	Riccardi	Teacher/English TCH.HS.ENGL.MG.12	FMLA/NJFLA Anticipated Return	12/04/2023 – 03/03/2024 (Unpaid; waives Benefits) 03/04/2024
4.	MHS	Kristen	Wawrzyniak	Teacher/LDTC TCH.HS.LDTC.MG.02	Temporary Disability FMLA/NJFLA Anticipated Return	09/01/2023 – 10/16/2023 (Paid; w/ Benefits)- <i>Revised</i> 10/17/2023 – 01/12/2024 (Unpaid; w/ Benefits)- <i>Revised</i> 01/15/2024- <i>Revised</i>
5.	UCMS	Mark	Accardi	Vice Principal, 12 MO APR.UM.APRN.NA.01	FMLA/NJFLA Anticipated Return	02/07/2024 – 02/16/2024 (Unpaid; w/ Benefits) 02/20/2024
6.	UCMS	Allison	Farr	Teacher/Language Arts TCH.UM.ENGL.MG.07	Temporary Disability FMLA/NJFLA Unpaid Leave Anticipated Return	01/16/2024 – 02/02/2024 (Paid; w/ Benefits) 02/05/2024 – 05/03/2024 (Unpaid; w/ Benefits) 05/06/2024 – 06/07/2024 06/10/2024
7.	UCMS	Jaryd	Regner	Teacher/Social Studies TCH.UM.SOST.MG.03	FMLA/NJFLA Anticipated Return	04/08/2024 – 06/14/2024 (Unpaid; w/ Benefits) 06/17/2024
8.	LCMS	Nicole	Murphy	Teacher/Academic Support TCH.LM.BSI.MG.03	Temporary Disability FMLA/NJFLA Anticipated Return	01/22/2024 – 03/22/2024 (Paid; w/ Benefits) 03/25/2024 – 06/30/2024 (Unpaid; w/ Benefits) 09/01/2024

9.	LCMS	Kaitlin	O'Donnell	Teacher/ Grade 5 Math/Science TCH.LM.MASC.05.08	Leave of Absence Unpaid Leave Anticipated Return	10/16/2023 – 10/27/2023 (Paid;waives benefits)- <i>Revised</i> 10/30/2023 – 12/19/2023 - <i>Revised</i> 12/20/2023
10.	OHES	Jessica	Roberts	Teacher/Special Education TCH.OH.RCTR.MG.07	Leave of Absence Anticipated Return	11/13/2023 – 01/01/2024 (Paid; w/ Benefits) 01/02/2024

C. Appointments/Renewals (Certificated Staff)

	Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/ Notes
1.	MHS	Linda	D'Elia-Repetz	Teacher/LDTC (Leave Replacement) TCH.HS.LDTC.MG.02	Kristen Wawrzyniak	MA	D	\$73,650	Yes	09/11/2023 – 01/12/2024 - <i>Revised</i>
2.	MHS	Tara	Handschin *	Teacher/Related Arts (Leave Replacement) TCH.FL.CCNT.MG.01	Sarah Coyle	BA	P	\$89,460	Yes	10/02/2023 – 01/23/2024
3.	UCMS/ LCMS	Paul	Pineiro *	5-8 Supv Math/Science (Leave Replacement) SPV.58.MASC.NA.01	Inez Serrano	N/A	N/A	\$500 p/d		12/04/2023 – 03/22/2024

D. Appointments (Non-Certificated Staff)

	Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/ Notes
1.	TRANS	Traci	Morelli	Bus Attendant TRN.TR.BAID.NA.10	Kaiyrah Nelson	1	\$21.24 p/h		09/01/2023 – 06/30/2024
2.	MHS	Eileen	Jones	Paraprofessional (Leave Replacement) AID.HS.TIA.RC.02	Abigail Wuestneck	A	\$28,560	Yes	09/27/2024 – 12/22/2023
3.	LCMS	Vandana	Jain	Paraprofessional AID.LM.TIA.RC.04	Jean Chapkowski	A	\$28,560	Yes	09/27/2023 – 06/30/2024
4.	LCMS	Laura	Scolarice	Paraprofessional AID.LM.TIA.RC.07	Lizette Otero- Llano	A	\$28,560	Yes	10/12/2023 – 06/30/2024
5.	OHES	Banumathy	Nathan	Paraprofessional (.48) AID.OH.TIA.EO.10	Tyler Cuffie	A	\$13,709	Yes	09/27/2023 – 06/30/2024

E. Transfers/Voluntary and In-Voluntary Reassignments

	New Position/Location	First	Last	Previous Position/Location	Degree	Step	Salary	Dates of Employment/Notes
1.	Teacher/Special Education/ LCMS/UCMS TCH.FL.TVI.MG.01	Sarah	Scapardine	Teacher/Special Education/ VES/OHES/LMS TCH.VS.TVS.MG.01 TCH.OH.TVI.MG.01 TCH.LM.TVI.MG.01	MA	F	\$77,185	09/01/2023 – 06/30/2024
2.	Paraprofessional/VES AID.VS.TIA.EO.14	Irene	Dala	Paraprofessional/OHES AID.OH.TIA.EO.01	N/A	F	\$30,315	09/01/2023 – 06/30/2024

F. Appointments - CST Summer Work 2023

	Location	First	Last	Position	Assignment/Hours	Salary	Dates of Employment/Notes
1.	DISTRICT	Karen	Krusen	School Social Worker	Scheduling Not to Exceed 21 hours <i>Revised</i>	\$59.04/hour	07/03/2023 - 08/31/2023
2.	DISTRICT	Rebecca	Richards	Psychiatrist	CST Case Management Not to Exceed 14.33 hours <i>Revised</i>	\$74.61/hour	07/03/2023 – 08/31/2023

G. Appointments – To be Funded by ESEA FY24 Title I

	Location	First	Last	Position	Salary/ Stipend	Dates of Employment/Notes
1.	OHES	Laura	Sapnar	Teacher – Title I OHES Connections (Not to Exceed 60 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
2.	OHES	Eric	Sletteland	Teacher – Title I OHES Connections (Not to Exceed 60 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
3.	OHES	Jessica	Troy	Teacher – Title I OHES Connections (Not to Exceed 60 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
4.	OHES	Alexa	Komar	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024

5.	OHES	Patricia	Abiad	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
6.	OHES	Gail	Travisano	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
7.	OHES	Margaret	McCarthy	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
8.	OHES	Faith	Hoffman	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
9.	OHES	Michelle	Pender	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
10.	OHES	Heather	Geniton	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
11.	OHES	Kaitlyn	Merritt	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
12.	OHES	Emily	Scott	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
13.	OHES	Kelly	Norland	Teacher – Title I OHES Connections (Not to Exceed 40 hours)	\$63.63 p/h	09/27/2023 – 06/19/2024
14.	OHES	Ranjini	Mohan	Monitor – Title I OHES Connections	\$500.00/stipend	09/27/2023 – 06/19/2024
15.	OHES	Heather	Thompson	Monitor – Title I OHES Connections	\$500.00/stipend	09/27/2023 – 06/19/2024
16.	OHES	Deborah	Casisa	Monitor – Title I OHES Connections	\$500.00/stipend	09/27/2023 – 06/19/2024

H. Appointments – ESSER ARP Grant

	Location	First	Last	Position	Salary	Dates of Employment/Notes
1.	VES	Sarah	Adamson	Summer Student Tutor (Not to Exceed \$2,250.00) – <i>Revised</i>	\$63.63 p/h	07/01/2023 – 08/30/2023

I. Appointments/Substitutes

	Location	First	Last	Position	Status	Dates of Employment/Notes
1.	DISTRICT	Tim	Amalfitano	Student Teacher/Substitute	NEW	09/20/2023-12/08/2023

2.	DISTRICT	Indrani	Ghosh	Substitute Teacher/Paraprofessional	NEW	09/27/2023-06/30/2024
3.	DISTRICT	Ritika	Jain	Substitute Teacher/Paraprofessional/Secretary	NEW	09/11/2023-06/30/2024
4.	DISTRICT	Tracey	Kelly	Substitute Teacher/Paraprofessional/Secretary *Revised	NEW	09/01/2023-06/30/2024
5.	DISTRICT	Anusha	Maddineni	Substitute Teacher/Paraprofessional	NEW	09/26/2023-06/30/2024
6.	DISTRICT	Brooke	Porco	Student Teacher/Substitute	NEW	01/22/2024-06/30/2024
7.	DISTRICT	Rainer	Rogers	Substitute Teacher/Paraprofessional	NEW	09/14/2023-06/30/2024
8.	DISTRICT	Richard	Sumliner	Substitute Teacher/Paraprofessional	NEW	09/26/2023-06/30/2024

J. Tuition Reimbursement

	Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
1.	UMS	Kellie	Kallens	New Jersey City University	2023-2024	3	\$2464.89	Current Issues and Trends in Educational Technology
2.	OHES	Alison	Koblin	University of LaVerne	2023-2024	3	\$405.00	A Comprehensive and Contemporary Look at School Law
3.	UMS	Tara	Lawler	Idaho State University	2023-2024	3	\$165.00	Designing & Implementing Effective Project Based Learning in K-12
4.	LMS	Stephanie	Machlis	Wilmington University	2023-2024	3	\$1572.00	Assessment & Evaluation
5.	LMS	Stephanie	Machlis	Wilmington University	2023-2024	3	\$1572.00	Curriculum Development
6.	UMS	Caitlin	Mannion	Syracuse University	2023-2024	3	\$2808.00	Digital Media Production
7.	UMS	Caitlin	Mannion	Syracuse University	2023-2024	3	\$2808.00	Principles of Instruction
8.	OHES/VES	Amy	Monaco	Marymount University	2023-2024	3	\$2523.63	Professional Collaboration and Engagement
9.	OHES/VES	Amy	Monaco	Marymount University	2023-2024	3	\$2523.63	Integrating Learning Technologies to Transform Organizations
10.	BOE	David	Palumbo	Thomas Edison State University	2023-2024	3	\$2025.00	School District Administration
11.	UMS	Joanne	Tiu-O'Hara	NJ Center for Teaching & Learning	2023-2024	4	\$720.00	Learning & Teaching Pre-Algebra

K. Co-Curricular 2023 - 2024

	Location	First	Last	Position	Stipend	Dates of Employment/Notes
1.	MHS	Jamie	Meeker	Future Educators Advisor	\$0	<i>Rescind</i>
2.	MHS	Valerie	Kruger	National Honor Society @ 50%	\$1,900	2023-2024 School Year
3.	MHS	Joshuah	McAllister-Carlani	National Honor Society @ 50%	\$1,900	2023-2024 School Year
4.	UCMS	Kevin	Lonergan	Techsters	\$1,955	2023-2024 School Year
5.	VES	Adam	Hackel	Band Rehearsal Assistant Director @ 35%	\$1,327.20	2023-2024 School Year
6.	VES	Amanda	Corujo	Band Rehearsal Assistant Director @ 23%	\$872.16	2023-2024 School Year
7.	VES	Casey	Maxwell	Team Leader - Special Education	\$3,100	2023-2024 School Year
8.	VES	Melissa	Sandler	Team Leader - Special Education	\$0	<i>Rescind</i>

L. Other

	Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
1.	UCMS	Lynn	Carro	UMS Liaison for Play Unified	\$750.00/Stipend	09/01/2022 – 06/30/2023
2.	UCMS	Victoria	Giunta	Teaching 1 Additional Period (Health/PE)	\$19,794	09/01/2022 – 06/30/2023
3.	UCMS	James (Tom)	Huelbig	Teaching 1 Additional Period (Health/PE)	\$10,446	09/01/2022 – 06/30/2023 (Marking Periods 2 & 3)
4.	UCMS	Erin	Kobylarz	Teaching 1 Additional Period (Health/PE)	\$9,672	09/01/2022 – 06/30/2023 (Marking Periods 1 & 4)
5.	VES	Lisa	Carrier	Additional Hours for Extended Coverage (Not to exceed 3.75 hours per week)	\$28.80 p/h	2023-2024 School Year
6.	VES	Marisa	Narula	Additional Hours for Extended Coverage (Not to exceed 3.75 hours per week)	\$30.13 p/h	2023-2024 School Year
7.	VES	Maureen	Ocleppo	Additional Hours for Extended Coverage (Not to exceed 3.75 hours per week)	\$31.99 p/h	2023-2024 School Year

* Pending Criminal Background Clearance and Employment History Clearance