

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION  
REMOTE MEETING**

**BUSINESS MEETING MINUTES  
Tuesday, September 29, 2020**

**Call to Order – By Board President Bursh at 5:36 p.m.**

Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on January 8, 2020 and September 24, 2020. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Posting, PTSA Officers, Courier News, Montgomery News, Princeton Packet, Trenton Times, and The Star Ledger.

The Board reserves the right to enter into Executive Session during all meetings of the Board of Education.

It is the School Board's intention to conclude this meeting no later than 10:00 p.m.

**ROLL CALL-Via Teleconference**

Phyllis Bursh – Present  
Christina Harris - Present  
Amy Miller – Present  
Michael Morack, Jr.- Present  
(Note: One Vacancy)

Jinesh Patel - Present  
Ranjana Rao – Present (left the meeting at 10:02 p.m.)  
Dr. Biren Saraiya – Present  
Shreesh Tiwari – Present

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

**EXECUTIVE SESSION**

The Board convened in Executive Session at 5:36 p.m.

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

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

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

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

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

Action may take place on these items.

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

**RECONVENE IN OPEN SESSION** – The Board returned from Executive session at 7:31 p.m.

### **SALUTE THE FLAG**

Ms. Rao read a statement regarding the purpose of the board and its role in gathering information to make informed decisions during these especially challenging times. She also thanked the school community and urged everyone to be kind to each another.

### **INTERVIEW BOARD CANDIDATES**

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

1. Mr. Brian Cige was not present
2. Ms. Meghna Pabbathi
3. Mr. Sandeep Anand
4. Ms. Maria Spina
5. Ms. Michelle Dowling
6. Ms. Deatte Gettinger
7. Mr. Leslie Hill was not present
8. Mr. Richard D. Specht

### **EXECUTIVE SESSION**

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

The Board convened in Executive Session at 9:18 p.m.

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

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

- 1) a matter rendered confidential by federal or state law
- 2) a matter in which release of information would impair the right to receive government funds
- 3) material the disclosure of which constitutes an unwarranted invasion of individual privacy
- 4) a collective bargaining agreement and/or negotiations related to it
- 5) a matter involving the purchase, lease, or acquisition of real property with public funds
- 6) protection of public safety and property and/or investigations of possible violations or violations of law
- 7) pending or anticipated litigation or contract negotiations and/or matters of attorney-client privilege
- 8) specific prospective or current employees unless all who could be adversely affected request an open session
- 9) deliberation after a public hearing that could result in a civil penalty or other loss

NOW THEREFORE BE IT RESOLVED, that the Board of Education will be convening in executive session for the purpose of discussing the board candidates.

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

**RECONVENE IN OPEN SESSION** – The Board returned from Executive session at 10:01 p.m.

Ms. Bursh stated that Mr. Richard D. Specht was selected to fill the open board seat. She also hopes that everyone will participate in the election.

Ms. Schauer informed Mr. Specht that she would contact him regarding security and paperwork.

Ms. Rao left the meeting at 10:02 p.m.

### **SUPERINTENDENT'S REPORT**

Ms. McLoughlin discussed the following topics:

- Athletic events are beginning this week.
- Report on Graduates and Pathways - Ms. McLoughlin reviewed the statistics for students who graduated and the various pathways utilized.
- It was clear from input from the community that the district needs to become a more culturally- responsive district. More training is necessary and was provided by Dr. Robin Harden-Daniels during an administrative retreat. In addition, in September, Dr. Harden-Daniels gave a district-wide presentation over the course of two days.

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

Mr. Patrick Todd, Montgomery resident, questioned the factors led to canceling the remaining SATs except October 27<sup>th</sup>. Ms. McLoughlin responded that the high school was told to follow the College Board direction, and she can follow up with Mr. Todd tomorrow.

Ms. Barbara Preston, Montgomery News editor and Rocky Hill resident, asked about the extra-curricular funding that would be voted on tonight. Is that still on the agenda for today, or did the vote

already took place? Ms. Bursh stated that the vote has not happened yet, and it is part of the action agenda. The District released a statement that it planned to approve the extra-curricular positions tonight.

## **COMMITTEE/REPRESENTATIVE REPORTS**

### Representative Reports

- Student Representative Report – Ms. Michelle Zhong, student representative, reported that it is almost a month into the school year and things are moving smoother and more comfortably. There is uncertainty on switching over from virtual learning to hybrid learning. Students are also angry that they are still paying for parking spots when they are only at the high school half the time.
- MTEA Report – Mr. James Dolan, MTEA President, reported that it is refreshing to see so many community members willing to volunteer as a board member. He congratulated Mr. Specht on being appointed. As we begin 4<sup>th</sup> week of virtual learning, the MTEA celebrates their success due to planning and professional development. He acknowledged the Orchard Hill Elementary School staff for delivering virtual instruction to our youngest learners using a new platform called Seesaw. He is also appreciative that the extracurricular stipends will be approved and that the Board realizes the importance of these positions.
- Board Member Delegate/Representative Reports –  
(SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.)

Board Member Delegate/Representative Report - Dr. Saraiya reported that he has sent in his oath of position and will report back to the board at the appropriate time.

SCSBA – None

PTSA – None

MAC – None

Legislative - None

NJSBA – None

Ms. McLoughlin received additional information regarding the SATs being offered on October 27<sup>th</sup>. This is an in-person test given to seniors only.

Ms. Bursh stated that the parking fee will still be charged for this year.

## **Board Committee Reports**

- Assessment, Curriculum and Instruction Committee (ACI) – Ms. Miller reported that the Director of Curriculum, Ms. Borland, gave an update on virtual instructional. At the elementary level, the district purchased many items for learning and to build up technology. Teachers will be provided two-hour blocks of independent study so that they can practice the use of their technology. Mr. Brooks is working with the technology aides to help teachers set up their classrooms. Supervisors are walking the halls to support teachers working. The goal is to start hybrid learning on October 12<sup>th</sup>. A survey went out to parents to gather information on their desire for hybrid or virtual learning. If a parent chooses the hybrid method, they won't be able to switch until after winter break. Ms. Taylor reported on special education including the types of services and instruction provided at each grade level. Ms. Gaylord

reported that the guidance counselors in all schools have reached out to families and offered to support them. This can be done through virtual interventions and conferences. She also mentioned that the SATs will be on October 27<sup>th</sup> in school for seniors only. The PSAT will be held for juniors and some sophomores on January 26<sup>th</sup>.

- Anti-Racism and Reform Committee (ARRC) - Ms. Harris reported that the committee has had two meetings which were held on September 9<sup>th</sup> and 23<sup>rd</sup>. On September 9<sup>th</sup>, Ms. Kimberly Dewrell, Assistant Principal at the Upper Middle School, and Ms. Heather Pino-Beattie, Assistant Principal at Montgomery High School, gave a presentation on student trauma and stress. On September 23<sup>rd</sup>, the committee discussed its mission statement, which Ms. Harris read out loud. They are also trying to develop a strategic plan with long-term and short-term goals. The ARCC is also looking to work collaboratively with the other committees to support them. In addition, they are working on trainings, positive communication, policies and regulations. Students will be included on the committee.
- Operations, Facilities and Finance Committee (OFF) – Mr. Tiwari reported that the committee has met twice since the last business meeting. The committee met on September 10<sup>th</sup> to discuss stipends and review the budget, which was more of an emergency meeting. The committee met again on September 18<sup>th</sup>. With respect to the budget, the district has seen a loss of state aid and decrease in rental revenues. The committee decided to conduct a preliminary audit conducted by the auditors with a promising outlook. The District has about \$3.8 million in surplus and \$2.9 million carried over from last year. The surplus will offset reduction in state aid and loss of rental revenues. This should provide some comfort to the community. The committee recommended that the Board transfer funds from the Emergency Reserve account to the General account. There is approximately \$319,000 in the Emergency Reserve account, which can be used for COVID-related expenses. The state has been more flexible allowing districts to withdraw money out of the Emergency Reserve account, as it is usually very difficult to do so. Any funds left over can be deposited back into the Emergency Reserve account. The district is also looking to cut costs by renegotiating contracts with transportation vendors along with the food service company. The business office submitted a claim to the insurance company for COVID-related losses. Finally, the committee discussed the new N.J. Educators Health Plan. At this time, the district doesn't know what the impact will be on the budget. Ms. Schauer will provide the ramifications of various scenarios where different percentages of the staff will take the new health plan. The district continues to maintain a conservative financial outlook for the future.
- Policy and Communications Committee (PCC) – Mr. Morack, Jr. reported that the committee met on September 17<sup>th</sup>. There are several policies on the agenda tonight for first reading as listed on the agenda. There are also several policies for second reading as listed on the agenda. The committee also sent policies to the ARRC for their review. With regard to Communications, last Friday, September 25<sup>th</sup>, the Board President, Superintendent, MTEA and APSMT sent out a joint letter to the community indicating that the board will approve stipends tonight.
- Human Resource Committee (HRC) – Mr. Patel reported that the HRC committee met on September 29<sup>th</sup>. A discussion took place regarding temporary positions being filled and the various stipends. Mr. Tom Wain has been overseeing facilities, but an individual will be appointed to the position of Director of Facilities tonight. In addition, Mr. Wain has had

contact tracing training for COVID. Ms. Mattis reviewed tonight's Personnel agenda as well. The next HRC meeting will be held October 13<sup>th</sup>.

- President's Report – Ms. Bursh stated that she is very happy to be approving the teachers' stipends. A joint letter was sent out to the community in a collaborative effort about the stipends. She is looking forward to the Board retreat on Tuesday, October 6<sup>th</sup>.

#### APPROVAL OF MINUTES

Mr. Morack, Jr. motioned that the Board of Education approve the August 17, 2020 executive session minutes, and it was seconded by Mr. Tiwari. Upon call of the question, the motion carried unanimously.

Mr. Morack, Jr. motioned that the Board of Education approve the August 25, 2020 executive session minutes, and it was seconded by Dr. Saraiya. Upon call of the question, the motion carried unanimously.

Mr. Morack, Jr. motioned that the Board of Education approve the August 25, 2020 business meeting minutes, and it was seconded by Mr. Tiwari. Upon call of the question, the motion carried unanimously.

Mr. Morack, Jr. motioned that the Board of Education approve the August 31, 2020 executive session minutes, and it was seconded by Mr. Tiwari. Upon call of the question, the motion carried unanimously.

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

1. Email dated 8/20/20 from S. Parilova regarding OHES Hybrid Plan
2. Email dated 8/20/20 from J. Church regarding School Re-Opening
3. Email dated 8/22/20 from E. Demetriou regarding Board of Education Meeting 8/25/20
4. Email dated 8/25/20 from E. Demetriou regarding Letter to the Editor
5. Email dated 8/26/20 from R. Cavalli regarding Board Meeting of 8/25/20
6. Email dated 8/27/20 from M. Bhattacharya regarding Special Education Department
7. Email dated 9/1/20 from D. Zimmer regarding Student
8. Email dated 9/1/20 from K. Chau regarding Club Funding
9. Email dated 9/1/20 from M. Kauzmann regarding Co-curricular Stipends
10. Email dated 9/1/20 from A. Menon regarding Club approval
11. Email dated 9/1/20 from A. Sharma regarding Clubs
12. Email dated 9/1/20 from S. Bharttacharya regarding School Club Funding Plans
13. Email dated 9/1/20 from A. Walsh regarding Club Funding
14. Email dated 9/1/20 from E. Zhu regarding Funding for Forensics Club
15. Email dated 9/1/20 from E. Frank regarding MUN and Mock Trial
16. Email dated 9/1/20 from G. DeJohn regarding BOE Funding Letter
17. Email dated 9/2/20 from C. Sheng regarding MHS Clubs
18. Email dated 9/2/20 from C. Feng regarding BOE Funding
19. Email dated 9/2/20 from B. Campos-Perez regarding After School Activity Funding
20. Email dated 9/2/20 from S. Kobla regarding Funding for Extracurricular Activities
21. Email dated 9/2/20 from M. Ji regarding BOE Funding for Clubs

22. Email dated 9/2/20 from C. Joseph regarding Funding for MHS Clubs
23. Email dated 9/2/20 from O. Barood regarding Clubs at Montgomery Next Year
24. Email dated 9/2/20 from D. Ramji regarding Extra Curricular Funding
25. Email dated 9/2/20 from M. Zhang regarding Extra Curricular Clubs
26. Email dated 9/2/20 from P. Epstein regarding Club Funding (Literary Magazine)
27. Email dated 9/2/20 from D. Xue regarding Extracurricular Activity Funding Concerns
28. Email dated 9/2/20 from S. Pabba regarding Extracurricular Funding Concerns
29. Email dated 9/2/20 from D. Ruckdeschel regarding School Year 20-21 School Visits
30. Email dated 9/2/20 from A. Athreya regarding Approval for Funding for Extra Curricular Activities
31. Email dated 9/2/20 from A. Gupta regarding Concerns Regarding the Afterschool Program Funding Plan
32. Email dated 9/2/20 from Q. Min regarding Funding
33. Email dated 9/2/20 from J. Lu regarding Board of Education Approval
34. Email dated 9/3/20 from S. Grey regarding Club Funding
35. Email dated 9/3/20 from J. Pena regarding Montgomery Special Education PTA
36. Email dated 9/3/20 from P. Mishra regarding After School Program Funding
37. Email dated 9/3/20 from C. Zhao regarding Funding for Science Olympiad
38. Email dated 9/3/20 from A. Kim regarding Interact Approval
39. Email dated 9/3/20 from V. Ruan regarding Youth and Government Funding
40. Email dated 9/4/20 from M. Kauzmann regarding Co-curricular Stipends for Fall 2020
41. Email dated 9/4/20 from T. Jain regarding HOSA Club Approval
42. Email dated 9/4/20 from I. Poojari regarding BOE Funding for MHS clubs
43. Email dated 9/4/20 from N. Wo regarding After School Program/Extracurricular Funding
44. Email dated 9/4/20 from K. Seboria regarding Question
45. Email dated 9/4/20 from L. Howe regarding Cutting of the Performing Arts
46. Email dated 9/4/20 from D. Holloway regarding Extra Curricular Performing Arts Funding
47. Email dated 9/4/20 from A. De Meulder regarding Stage Crew Funding
48. Email dated 9/4/20 from K. Seboria regarding Nice Try! You thought you got away with it!
49. Email dated 9/4/20 from M. McNulty regarding After School Club Funding
50. Email dated 9/4/20 from D. Spera regarding Save Docents and The Literary Magazine
51. Email dated 9/4/20 from R. Karthik regarding Please Strongly Consider Funding the Arts
52. Email dated 9/4/20 from J. Leonardis regarding Funding
53. Email dated 9/4/20 from M. Zhong regarding Please Strongly Consider Funding the Arts
54. Email dated 9/4/20 from J. Spector regarding Please Strongly Consider Funding My Club
55. Email dated 9/4/20 from N. Shah regarding Please Approve Funding for Montgomery Mock Trial
56. Email dated 9/5/20 from V. Gaddam regarding Interact and Mock Trial Funding
57. Email dated 9/5/20 from N. Waghray regarding Please Strongly Consider Funding MHS Clubs
58. Email dated 9/5/20 from V. Ruan regarding Mock Trial Funding!
59. Email dated 9/5/20 from A. Meola regarding Alumni Testimonial for Arts Extracurriculars
60. Email dated 9/5/20 from S. Dambeck regarding Reopening Extracurricular Activities
61. Email dated 9/5/20 from M. Conners regarding Funding for the Arts
62. Email dated 9/5/20 from D. Meola regarding Performing Arts
63. Email dated 9/5/20 from I. Kent regarding Fund the Arts
64. Email dated 9/5/20 from A. Yalamarty regarding Please Strongly Consider Funding My Club
65. Email dated 9/6/20 from K. Craven regarding After School Program Funding
66. Email dated 9/6/20 from A. Kwon regarding Funding for the Arts
67. Email dated 9/6/20 from A. Lister regarding Extracurricular Performing Arts

68. Email dated 9/6/20 from P. Lyons regarding Cuts for Performing Arts
69. Email dated 9/6/20 from C. Howe regarding Extracurricular Defunding
70. Email dated 9/7/20 from J. Pena regarding Extracurricular Arts
71. Email dated 9/7/20 from P. Epstein regarding Club Approval for NHS
72. Email dated 9/7/20 from V. Bigga regarding YAG Funding
73. Email dated 9/7/20 from V. Bigga regarding Mock Trial Funding!
74. Email dated 9/7/20 from V. Bigga regarding MUN Funding
75. Email dated 9/7/20 from E. Zhang regarding Club Funding
76. Email dated 9/8/20 from S. Gupta regarding MUN
77. Email dated 9/8/20 from K. Seboria regarding I am Disappointed
78. Email dated 9/9/20 from D. Sciascia regarding MSEPTA Meeting Agenda 9-15-20
79. Email dated 9/10/20 from M. Daniels regarding Invitation to MSEPTA Meeting
80. Email dated 9/10/20 from R. Kulkarni regarding BOE Funding for After-School Activities
81. Email dated 9/10/20 from S. Howard regarding Extra-Curricular
82. Email dated 9/11/20 from J. Bordas regarding Clubs
83. Email dated 9/15/20 from J. Dolan regarding MTEA Response to BOE Email Regarding Stipends
84. Email dated 9/15/20 from E. Demetriou regarding Planet Princeton
85. Email dated 9/21/20 from J. Pena regarding Co-Curricular Activities
86. Email dated 9/22/20 from M. Bhattacharya regarding Any Update?

## **PUBLIC COMMENTS**

Ms. Barbara Preston asked why the meetings take place so late in the month and is having only one meeting enough for the school board? Perhaps, the board should hold two meetings per month. Second, is there a list she can refer to of the extracurricular activities that were approved by the board tonight?

Ms. Bursh stated that the board decided to hold one board meeting per month. However, they have lasted a long time. The Board is considering returning to two meetings per month to prevent this from happening.

Ms. Bursh stated that Ms. Preston should be able to get a list of the approved stipends from the Board Secretary, Ms. Schauer, after they have been voted on by the board tonight. Ms. Schauer responded that normally the Personnel agenda would be distributed to the public after it was discussed in executive session. She will provide the list to Ms. Preston first thing in the morning.

Ms. Jocelyn Pena, Montgomery resident, questioned when the registration for the SATs will take place for the seniors and when will the students be notified. Ms. McLoughlin responded that she will check with the counseling department tomorrow. Ms. McLoughlin stated that students usually have to sign up with the College Board.

Mr. David Holloway, Montgomery resident, had a question regarding emails that are sent out from the district. What's the reason some are exclusively sent to parents? They contain important information that the students need as well. The students should be on the email also in addition to parents. Ms. McLoughlin stated blasts sent out to the entire community included students.



**ACTION AGENDA**

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

**1.0 ADMINISTRATIVE****1.1 Routine Monthly Report – Accept the following report:**

- Harassment, Intimidation and Bullying (HIB) Report

**1.2 Policy First Reading - Accept the following policies and regulation as a first reading:**

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

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

1648	Restart and Recovery Plan
1649	Federal Families First Coronavirus (COVID-19) Response Act
2622	Student Assessment
5111	Eligibility of Resident/Non-Resident Students
5111R	Eligibility of Resident/Non-Resident Students

**1.4 Appointment of Board Member – appoint Richard Specht as a board member to be sworn in at the October 27, 2020 board meeting. This appointment will be effective until the January 2022 Organization Meeting.****2.0 CURRICULUM & INSTRUCTION****2.1 Out-of-District Placements 2020-2021 - Approve the following Out-of-District placements for the 2020-2021 school year:**

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
100590	Woods Services Withdrawal	9/8/20-6/30/21		-\$69,399.85	-\$69,399.85

**2.2 Donation – Accept the donation of a NordicTrack Reflex 8500 Pro Treadmill from Ms. Deborah Monteforte to be utilized by the Montgomery High School Athletic Department.**

- 2.3 Chapters 192/193 Funding 2020-21 – Approve original funding under the provisions of Chapters 192/193, Nonpublic Auxiliary and Handicapped Services, in the amount of \$20,347.00 for the 2020-21 school year to be allocated as follows:

Chapter 192 Compensatory Education	\$1,493.00
Chapter 192 E.S.L.	<u>\$0.00</u>
Chapter 192 Total	\$1,493.00
Chapter 193 Initial Exam and Classification	\$6,498.00
Chapter 193 Annual Exam and Classification	\$2,234.00
Chapter 193 Corrective Speech	\$3,646.00
Chapter 193 Supplementary Instruction	<u>\$6,476.00</u>
Chapter 193 Total	\$18,854.00
Grand Total	\$20,347.00

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

<b>CONSULTANT NAME/VENDOR</b>	<b>SERVICES PROVIDED</b>	<b>RATES OF SERVICE</b>
Dr. Robin Harden Daniels InFlight, LLC	One day professional development for district staff on culturally responsive practices (equity training) September, 2020	\$2,000.00 To be Funded by Title IV
Dr. Robin Harden Daniels InFlight, LLC	Professional development for district staff on culturally responsive practices (equity training) October, November and December, 2020	\$6,000.00 To be Funded by Title IV
Dr. Robin Harden Daniels InFlight, LLC	Professional development for Board of Education retreat being held on October 6, 2020.	\$2,000.00

### 3.0 OPERATIONS, FACILITIES AND FINANCE

#### 3.1 Acceptance of the Financial Reports

WHEREAS, N.J.A.C. 6A:23A-16.10 requires the Board Secretary and the Board of Education of the Montgomery School District to certify that no budgetary line item account has been over-expended and that the sufficient funds are available to meet the District's financial obligation, and

WHEREAS, N.J.A.C. 6A:23A-16.10 further requires the Board of Education of the Montgomery Township School District receive and accept the monthly financial statement, the Board Secretary's and Treasurer's Reports; and

WHEREAS, the Board Secretary's and Treasurer's Reports for the month ending August 31, 2020 are presented for the Board to accept and are on file in the Office of the School Business Administrator;

NOW THEREFORE BE IT RESOLVED, the Board of Education of the Montgomery Township School District acknowledges receipt of and accepts the Board Secretary's and Treasurer's Reports for the month ending August 31, 2020; and

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

### 3.2 Approval of Transfers

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

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

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

NOW THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education ratifies and approves the transfers through August 31, 2020 within the 2020-2021 school year budget, as approved by the Superintendent, so that no budgetary line item account has been over-expended and that sufficient funds would be available to meet the district's financial obligations, as requested by various district;

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

### 3.3 APPROVAL OF BILL LISTS

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

WHEREAS, a list of bills dated August 27, 2020, September 1, 2020 and September 30, 2020 is being presented to the board with the recommendation that they be ratified and paid respectively; and

WHEREAS, each claim or demand has been fully itemized, verified and audited as required by law in accordance with N.J.S.A. 18A:19-2;

NOW THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education approves the list of bills for payment in the grand sum of \$10,440,255.38 and

General Account	\$10,439,576.98
Food Service Account	\$ 678.40
TOTAL	\$10,440,255.38

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

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

- 3.4 Travel Reimbursement –2020/2021 – approve the Board member and/or staff conference and travel expenses as per the travel reimbursement list dated 9/29/20 (see Page 17).
- 3.5 Addendum to Transportation Contracts - approve an addendum to the 2020-21 transportation contracts with Krapf Transportation and First Student Transportation as follows:

WHEREAS, the Montgomery Township Board of Education (“the Board”) and First Student, Inc. and Krapf Transportation (“the Contractors”) are parties to a transportation services agreement dated March 25, 2020 (“Agreement”); and

WHEREAS, the Agreement provides that the Contractors shall be paid for transportation services performed; and

WHEREAS, due to COVID-19, the Montgomery Township School District (“the District”) has remained closed as of September 8, 2020; and

WHEREAS, as a result, transportation services have not resumed; and

WHEREAS, in consideration for not terminating the Agreement with the Contractors since transportation services will no longer be necessary while schools are closed, the Board will agree to continue payment to the Contractors through the duration of the term of the Agreement; and

WHEREAS, the Board’s payment obligation shall be contingent upon the Contractors furnishing, on a monthly basis, copies of certified payroll records establishing that the salary was paid for each driver who was assigned to a route for the Board as of September 8, 2020, the first day student transportation services were supposed to be provided prior to schools officially closing, and

WHEREAS, the parties are desirous of amending the terms of the Agreement to memorialize and clarify the respective responsibilities and obligations of the parties as set forth above.

NOW, WHEREFORE, THE PARTIES AGREE as follows:

The Agreement is hereby amended as follows:

1. During the period of time that the District remains closed without the need for transportation services as a result of COVID-19, the Agreement shall remain in full force and effect and the Board shall continue its payment obligations under the terms and conditions of the Agreement.
2. The Contractors acknowledges that the Board's continued payment obligations under the terms of the Agreement is contingent upon the Contractors furnishing copies of certified payroll records establishing that the salaries of the drivers assigned to the routes for the Board as of September 8, 2020, the first day student transportation services were due to be provided prior to schools officially closing, were paid by the Contractors.
3. The Contractors shall submit copies of its certified payroll records to the Board no later than seven (7) business days following the end of the month for which the Board issued payment.
4. The Contractors further acknowledges that if it fails to submit certified payroll records to the Board within the time period designated or fails to establish that it has paid the salaries of those drivers assigned to the routes, the Board's payment for that payroll period shall be fully reimbursed. If the Board is required to commence legal action to recoup the amount paid, the Contractors agree to pay any and all legal fees and costs associated with the Board's actions to recover the amount paid.
5. The parties agree to a reduction of 10% of the per diem amount owed during the period when transportation services are not being provided.
6. All other terms and conditions not addressed herein shall remain in full force and effect.

3.6 Revised Food Service Management Agreement – approve the following resolution:

In response to the COVID-19 pandemic (the "Virus"), starting September 1, 2020, the Montgomery Township Board of Education has elected to reduce or suspend food services at its locations during such time as the Virus impacts the Montgomery Township Board of Education's food services at the locations (the "Impact Period"). Currently, the Impact Period is estimated to extend from September 1, 2020 through December 31, 2020. Accordingly, the Montgomery Township Board of Education and the COMPASS GROUP USA, INC., by and through its CHARTWELLS Division agree that, in addition to the terms and conditions set forth in the Cost Reimbursable Food Service Management Company Contract School Year 2018-2019 (the "Agreement") the following terms and conditions will apply to the Agreement:

1. Chartwells will suspend invoicing the Montgomery Township Board of Education for the monthly amortization/depreciation of \$5,540.00 during the Impact Period (collectively, the "Suspended Amount"). Notwithstanding this suspension, the parties agree and acknowledge that Chartwells shall charge the Montgomery Township Board of Education a suspension fee of \$277.00 during the Impact Period.

2. Upon the resumption of normal operations at the end of the Impact Period, the Suspended Amount will be added to the unamortized/depreciated amount remaining on the Investment (as that term is used in the Agreement) and invoiced monthly to the Montgomery Township Board of Education.

3.7 Settlement Agreement– Approve the following resolution pertaining to a settlement agreement:

BE IT RESOLVED by the Montgomery Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement and Release between the Board and the Parent 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 Settlement Agreement and Release and any other documents necessary to effectuate the settlement.

3.8 Implement Roth Contributions in 403(b) Plan with Equitable – approve the following resolution:

WHEREAS, the Montgomery Township Board of Education has maintained the Montgomery Township School District’s 403(b) (“the Plan”) with Equitable (formerly known as AXA Equitable) for the benefit of its eligible employees; and

WHEREAS, the District has reserved the right to amend the Plan at any time; and

WHEREAS, the Board of Education of the District has determined that it would be in the best interests of the District to amend the Plan;

NOWTHEREFORE, be it:

RESOLVED, that the Plan shall be amended to add the ROTH feature to the current 403(b) benefit as soon as administratively possible after the signature date.

And be it further:

RESOLVED, that the officers of the District hereby are authorized to execute such documents and to take other additional actions as they shall deem necessary or appropriate to effect the foregoing resolutions.

3.9 Implement Roth Contributions in 403(b) Plan with Security Benefit – approve the following resolution:

WHEREAS, the Montgomery Township Board of Education has maintained the Montgomery Township School District’s 403(b) (“the Plan”) with Security Benefit for the benefit of its eligible employees; and

WHEREAS, the District has reserved the right to amend the Plan at any time; and

WHEREAS, the Board of Education of the District has determined that it would be in the best interests of the District to amend the Plan;

NOWTHEREFORE, be it:

RESOLVED, that the Plan shall be amended to add the ROTH feature to the current 403(b) benefit as soon as administratively possible after the signature date.

And be it further:

RESOLVED, that the officers of the District hereby are authorized to execute such documents and to take other additional actions as they shall deem necessary or appropriate to effect the foregoing resolutions.

- 3.10 Resolution to Approve Withdrawal of Funds from the Emergency Reserve Account – approve the following resolution:

WHEREAS, the Montgomery Township Board of Education desires to withdraw funds from the Emergency Reserves to fund unanticipated general fund current expenditures related to the purchase of supplies in response to the COVID-19 pandemic in the amount of \$322,202; and

WHEREAS, the withdrawal is necessary to finance unanticipated general fund expenditures to provide a thorough and efficient (T&E) education; and

WHEREAS, these expenditures were not included in the original budget certified for taxes and were not known at the time the budget was prepared and is outside of the control of the school district due to the COVID-19 pandemic;

THEREFORE, BE IT RESOLVED, upon recommendation of the Superintendent of Schools that per N.J.A.C. 6A:23A-14.4, the Board of Education requests approval from the Commissioner of the New Jersey Department of Education for the withdrawal of said funds to meet the unanticipated expenses related to the pandemic and that such funds be used in General Fund Account 11-000-262-610-xx-xx.

- 3.11 Approve Expenses Incurred for District Notary – approve expenses in the amount of \$90.95 for Diane Strimple to become a Notary Public for purposes of notarizing district documents.

#### **4.0 PERSONNEL**

- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (see Pages 18-32).

#### **ANNOUNCEMENTS BY THE PRESIDENT**

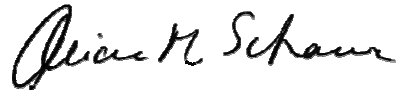
Ms. Bursh asked if any of the Board members had anything to say to the public. There were not any comments from the board.

**ADJOURNMENT**

Mr. Morack, Jr. motioned to adjourn at 10:52 p.m. seconded by Mr. Tiwari. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 10:52 p.m.

Respectfully Submitted,

A handwritten signature in black ink that reads "Alicia M. Schauer". The signature is written in a cursive style with a large initial 'A'.

Alicia M. Schauer  
Board Secretary



<p><b>Montgomery Township Board of Education</b>  <b>Travel Reimbursement Requests</b>  <b>2020/2021</b></p>
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Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.35)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Casey Maxwell	VES	10/24	ACT Conferences 2020					\$19.64		\$19.64	\$19.64
Amy Mintz	MHS	12/4/20	Handle With Care Re-Certification	\$10.00	\$12.88			\$450.00		\$472.88	\$472.88
Jin Patel	BO	10/20 - 22/2020	NJSBA Annual Convention					\$199.00		\$199.00	\$199.00
Rebecca Richards	LMS	12/4/2020	Handle With Care Re-Certification	\$10.00	\$34.23			\$450.00		\$494.23	\$494.23

\*Excluding Tolls

\*\*Estimated

BOE 9/29/2020

\*\*Includes Registrations

#### 4.1 PERSONNEL

##### Resignations/Retirements/ Rescissions

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
MHS	Carlos	Benitez	Custodian/Grounds CUS.HS.CUST.NA.09	10/24/2020	Resignation	04/01/2019 – 10/23/2020
DISTRICT	Donald	Chamberlain	Maintenance/Grounds GRD.BO.GRND.NA.01	01/01/2021	Retirement	08/26/1985 – 12/31/2020
TRANS	Michael	Majewski	Bus Driver TRN.TR.DRVR.NA.19	09/26/2020	Resignation	09/01/2009 – 09/25/2020
OHES	Gloria	Stuart	Teacher/Spanish TCH.OH.WLNG.MG.02	12/01/2020	Retirement	10/07/2005 – 11/30/2020

##### Leaves of Absence

Location	First	Last	Position	Type of Leave	Dates of Leave/Notes
UMS	Mark	Accardi	Teacher/Special Education TCH.UM.LLD.MG.02	Leave of Absence Anticipated Return	10/16/2020 – 03/25/2021 (Paid; waives benefits) 03/26/2021
OHES	Cherylann	Brown	Teacher/Special Education TCH.OH.FPS.MG.01	Leave of Absence Anticipated Return	11/03/2020 – 01/03/2021 (Paid; w/ Benefits) 01/04/2021
MHS	Kristin	DiPietro	Teacher/Math TCH.HS.MATH.MG.13	EPSLA (2 weeks) EFMLA (10 weeks) Anticipated Return	09/21/2020 – 10/02/2020 (Paid; w/ Benefits) 10/05/2020 – 10/30/2020 (Paid; w/Benefits) 11/02/2020
TRANS	Chet	Feduniewicz	Bus Driver TRN.TR.DRVR.NA.49	Leave of Absence Anticipated Return	09/29/2020 – 11/30/2020 (Paid; w/ Benefits) 12/01/2020
DISTRICT	Bruce	Fleming	Maintenance/Grounds MNT.BO.MANT.NA.01	EPSLA Leave of Absence Anticipated Return	09/08/2020 – 09/21/2020 (Paid; w/ Benefits) 09/22/2020 – 09/25/2020 (Paid; w/ Benefits) 09/28/2020
TRANS	Maria	Goldstein	Bus Driver TRN.TR.DRVR.NA.11	Leave of Absence Anticipated Return	09/08/2020 – 10/01/2020 (Paid; w/ Benefits) 10/02/2020
MHS	Brian	Grieco	Teacher/Physics TCH.HS.SCNC.MG.05	Leave of Absence Anticipated Return	09/08/2020 – 11/13/2020 (Paid; w/ Benefits) 11/16/2020

UMS	Robert	Guardigli	Paraprofessional AID.UM.TIA.RC.09	FMLA Unpaid Leave Anticipated Return	10/08/2020 – 12/26/2020 (Unpaid; w/ Benefits) 12/27/2020 – 01/03/2021 (Unpaid; w/ Benefits) 01/04/2021
LMS	Lauren	Levin	Teacher/Basic Skills TCH.LM.BSI.MG.01	EPSLA EFMLA (2 weeks) EFMLA (10 weeks) Anticipated Return	09/01/2020 - 09/15/2020 (Paid; w/ Benefits) 09/16/2020 - 09/25/2020 (Unpaid; w/ Benefits) 09/28/2020 - 12/04/2020 (Paid; w/ Benefits) 12/07/2020
VES	Andrew	Martinez	Paraprofessional AID.VS.TIA.EO.13	Leave of Absence Anticipated Return	09/01/2020 – 06/30/2021 (Paid; w/ Benefits) 09/01/2021
DISTRICT	Ian	McClintock	Maintenance/Grounds MNT.BO.MANT.NA.08	Leave of Absence Unpaid Leave Anticipated Return	09/11/2020 – 09/30/2020 (Paid; w/ Benefits) 10/01/2020 – 10/09/2020 (Unpaid; w/ Benefits) 10/12/2020
TRANS	Jessica	Muentener	Bus Driver TRN.TR.DRVR.NA.17	EPSLA EFMLA (2 weeks) EFMLA (10 weeks) Anticipated Return	09/08/2020 - 09/18/2020 (Paid; w/ Benefits) 09/21/2020 – 10/02/2020 (Unpaid; w/Benefits) 10/05/2020 – 12/11/2020 (Paid; w/Benefits) 12/14/2020
TRANS	Dalia	Nolan	Bus Driver TRN.TR.BAID.NA.09	EPSLA Leave of Absence Unpaid Leave Anticipated Return	09/24/2020 – 10/15/2020 (Paid; w/Benefits) 10/16/2020 – 10/23/2020 (Paid; w/Benefits) 10/25/2020 – 11/03/2020 (Unpaid; w/Benefits) 11/04/2020
LMS	Megan	Snook	Teacher/Special Education TCH.LM.RCTR.MG.13	FMLA Unpaid Leave Anticipated Return	09/01/2020 – 11/20/2020 (Unpaid; w/ Benefits) 11/23/2020 – 06/30/2021 (Unpaid; w/o Benefits) - <i>Revised</i> 09/01/2021 - <i>Revised</i>
OHES	Gloria	Stuart	Teacher/Spanish TCH.OH.WLNG.MG.02	Leave of Absence Anticipated Return	09/21/2020 – 10/21/2020 (Paid; w/Benefits) 10/22/2020
VES	Tammy	Tanzola	Teacher/Health & PE TCH.VS.HPE.MG.03	EPSLA EFMLA (10 weeks) Anticipated Return	10/12/2020 - 10/23/2020 (Paid; w/ Benefits) 10/26/2020 - 12/31/2020 (Paid; w/ Benefits) 01/01/2020
LMS	Jennifer	Whitehouse	Teacher/LA/SS Grade 5 TCH.LM.LASS.05.03	EPSLA EFMLA (10 weeks) Anticipated Return	10/12/2020 - 10/23/2020 (Paid; w/ Benefits) 10/26/2020 - 12/31/2020 (Paid; w/ Benefits) 01/01/2020
VES	Laurie	Winer	Teacher/Grade 4 TCH.VS.TCHR.04.13	EPSLA EFMLA (10 weeks) Anticipated Return	10/12/2020 - 10/23/2020 (Paid; w/ Benefits) 10/26/2020 - 12/31/2020 (Paid; w/ Benefits) 01/01/2020

**Appointments/Renewals (Certificated Staff)**

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
LMS/UMS	Mark	Accardi	Supervisor 5-8 Pupil Services (Leave Replacement) SPV.58.SPED.NA.01	Regina Dunich	N/A	N/A	\$95,000	Yes	10/16/2020 – 03/25/2021
MHS	Carron	Ankiel-Kohn	Teacher/English (Leave Replacement) TCH.HS.ENGL.MG.07	Rachel Sitar	MA+30	15-16 (J)	\$86,235	Yes	09/01/2020 – 12/23/2020 - Revised
OHES	Madeline	Chmielowicz	Teacher/Special Ed (Leave Replacement) TCH.OH.AUT.MG.01	Lisa Gravier	BA	1 (A)	\$61,685	Yes	<i>Rescind</i>
VES	Laura	Heintz	Teacher/Grade 3 (Leave Replacement) TCH.VS.TCHR.03.08	Kristen Gluck	BA	7-8 (E)	\$66,360		<i>Rescind</i>
VES	Laura	Heintz	Teacher/Grade 3 TCH.VS.TCHR.03.14	Nancy Sears	BA	7-8 (E)	\$66,360		09/01/2020 – 06/30/2021
VES	Andrew	Martinez	Teacher/Grade 3 (Leave Replacement) TCH.VS.TCHR.03.08	Kristen Gluck	BA	1 (A)	\$61,685		09/01/2020 – 06/30/2021
DISTRICT	Michael	O'Neill *	Director of Facilities DIR.BO.FACS.NA.01	Raymond Mulvey	N/A	N/A	\$135,000	Yes	11/01/2020 – 06/30/2021
LMS	Angela	Pace	Teacher/Special Ed (Leave Replacement) TCH.LM.RCTR.MG.13	Megan Snook	BA	1 (A)	\$61,685	Yes	09/01/2020 – 06/30/2021
OHES	Michelle	Terlovsky	Teacher/Speech Language Specialist (Leave Replacement) TCH.OH.SPCH.MG.03	Jessica Cesario	MA	1 (A)	\$67,685	Yes	<i>Rescind</i>
OHES	Ritika	Vatsa	Teacher/Speech Language Specialist (Leave Replacement) TCH.OH.SPCH.MG.03	Jessica Cesario	MA	5-6 (D)	\$70,485	Yes	09/01/2020 – 11/20/2020 - Revised

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

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Isela	Khoury *	10 Month Secretary SCK.FL.SSVC.UG.01	Teresa Ippolito	11	\$45,450	Yes	10/15/2020 – 06/30/2021 Or sooner, pending release

**Transfers**

New Position/Location	First	Last	Previous Position/Location	Step	Salary	Dates of Employment
Paraprofessional/UMS AID.UM.TIA.RC.11	Jeannie	Chapowski	Paraprofessional/LMS AID.LM.TIA.EO.09	4	\$26,730	09/01/2020 – 06/30/2021
Paraprofessional/VES AID.VS.TIA.EO.02	Melanie	Dubs	Paraprofessional/LMS AID.LM.TIA.EO.08	2	\$26,330	09/01/2020 – 06/30/2021
Paraprofessional/MHS AID.HS.TIA.LD.12	Jacqueline	Gomes	Paraprofessional/LMS AID.LM.TIA.RC.04	5-6	\$27,225	09/01/2020 – 06/30/2021
Paraprofessional/MHS AID.HS.TIA.LD.08	Bindu	Gujavarthi	Paraprofessional/LMS AID.LM.TIA.RC.03	4	\$26,730	09/01/2020 – 06/30/2021
Paraprofessional/VES AID.VS.TIA.EO.16	Heather	Moran	Paraprofessional/OHES AID.OH.TIA.RC.13	12	\$29,265	09/01/2020 – 06/30/2021
Paraprofessional/OHES AID.OH.TIA.LD.01	Christopher	Niedt	Paraprofessional/VES AID.VS.TIA.AUT.01	9-11	\$28,485	09/01/2020 – 06/30/2021
Paraprofessional/UMS AID.UM.TIA.RC.12	Gutta	Sunitha	Paraprofessional/LMS AID.LM.TIA.EO.03	2	\$26,330	09/01/2020 – 06/30/2021
Paraprofessional/UMS AID.UM.TIA.RC.13	Shruti	Tyagi	Paraprofessional/LMS AID.LM.TIA.RC.05	2	\$26,330	09/01/2020 – 06/30/2021
Paraprofessional/OHES AID.OH.TIA.EO.08	Patricia	Van Arnsdalen	Paraprofessional/VES AID.VS.TIA.TIA.EO.16	1	\$26,130	09/01/2020 – 06/30/2021

**Salary Advancement – 2020-21 (effective September 1, 2020)**

Location	First	Last	Assignment	Degree	Step	Board Index	19-20 Salary	Dates of Employment/Notes
OHES	Laura	Sapnar	Teacher/Kindergarten	MA + 45	21-22	(M)	\$94,110	09/01/2020 – 06/30/2021

**Appointments/Substitutes**

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Arthi	Ayyachamy	Substitute Teacher/Paraprofessional	NEW	2020-2021
DISTRICT	Begamudra Prasanna	Geethalakshmi	Substitute Teacher/Paraprofessional	NEW	2020-2021
DISTRICT	Carla	Leite	Substitute Teacher/Paraprofessional	NEW	2020-2021
DISTRICT	Andrew	Morris	Substitute Teacher/Paraprofessional	NEW	2020-2021

**Tuition Reimbursement**

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
OHES	Rachel	Dolci	Ball State University	2020-2021	3	\$1983.00	Supervising Human Service Staff
LMS	Jacynth	Johnson	Kean University	2020-2021	3	\$2380.89	Program Assessment & Evaluation
LMS	Jacynth	Johnson	Kean University	2020-2021	3	\$2380.89	Clinical Practicum in School District Admin 1
OHES	Alison	Koblin	University of LaVerne	2020-2021	3	\$375.00	Understanding Moods
OHES	Alexa	Komar	University of LaVerne	2020-2021	3	\$375.00	The Flipped Classroom
MHS	Anna	Panova-Cicchino	University of Wisconsin	2020-2021	2	\$932.00	Poverty in Schools
MHS	Anna	Panova-Cicchino	University of Wisconsin	2020-2021	2	\$932.00	Flipped Classroom Design & Project Based Learning *Rescind

OHES	Renee	Perovich	Rutgers University	2020-2021	3	\$2154.00	Online Statistical Methods I
LMS	Jennifer	Rangnow	University of LaVerne	2020-2021	3	\$375.00	Mindful Teachers; Mindful Students
LMS	Jennifer	Rangnow	University of LaVerne	2020-2021	3	\$375.00	Understanding & Dealing with Difficult Parents
OHES	Trevor	Reeder	University of LaVerne	2020-2021	3	\$375.00	Understanding & Dealing with Difficult Parents
MHS	Nitu	Sinha	University of Wisconsin-Stout	2020-2021	2	\$932.00	Mathematics Specialist Field Experience
MHS	Rachel	Sitar	University of LaVerne	2020-2021	3	\$375.00	Cognitive Approaches to Learning and Teaching
VES	Tammy	Tanzola	University of LaVerne	2020-2021	3	\$375.00	Elearning Made Easier
VES	Tammy	Tanzola	University of LaVerne	2020-2021	3	\$375.00	The Flipped Classroom
MHS	Bryan	Upshaw	University of LaVerne	2020-2021	3	\$375.00	Creating a Google Apps Classroom

### Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
VES	Andrew Martinez	Jennifer Furman	Alternate	\$1000.00	\$666.66	09/01/2020-06/30/2021
OHES	Kaitlyn Merritt	Faith Hoffman <i>*Revision</i>	Traditional	\$550.00	NO	10/01/2020-06/30/2021
LMS	Angela Pace	Jennifer Durante	Traditional	\$550.00	NO	09/01/2020-06/30/2021
UMS	Taylor Payne	Scott Ramsay	Traditional	\$550.00	\$183.33	09/08/2020-06/30/2021

### Appointments – CST Summer Work 2020

Location	First	Last	Position	Assignment/Hours	Salary	Dates of Employment/Notes
DISTRICT	Amy	Costa	LDTC	Case Management Not to Exceed 5.5 hours - <i>Revised</i>	\$61.60 p/h	07/01/2020 – 08/31/2020
DISTRICT	Karen	Krusen	School Social Worker	Case Management Not to Exceed 6.5 hours - <i>Revised</i>	\$53.03 p/h	07/01/2020 – 08/31/2020
DISTRICT	Jennifer	Rogers	School Social Worker	Case Management Not to Exceed 16 hours - <i>Revised</i>	\$62.40 p/h	07/01/2020 – 08/31/2020

DISTRICT	Jennifer	Rogers	School Social Worker	CST Meetings Not to Exceed 6 hours - <i>Revised</i>	\$62.40 p/h	07/01/2020 – 08/31/2020
DISTRICT	Meghan	Moore	General Education Teacher – CST Meetings as needed		\$30.00 p/h	07/01/2020 – 08/31/2020
DISTRICT	Michael	Razzoli	Special Education Teacher – CST Meetings as needed		\$30.00 p/h	07/01/2020 – 08/31/2020

### Home Instruction

Location	First	Last	Position	Salary/Stipend	Dates of Employment/Notes
MHS	David	Leichtling	Home Instruction	\$59.98 p/h	09/01/2020 - 06/30/2021

### Appointments – Summer Work 2020

Location	First	Last	Position	Salary	Dates of Employment/Notes
DISTRICT	Anthony	Muldowney	Summer Technology Help (Not to Exceed 95 hours)	\$21.03 p/h	07/30/2020 – 08/31/2020
DISTRICT	Jeffrey	Naviello	Summer Technology Help (Not to Exceed 95 hours)	\$20.57 p/h	07/30/2020 – 08/31/2020
DISTRICT	Jeffrey	Naviello	ESY Technology Help (Not to Exceed 60 hours)	\$20.57 p/h	07/01/2020 – 08/31/2020

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

Location	First	Last	Position	Hr. Rate	Dates/Notes
MHS	Kelly	Apel	Teacher – MHS Achieve (Not to Exceed 114 hours)	\$59.98 p/h	09/30/2020 – 06/30/2021
MHS	Maureen	Conway	Teacher – MHS Achieve (Not to Exceed 114 hours)	\$59.98 p/h	09/30/2020 – 06/30/2021
OHES	Lauren	Nesci	Teacher – The Bridges Program (Not to Exceed 50 hours) - <i>Revised</i>	\$59.98 p/h	07/01/2020 – 06/30/2021

### Appointments – To Be Funded by FY 2021 Title III Funds

Location	First	Last	Position	Salary/ Stipend	Dates/Notes
UMS	Staci	Anderson	Teacher – Community Liaison (not to exceed 125 hours)- <i>Revised</i>	\$30.00 p/h	07/01/2020 – 06/30/2021



**Appointments – Proctors – 2020-2021**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Hr. Rate</b>	<b>Dates/Notes</b>
MHS	Susanne	Asral	Proctor – Student Assessments (Not to Exceed 2 hours)	\$59.98 p/h	08/26/2020 – 09/15/2020
MHS	Valeriya	Kotok	Proctor – Student Assessments (Not to Exceed 5 hours)	\$59.98 p/h	08/26/2020 – 09/15/2020
MHS	Karin	Lee	Proctor – Student Assessment (Not to Exceed 1 hour)	\$59.98 p/h	08/26/2020 – 09/15/2020
MHS	Eliana	Molano	Proctor – Student Assessment (Not to Exceed 1 hour)	\$59.98 p/h	08/26/2020 – 09/15/2020
MHS	Kim	Marshall	Proctor – Student Assessment (Not to Exceed 5 hours) <i>(Revised)</i>	\$59.98 p/h	08/26/2020 – 09/15/2020

**Extra-Curricular – Fall - 2020-2021**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Stipend</b>	<b>Dates of Employment/Notes</b>
UMS	Vince	Ingraffia	Soccer Coach, Head, Girls	\$0	Rescind
UMS	Yannick	Smith	Soccer Coach, Head, Girls	\$4,392	2020-21 Fall Season
UMS	Meghan	Molinaro	Volunteer Coach, Girls Soccer	\$0	2020-21 Fall Season

**Co-Curricular 2020-2021 – Straw Poll on 8/31/2020**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Stipend</b>	<b>Dates of Employment/Notes</b>
District	Pamela	Schrum	Nurse Team Leader	\$2,809	2020-2021 School Year
District	Ariana	Erickson	Wellness Champion @ 50%	\$2,280	2020-2021 School Year
District	Stefanie	Lachenauer	Wellness Champion @ 50%	\$2,280	2020-2021 School Year
UMS	Lauren	Horowitz	Team Leader	\$2,809	2020-2021 School Year
UMS	Armando	Quiroz	Team Leader	\$2,809	2020-2021 School Year
UMS	Eric	Mazurkiewicz	Team Leader	\$2,809	2020-2021 School Year

UMS	Denita	Davis	Team Leader	\$2,809	2020-2021 School Year
LMS	Norm	Gebhart	Team Leader – 5th Grade	\$2,809	2020-2021 School Year
LMS	Erin	Harsell	Team Leader - 6th Grade	\$2,809	2020-2021 School Year
LMS	Robert	Skibinski	Team Leader - Cycle Elective	\$2,809	2020-2021 School Year
LMS	Jenny	Honold	Team Leader - Special Education	\$2,809	2020-2021 School Year
VES	Jennifer	Furman	Team Leader - 3rd Grade	\$2,809	2020-2021 School Year
VES	Joanne	Giambertone	Team Leader - 4th Grade	\$2,809	2020-2021 School Year
VES	Laura	Bell	Team Leader - Related Arts	\$2,809	2020-2021 School Year
VES	Nicole	Varona	Team Leader - Special Education	\$2,809	2020-2021 School Year
OHES	Michelle	Pender	Team Leader – Kindergarten	\$2,809	2020-2021 School Year
OHES	Lindsay	Fox	Team Leader – 1st Grade	\$2,809	2020-2021 School Year
OHES	Alexa	Komar	Team Leader - 2nd Grade	\$2,809	2020-2021 School Year
OHES	Kathy	Sinclair	Team Leader - Related Arts	\$2,809	2020-2021 School Year
OHES	Chandni	Gupta	Team Leader - Special Education	\$2,809	2020-2021 School Year
MHS	Richard	Steeb	Advisor, Freshman Class @ 50%	\$1,700	2020-2021 School Year
MHS	Colleen	Shanahan	Advisor, Freshman Class @ 50%	\$1,700	2020-2021 School Year
MHS	Vincent	Figuroa	Advisor, Sophomore Class @ 50%	\$1,700	2020-2021 School Year
MHS	Bryan	Upshaw	Advisor, Sophomore Class @ 50%	\$1,700	2020-2021 School Year
MHS	Gale	Murphy	Advisor, Junior Class @ 50%	\$2,375	2020-2021 School Year
MHS	Erin	Reynolds	Advisor, Junior Class @ 50%	\$2,375	2020-2021 School Year
MHS	Brian	Santaniello	Advisor, Senior Class @ 50%	\$2,319	2020-2021 School Year
MHS	Hope	Boczon	Advisor, Senior Class @ 50%	\$2,319	2020-2021 School Year
MHS	Nitu	Sinha	Math Team Advisor	\$2,500	2020-2021 School Year
MHS	Diedra	McGrail	National Art Honor Society	\$3,400	2020-2021 School Year
MHS	Sarah	Bickel	National Honor Society	\$3,400	2020-2021 School Year
MHS	Patrick	Minor	PAW Print	\$5,763	2020-2021 School Year
MHS	Timothy	Leicht	Robotics Advisor	\$8,402	2020-2021 School Year

MHS	Nitu	Sinha	SAT Math Advisor @ 50%	\$3,033	2020-2021 School Year
MHS	Jaissa	Almonte	SAT Math Advisor @ 50%	\$3,033	2020-2021 School Year
MHS	Kimberly	Marshall	SAT Verbal Advisor	\$6,066	2020-2021 School Year
MHS	Christopher	Resch	Science Olympiad: Head Coach	\$7,000	2020-2021 School Year
MHS	Audrey	Rosenthal	FBLA	\$3,738	2020-2021 School Year
MHS	Christian	Lugo	Student Council (9-12) Advisor @ 50%	\$2,596	2020-2021 School Year
MHS	Valeriya	Kotok	Student Council (9-12) Advisor @ 50%	\$2,596	2020-2021 School Year
MHS	Jessica	Ritson	Test Coordinator @ 50%	\$2,685	2020-2021 School Year
MHS	TBD	TBD	Test Coordinator @ 50%	\$2,685	2020-2021 School Year
MHS	Temmy	Olivi	Yearbook (Business) @ 50%	\$825	2020-2021 School Year
MHS	Gina	Iacono	Yearbook (Business) @ 50%	\$825	2020-2021 School Year
MHS	Temmy	Olivi	Yearbook (Graphics) @ 50%	\$1,081.50	2020-2021 School Year
MHS	Gina	Iacono	Yearbook (Graphics) @ 50%	\$1,081.50	2020-2021 School Year
MHS	Temmy	Olivi	Yearbook (Main) @ 50%	\$1,981.50	2020-2021 School Year
MHS	Gina	Iacono	Yearbook (Main) @ 50%	\$1,981.50	2020-2021 School Year
UMS	Joanne	Tiu	CLAW Newspaper	\$2,529	2020-2021 School Year
UMS	Kelli	Kallens	Yearbook Advisor	\$3,737	2020-2021 School Year
LMS	Robert	Skibinski	Advisor, 5th & 6th Grade	\$2,305	2020-2021 School Year
LMS	Wing	Yip	Math Counts Advisor	\$2,664	2020-2021 School Year
VES	Genifer	Leimbacher	Kids TV News Advisor	\$1,488	2020-2021 School Year

### Co-Curricular 2020-2021 – Staff to Student

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Rama	Bulusu	Academic League	\$2,388	2020-2021 School Year
MHS	Jason	Orbe	Theater Arts: Technical Director	\$2,763	2020-2021 School Year
MHS	Peter	Kauzmann	Theater Arts: Set Designer	\$2,613	2020-2021 School Year

MHS	Jeff	Woodworth	Theater Arts: Vocal Director	\$2,686.50	2020-2021 School Year
MHS	Jeff	Woodworth	Choraliers	\$2,686.50	2020-2021 School Year
MHS	James	Washburn	Debate Club	\$4,760	2020-2021 School Year
MHS	Kristin	Youngberg	Theater Arts: Choreographer	\$1,600	2020-2021 School Year
MHS	Gale	Murphy	Forensic Advisor	\$4,200	2020-2021 School Year
MHS	Jamie	Meeker	Future Educators Advisor @ 50%	\$750	2020-2021 School Year
MHS	Christine	Hazynski	Future Educators Advisor @ 50%	\$750	2020-2021 School Year
MHS	Gene	Porcelli	Historical Club/Docents	\$3,513	2020-2021 School Year
MHS	Jenna	Lugo	Interact Service Club @ 50%	\$2,094	2020-2021 School Year
MHS	Inez	Serrano	Interact Service Club @ 50%	\$2,094	2020-2021 School Year
MHS	Susanne	Asral	International Club (AFS)	\$3,063	2020-2021 School Year
MHS	Kawika	Kahalehoe	Jazz Band Director	\$5,292	2020-2021 School Year
MHS	Nathalie	Bogen	Jumpstart Advisor	\$3,200	2020-2021 School Year
MHS	Dianna	Muzaurieta	Literary Magazine	\$1,938	2020-2021 School Year
MHS	Paul	Stemmler	Mock Trial Club	\$2,388	2020-2021 School Year
MHS	Chris	Runion	Montgomery Students for Environ. Action (7-12) (MSEA)	\$3,625	2020-2021 School Year
MHS	Michael	Brennan	Band: Stage Band	\$3,155	2020-2021 School Year
MHS	Kawika	Kahalehoe	Theater Arts: Pit Band	\$3,155	2020-2021 School Year
MHS	Kawika	Kahalehoe	Orchestra Ensemble Director	\$3,215	2020-2021 School Year
MHS	Michael	Brennan	Band: Chamber Music Ensemble	\$2,060	2020-2021 School Year
MHS	Heather	Palecek	Photography Club	\$2,892	2020-2021 School Year
MHS	Samantha	Nowak	Red Cross Advisor	\$2,200	2020-2021 School Year
MHS	Rama	Bulusu	Science Olympiad: Assistant Coach @ 50%	\$2,078.50	2020-2021 School Year
MHS	Jane	Heebner	Science Olympiad: Assistant Coach @ 50%	\$2,078.50	2020-2021 School Year
MHS	Rama	Bulusu	Science (Biology) League Advisor	\$1,375	2020-2021 School Year
MHS	Rama	Bulusu	Science (Chemistry) League Advisor	\$1,825	2020-2021 School Year
MHS	David	English	Team Advisor	\$1,200	2020-2021 School Year

MHS	David	Gordon	Theater Arts: Fall Play Director	\$3,060	2020-2021 School Year
MHS	Neelam	Makvana	Theater Arts: Spring Musical Director	\$5,200	2020-2021 School Year
MHS	Dianna	Muzaurieta	TREND	\$4,075	2020-2021 School Year
MHS	Kimberly	Marshall	UNICEF Advisor	\$1,500	2020-2021 School Year
MHS	TBD	TBD	Videographer for HS Football Games	\$1,402	2020-2021 School Year
UMS	TBD	TBD	Advisor, 8th Grade @ 50%	\$1,950	2020-2021 School Year
UMS	Meghan	Moore	Advisor, 8th Grade @ 50%	\$1,950	2020-2021 School Year
UMS	Eric	Mazurkiewicz	After School Band: Chamber Ensemble	\$2,282	2020-2021 School Year
UMS	Eric	Mazurkiewicz	Jazz Band	\$4,564	2020-2021 School Year
UMS	Neelam	Makvana	After School Choral Director	\$1,711	2020-2021 School Year
UMS	Neelam	Makvana	Musical Production – Vocal Coach	\$2,536	2020-2021 School Year
UMS	Violet	Markmann	Computer Club	\$1,488	2020-2021 School Year
UMS	Whitney	Ehnert	Digital Photography	\$2,894	2020-2021 School Year
UMS	Rob	Scarpa	Debate Club @ 50%	\$1,458	2020-2021 School Year
UMS	Karen	Kevorkian	Debate Club @ 50%	\$1,458	2020-2021 School Year
UMS	Whitney	Ehnert	Art Club	\$1,488	2020-2021 School Year
UMS	Caitlin	Mannion	Interact Service Club	\$2,838	2020-2021 School Year
UMS	Kelsey	Donovan	Math Counts Advisor	\$2,664	2020-2021 School Year
UMS	Mark	Accardi	Musical Production, Director	\$5,200	2020-2021 School Year
UMS	Jeff	Woodworth	Musical Production, Accompaniment	\$2,282	2020-2021 School Year
UMS	Meghan	Moore	Musical Production: Light and Sound Coordinator	\$1,125	2020-2021 School Year
UMS	Jamie	Yavorsky	Orchestra Director	\$2,364.50	2020-2021 School Year
UMS	Annie	Yip	Robotics Advisor	\$4,090	2020-2021 School Year
UMS	Jacquie	Butler	Science Olympiad @ 50%	\$5,525	2020-2021 School Year
UMS	Meghan	Molinaro	Science Olympiad @ 50%	\$5,525	2020-2021 School Year
UMS	Kelsey	Donovan	Student Council Advisor @ 50%	\$3,149	2020-2021 School Year
UMS	Lauren	Horowitz	Student Council Advisor @ 50%	\$3,149	2020-2021 School Year

UMS	Sarah	Juarez	Musical Production: Technical Director @ 50%	\$ 1,267.50	2020-2021 School Year
UMS	Kristin	Youngberg	Musical Production: Choreographer	\$2,536	2020-2021 School Year
LMS	David	Rabinowitz	After School Band: Chamber Ensemble	\$2,158	2020-2021 School Year
LMS	David	Gordon	Chorus Director, 5th & 6th Grade @ 50%	\$1,434	2020-2021 School Year
LMS	Jocelyn	Keefe	Chorus Director, 5th & 6th Grade @ 50%	\$1,434	2020-2021 School Year
LMS	Lesley	Haas	Math/Science Grade 5 Enrichment Program Advisor	\$1,600	2020-2021 School Year
LMS	Stephanie	Machlis	LMS Grade 6 Science Club	\$1,600	2020-2021 School Year
LMS	David	Gordon	Musical Production: Director	\$5,200	2020-2021 School Year
LMS	Jocelyn	Keefe	Musical Production: Vocal Coach	\$2,860	2020-2021 School Year
LMS	Kadie	Bond	Orchestra Director	\$2,364.50	2020-2021 School Year
LMS	Ariana	Erickson	Getaway Club	\$1,488	2020-2021 School Year
LMS	Jenn	Rangnow	Interact Service Club	\$2,838	2020-2021 School Year
LMS	Julie	Brenner	Read It Talk It Book Club	\$1,600	2020-2021 School Year
LMS	Kelly	McDermontt	Theater Arts: Choreographer	\$1,659	2020-2021 School Year
LMS	TBD	TBD	Theater Arts: Stage Director	\$1,659	2020-2021 School Year
VES	Cheryl	Housten	Band Director	\$5,875	2020-2021 School Year
VES	Valerie	Hum	Coordinator of Student Service Learning @ 1/3	\$695	2020-2021 School Year
VES	Patricia	Pignataro	Coordinator of Student Service Learning @ 1/3	\$695	2020-2021 School Year
VES	Kim	Vanatta	Coordinator of Student Service Learning @ 1/3	\$695	2020-2021 School Year
VES	Laura	Bell	Choral Director, 4th Grade	\$2,725	2020-2021 School Year
VES	Eugenia	Goldman	Orchestra Director	\$3,215	2020-2021 School Year
VES	Christine	Bice	Choral Rehearsal Assistant	\$2,097	2020-2021 School Year

**Co-Curricular 2020-2021 – Staff to Student – Previously approved (6/23/20), revision to person required**

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Brant	Roberts	Marching Band, Assistant Director	\$0	Rescind
MHS	Gregory	Riss	Marching Band, Assistant Director @ 75% - <i>Revised</i>	\$3,412.50	2020-21 School Year
MHS	Jeffrey	Woodworth	Marching Band, Assistant Director @ 25%	\$1,137.50	2020-21 School Year

**Other**

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
MHS	Craig	Buszka	Teaching 1 Additional Period	\$3,669.12	09/14/2020 – 11/13/2020
MHS	Ashley	Castronovo	Teaching 1 Additional Period	\$2,604.96	09/08/2020 – 10/30/2020
LMS	Kristin	Ciesielski	Teaching 1/2 Additional Period	\$2,615.52	09/01/2020 – 12/04/2020
MHS	Elizabeth	Dilgard	Teaching 1 Additional Period	\$3,417.86	09/11/2020 – 11/13/2020
MHS	Sarah	Gresko	Teaching 1 Additional Period	\$13,647.00	09/01/2020 – 06/30/2021
MHS	Daniel	Lee	Teaching 1 Additional Period	\$3,242.31	09/08/2020 – 11/13/2020
MHS	Jenna	Lugo	Teaching 1 Additional Period	\$2,604.96	09/08/2020 – 10/30/2020
MHS	Peter	Mueller	Teaching 1 Additional Period	\$18,222.00	09/01/2020 – 06/30/2021
LMS	Meghan	Murphy	Teaching 1/2 Additional Period	\$2,879.52	09/01/2020 – 12/04/2020
LMS	Allison	Pungello	Teaching 1/2 Additional Period	\$2,315.52	09/01/2020 – 12/04/2020
MHS	Inez	Serrano	Teaching 1 Additional Period	\$2,604.96	09/08/2020 – 10/30/2020
MHS	Nitu	Sinha	Teaching 1 Additional Period	\$2,874.96	09/08/2020 – 10/30/2020
MHS	Jason	Sullivan	Teaching 1 Additional Period	\$5,618.81	09/08/2020 – 11/13/2020
MHS	Jaissa	Urso	Teaching 1 Additional Period	\$2,456.46	09/08/2020 – 10/30/2020
LMS	Wing	Yip	Teaching 1/2 Additional Period	\$2,555.52	09/01/2020 – 12/04/2020
UMS	Armando	Quiroz	Interpreter	\$20.00 p/h \$56.51 p/h - <i>Revised</i>	2020-2021 School Year Prep Time/Lunch/Before or After School Only

UMS	Staci	Anderson	Interpreter	\$20.00 p/h \$65.28 p/h - <i>Revised</i>	2020-2021 School Year Prep Time/Lunch/Before or After School Only
MHS	Nestor	Campos	Night Supervisor	\$1,115.00 (pro-rated)	09/21/2020 – 06/30/2021
DISTRICT	Kaitlin	O'Donnell	Administrative Internship Internship with Michael Richards * <i>Revision</i>	N/A	2020-2021 School Year
TRANS	Nicholas	Mistretta	Bus Driver	\$500.00	Referral Bonus-Transportation
UMS	Jamie	Yavorsky	Orchestra Tuning Instructor (Not to Exceed 8 hours)	\$59.98 p/h	09/30/2020 – 06/08/2021
UMS/LMS	Gianna	Bonfiglio	Orchestra Tuning Instructor (Not to Exceed 7 hours)	\$59.98 p/h	09/30/2020 – 06/08/2021
LMS	Kadie	Kilgore	Orchestra Tuning Instructor (Not to Exceed 8 hours)	\$59.98 p/h	09/30/2020 – 06/08/2021
VES	Eugenia	Goldman	Orchestra Tuning Instructor (Not to Exceed 7 hours)	\$59.98 p/h	09/30/2020 – 06/08/2021

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