

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, January 9, 2018 6:15 P.M. Organization & Special Meeting

These minutes were formally approved at the February 27, 2018 business meeting.

The Montgomery Township Board of Education held an organization and special meeting on Tuesday, January 9, 2018 in the Upper Middle School media center.

ORGANIZATION MEETING

School Election Results

Ms. Wells announced the results of the annual election of November 7, 2017.

<u>Three Candidates (Three-year Term)</u>	<u>Number of Votes</u>
Paul M. Johnson	2,664
Amy Miller	3,159
Ranjana R. Rao	2,220

Board Oath

Newly-elected board members, Dr. Doshi, Ms. Miller, and Ms. Rao, all of whom had signed and executed the state required oath for school board members, were sworn into the board by Ms. Wells.

Roll Call - The following Board members were present: Phyllis Bursh, Minkyoo Chenette, Dharmesh Doshi, Charles Jacey, Jr., Paul Johnson, Amy Miller, Ranjana Rao and Shreesh Tiwari

Absent: Richard Cavalli

Also Present: Nancy Gartenberg, Superintendent
Elizabeth Nastus, Assistant Superintendent
Annette M. Wells, Business Administrator/
Board Secretary
Robbin Boehmer, Assistant Business Administrator/
Assistant Board Secretary

Ms. Wells then read the following 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 5, 2018. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.

Ms. Wells then led everyone in the Salute to the Flag.

Ms. Wells welcomed all to the organization and special meeting.

Election of Officers

Acting as temporary chairperson, Ms. Wells opened nominations for president of the board of education.

Mr. Jacey nominated Mr. Cavalli.

A motion was made by Ms. Bursh and seconded by Mr. Tiwari to close nominations for president.

Upon call of the roll, Mr. Cavalli was voted as president unanimously.

In the newly-elected board president's absence, Ms. Wells announced that nominations were open for vice president of the board of education.

Mr. Doshi nominated Ms. Miller for vice president of the board of education. Ms. Miller accepted the nomination.

A motion was made by Ms. Bursh and seconded by Mr. Jacey to close nominations for vice president.

Upon call of the roll, Ms. Miller was voted as vice president unanimously.

A motion was made by Mr. Tiwari and seconded by Ms. Bursh that the Board of Education adopt the following resolutions:

Appointment of Board Secretary - approve the appointment of Annette M. Wells as Board Secretary and that the Board Secretary is authorized to invest district funds and make all deposits for the district.

Official Newspapers for Publication of Legal Notices - approve the designation of the The Courier News and/or The Star-Ledger as the newspapers to publish legal notices for the Board of Education.

Official Newspapers for Publication of "Open Public Meeting Law" Notices - approve the designation of The Princeton Packet, The Star-Ledger, The Courier News and The Trenton Times as the newspapers to receive notices of Board of Education meetings under the "Open Public Meetings Law."

TD Bank and Santander Bank Designated as Bank Depository - adopt the following resolution:

RESOLVED: That TD Bank be designated as the Depository of some of the funds of the Montgomery Township Board of Education in the various accounts for the ensuing year. For investment purposes, other institutions may be used at the discretion of the School Business Administrator. The following accounts are held with TD Bank:

General
Payroll

Agency
 Food Service
 Capital Reserve
 Flexible Spending Account
 Unemployment Trust
 Vision Account
 Summer Enrichment Account
 Summer Payroll
 Athletic Account

All Activity Accounts for each School

RESOLVED: That Santander Bank be designated as the Depository of some of the funds of the Montgomery Township Board of Education in the various accounts for the ensuing year. For investment purposes, other institutions may be used at the discretion of the School Business Administrator. The following accounts are held with Santander Bank:

Investment Account
 2016 Referendum Account
 Emergency Reserve Account

Persons Designated to Sign Checks for the Ensuing Year - adopt the following resolution authorizing check signatures:

RESOLVED: That the general account and food service account in the name of Montgomery Township Board of Education be opened or kept with TD Bank for the deposit in said Bank to the credit of these accounts from time to time of any and all moneys, checks, drafts, notes, acceptances or other evidences of indebtedness, whether belonging to these accounts or otherwise, which may be or thereafter come into its possession, and that the said Bank be and is hereby authorized to make payments from the funds on deposit with it upon and according to the checks, drafts, notes or acceptances of these accounts, to be signed with the following three signatures:

Richard T. Cavalli	President
Annette M. Wells	Secretary
Charisse D. Gutierrez	Treasurer of School Moneys

In the event the President is unable to sign, Amy Miller., Vice President, will sign the checks.

Check signatures for the Summer Enrichment; Salary Account; and Agency Account: Treasurer of School Moneys

Check signatures for the Flexible Spending Account: Treasurer of School Moneys and School Business Administrator/Board Secretary

Check signatures for School Activity Accounts: Administrator and Secretary

Check signature for Athletic Account: Athletic Director and School Business Administrator/Board Secretary

Petty Cash Funds - It is recommended that the Board, in accordance with NJSA 18:A19-3 authorize the Board Secretary to establish the following imprest-type petty cash funds for 2018-2019:

Board Office	\$ 225
Montgomery High School	250
Montgomery Middle School (Upper Campus)	250
Montgomery Middle School (Lower Campus)	150
Orchard Hill School	100
Village School	100

and that the maximum single expenditure which may be made from each fund shall be \$25; and that the following individuals will be responsible for the proper disposition of each fund:

Annette Wells	Board Office
Paul Popadiuk	Montgomery High School
Cory Delgado	Montgomery Middle School (Upper Campus)
Michael Richards	Montgomery Middle School (Lower Campus)
Susan Lacy	Village Elementary School
Kathleen Scotti	Orchard Hill Elementary School

Regular Board Public Meetings - adopt the attached calendar of Board of Education Meetings. Workshop Meetings will generally be held the second Tuesday of the month beginning at 7:30 p.m. The Business Meeting will generally be held the fourth Tuesday of the month beginning at 7:30 p.m. The meetings will be held in the Media Center of Montgomery Upper Middle School. During July, August, October and December one Board meeting a month is scheduled (see Page 13).

Readoption of Curriculum and Courses of Study - It is recommended that the Board readopt the existing curriculum and courses of study.

RESOLVED, that all current written curriculum and courses of the District, as on file in the Office of the Superintendent, be adopted for the period from the date of this Organization Meeting until the Organization Meeting in the next calendar year, unless modified upon recommendation of the Superintendent.

Readoption of Textbooks - It is recommended that the Board readopt the existing textbooks for the 2018-2019 school year.

Readoption of Job Descriptions - It is recommended that the Board readopt the existing job descriptions:

RESOLVED, that all current written job descriptions in the District, as on file in the Office of the Superintendent, be adopted for the period from the date of this Organization Meeting until

the Organization Meeting in the next calendar year, unless modified upon recommendation of the Superintendent.

Existing Board Policies Adopted for Ensuing Year - It is recommended that the Board adopt the existing policies of the Board of Education for the ensuing year with the understanding that revision of Board policy can be made at any time by Board action.

Code of Ethics - It is recommended that the Board adopt the New Jersey School Boards Association (NJSBA) Code of Ethics as it appears in the district's policy manual (Bylaws 0142):

I. NJSBA Code of Ethics for School Board Members

- A. I will uphold and enforce all laws, state board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.
- B. I will make decisions in terms of the educational welfare of children and will strive for public schools which can meet the individual needs of all children regardless of their ability, race, creed, sex or social standing.
- C. I will confine my board action to policymaking, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
- D. I will carry out my responsibility, not to administer the schools, but together with my fellow board members, to see that they are well run.
- E. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action, which may compromise the board.
- F. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
- G. I will hold confidential all matters pertaining to the schools, which if disclosed, would needlessly injure individuals or the schools. But in all other matters, I will provide accurate information and, in concert with my fellow board member, interpret to the staff the aspirations of the community for its schools.
- H. I will vote to appoint the most qualified personnel available after consideration of the recommendation of the chief administrative officer.
- I. I will support and protect school personnel in proper performance of their duties.
- J. I will refer all complaints to the chief administrative officer and will act on such complaints at public meetings only after failure of an administrative solution.

Upon call of the roll, the motions carried with a unanimous vote recorded.

Vice President Miller suggested that the following two resolutions be tabled until the next meeting.

Appointments – The Board President will make the following committee assignments for 2018:

- Members of the Assessment, Curriculum and Instruction Committee (ACI);
- Communications Committee;
- Members of the Human Resources and Negotiations Committee (HRC);
- Members of the Negotiations Committee;
- Members of the Operations, Facilities and Finance Committee (OFF);
- Members of the Chairs and Policy Committee (Co-Chair and Member will rotate.);
- Borough of Rocky Hill Liaison;
- Legislative Liaison for the purpose of receiving materials;
- Montgomery Township Liaison;
- Liaison to the Montgomery Township-Rocky Hill Municipal Alliance Committee;
- Voting member and alternate to the New Jersey School Boards Association;
- Member and alternate to the Executive Committee of the Somerset County School Boards Association;

Election of Delegate - It is recommended that the Board of Education elect _____ as delegate to the Somerset County Educational Services Commission and _____ as an alternate delegate.

EXECUTIVE SESSION- A motion was made by Mr. Tiwari and seconded by Ms. Bursh that the board adopt a resolution to go into executive session at 6:48 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.

RESOLVED, by the Board of Education of the Township of Montgomery in the County of Somerset and State of New Jersey as follows:

1. Items related to personnel, harassment, intimidation and bullying incidents and negotiations with the Montgomery Township Education Association will be discussed.

- 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 with a unanimous vote recorded.

Mr. Doshi left the meeting at 6:49 p.m.

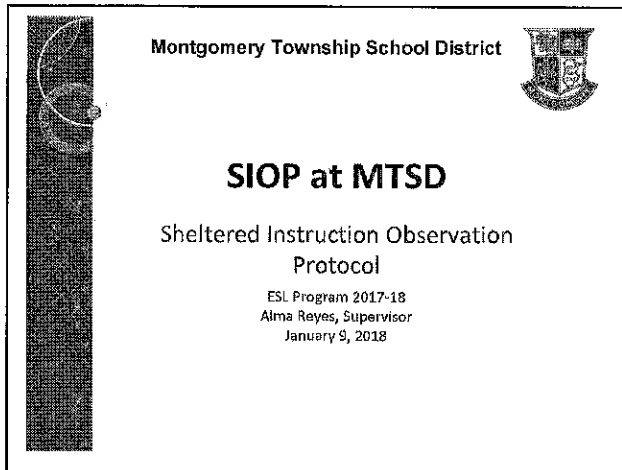
RETURN FROM EXECUTIVE SESSION - The Board returned from Executive Session at 7:34 p.m.

BOARD/PUBLIC COMMENTS


Ms. Bursh requested that the board members organize a private meeting without administrators to share information and discuss goals and concerns for the upcoming year.

PRESENTATION

Ms. Mary McLoughlin, Director of Pupil Services, spoke about the objectives of the strategic plan and introduced Ms. Alma Reyes, Supervisor of World Languages K-12, who gave the following presentation on the Sheltered Instruction Observation Protocol (SIOP) program as follows:



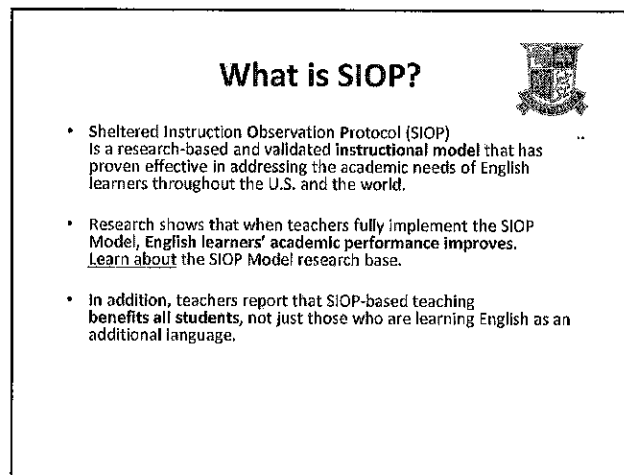
Montgomery Township School District




SIOP at MTSD

Sheltered Instruction Observation Protocol

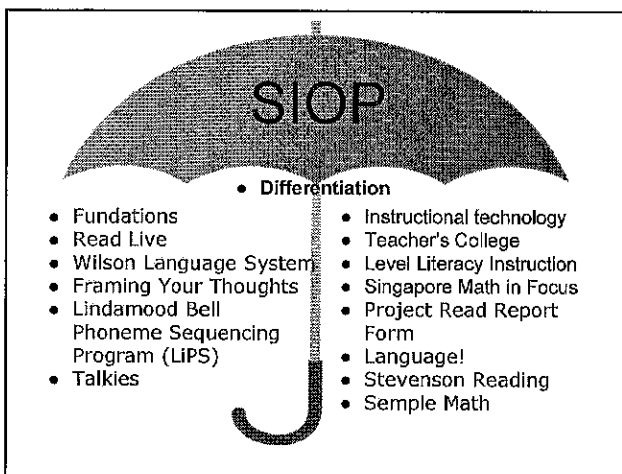
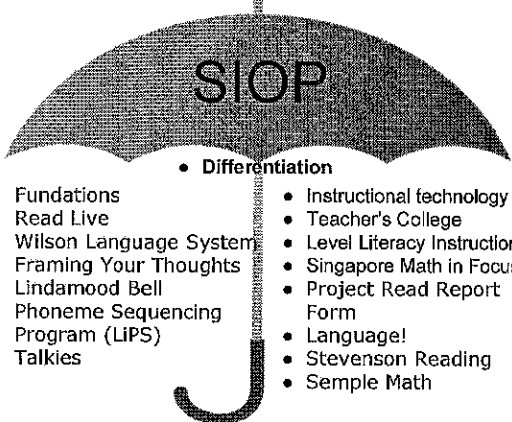
ESL Program 2017-18
Alma Reyes, Supervisor
January 9, 2018



What is SIOP?



- Sheltered Instruction Observation Protocol (SIOP) is a research-based and validated **instructional model** that has proven effective in addressing the academic needs of English learners throughout the U.S. and the world.
- Research shows that when teachers fully implement the SIOP Model, **English learners' academic performance improves**. Learn about the SIOP Model research base.
- In addition, teachers report that SIOP-based teaching **benefits all students**, not just those who are learning English as an additional language.

SIOP

• Differentiation

- Fundations
- Read Live
- Wilson Language System
- Framing Your Thoughts
- Lindamood Bell Phoneme Sequencing Program (LIPS)
- Talkies
- Instructional technology
- Teacher's College
- Level Literacy Instruction
- Singapore Math in Focus
- Project Read Report Form
- Language!
- Stevenson Reading
- Semple Math

Sample resource: District ELL Profile on Genesis

English Language Learners (ELL) Profile

Student Name: _____ Grade: _____ Year: _____ Country of Origin: _____ Language Spoken: _____ ELL Program Start Date: _____

GENRO Description for Levels of English Proficiency: [ELL](#), [EL](#), [ELP](#), [ELP2](#), [ELP3](#), [ELP4](#), [ELP5](#), [ELP6](#), [ELP7](#), [ELP8](#), [ELP9](#), [ELP10](#), [ELP11](#), [ELP12](#)

Level	Level 1	Level 2	Level 3	Level 4	Level 5
Listening	• Responds to oral directions, requests, questions	• Responds to oral directions, requests, questions	• Responds to oral directions, requests, questions	• Responds to oral directions, requests, questions	• Responds to oral directions, requests, questions
Speaking	• Provides oral responses to oral directions, requests, questions	• Provides oral responses to oral directions, requests, questions	• Provides oral responses to oral directions, requests, questions	• Provides oral responses to oral directions, requests, questions	• Provides oral responses to oral directions, requests, questions
Reading	• Reads and understands oral directions, requests, questions	• Reads and understands oral directions, requests, questions	• Reads and understands oral directions, requests, questions	• Reads and understands oral directions, requests, questions	• Reads and understands oral directions, requests, questions
Writing	• Writes oral responses to oral directions, requests, questions	• Writes oral responses to oral directions, requests, questions	• Writes oral responses to oral directions, requests, questions	• Writes oral responses to oral directions, requests, questions	• Writes oral responses to oral directions, requests, questions

Elements of SIOP



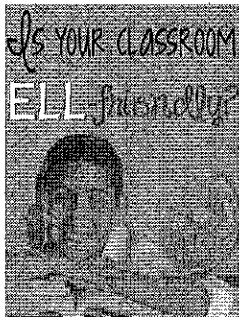
The SIOP Model consists of eight components:

1. Lesson Preparation
2. Interaction
3. Building Background
4. Practice and Application
5. Comprehensible Input
6. Lesson Delivery
7. Strategies
8. Review and Assessment

Sample resource: GO TO Strategies Matrix

Additional PD

- Frontloaded, district-specific sessions presented by Supervisor Alma Reyes



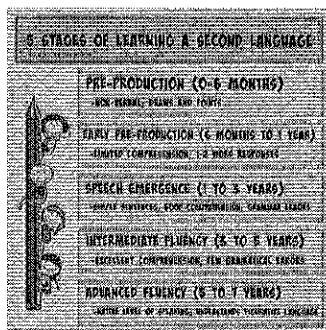
- Day 1: About the MTSD ESL program
 - Presentation link
 - What it feels like to be an ELL in a classroom
 - Our legal and moral obligations
- Day 2: Mainstream Teacher resources
 - Presentation link
 - Shared Google folder
 - ELL Student profile & Multi-lingual learner doc
 - Genesis Icons for student information
 - Learning Acquisition vs Learning Disability
- Day 3: Language Awareness
 - Training folder and Presentation link
- Day 4: Cultural Awareness & Integration
 - Training folder and Presentation link

Justification



- **Strategic Plan**
 - Goal 1: Maximize the social-emotional and academic growth of every student
 - Objective 2.6: Address areas for improvement in English Language Learners (ELLs) program.
- **N.J.A.C. 6A:15-1.8**
 - District must provide in-service training to mainstream teachers of ELLs and administrators who observe teachers of ELLs. PD must include instructional strategies to help ELLs meet NJSLs and WIDA standards.
- **Growth of MTSD Program**
 - Since 2014, the MTSD ELL population has doubled.
 - In some buildings, such as LMS, the population grew from 5 to currently 19.
 - As a result, more mainstream teachers have ELLs in the classrooms.

Challenge to Mainstream Teachers



- Increasingly diverse groups of students
- No training in language acquisition
- Frustration

About the presenters



Language & Literacy Associates for Multilingual and Multicultural Education, LLC (LLAMAME)

Have trained general and ELL educators on the SIOP method at Kean, William Paterson and numerous districts throughout NJ



Barbara Tedesco- taught ELLs at every level for 30 years; recognized in 2004 as Principal of the Year; Recently recognized by the Diversity Council at Kean University for her efforts to promote equity for all



Elizabeth Franks- 33 years as teacher, supervisor and professor; presents nationally and locally on Sheltered Instruction, ELLs and Sp.Ed.; and Culturally Responsive Education.

Mainstream Teacher Challenge

- Teachers face the task of working with increasingly diverse groups of students, including English Language Learners (ELLs), and are expected to provide instruction that is relevant and meaningful.
- Most teachers in mainstream classrooms have never received training in 2nd language acquisition and teaching ELLs. Yet, teachers are expected (by law and by moral imperative) to address the needs of all students, including ELLs. This has challenged both veteran and new teachers alike.
- More teachers at MTSD have ELLs in their classrooms and express frustration about not knowing what to do to support or instruct these students.

Montgomery Township School District



Training Projections

PERIMETERS

- 4-day training for all K-12 teachers
- 2 days in Spring and 2 days in Fall of following year
- teachers are not off-line 4 days in a single year

PROJECTION

- Number of teachers in district: 454
- 50% of all certified staff SIOP trained within 3 years (2020)
- 100% of all certified staff SIOP trained within 7 years (2024)

Goals of SIOP Training



- To have ALL teachers assume the responsibility of making content comprehensible to ELLs while supporting their acquisition of academic English and their development of language skills
- To have ALL teachers use differentiated strategies and scaffolding that benefit ALL learners and thus, provide more equitable access to the curriculum
- To provide a more culturally-supportive learning environment for ELLs
- To maximize the academic and social-emotional growth of ALL students

Montgomery Township School District



Cost

- WL/ ESL substitute acc't
 - 2017-18: \$23,670 budgeted
 - 2018-19: \$14,760 proposed
- Title III funds
- Consultant fee: \$2500 / full-day training

Montgomery Township School District



Feedback

- [Spring 2017 Exit tickets](#)
- [Fall 2017 Survey](#)

Follow-up & Accountability

- Projected Administrator training late Spring / Summer
- CLT/PD: Solicit dept Supervisor support for lesson scaffolding made for all students, creation of resources; provide additional time for Mainstream resource folder exploration and strategies integration

Candid pics from a session



Time was allowed for questions and comments from the board.

COMMITTEE/REPRESENTATIVE REPORTS - None

Representative Reports

- Student Representative Report – None
- MTEA Report – Mr. Scott Mason, MTEA President, commented that the MTEA was happy that a new payroll manager was on the agenda for approval. He also praised the improvement in communication with the Human Resource department citing the work of new administrative assistants this year. He also thanked Ms. Nastus for facilitating and communicating within the district.
- Board Member Delegate/Representative Reports - None

Board Committee Reports – No reports

REVIEW OF MINUTES

The board reviewed the following minutes:

1. December 19, 2017 Executive Session Meeting
2. December 19, 2017 Workshop and Business Meeting

The board was asked to communicate any changes to the minutes to Ms. Wells by January 18, 2018. The minutes will be approved at the September 26, 2017 business meeting.

REVIEW OF THE DRAFT JANUARY 23, 2018 BUSINESS MEETING AGENDA

The board reviewed the draft agenda for the January 23, 2018 business meeting.

BOARD/PUBLIC COMMENTS – None

ACTION AGENDA

1.0 ADMINISTRATIVE

A motion was made by Mr. Jacey and seconded by Ms. Chenette to approve agenda item 1.1 as follows:

1.1 Routine Monthly Report – Accept the following report:

Harassment, Intimidation and Bullying (HIB) Report

Upon call of the roll, the motion passed with three members voting in favor, Mr. Tiwari and Ms. Miller voting against and Mr. Johnson and Ms. Rao abstaining.

A motion was made by Mr. Jacey and seconded by Ms. Chenette to approve agenda items 2.1 through 4.1 as follows:

2.0 CURRICULUM & INSTRUCTION

2.1 Field Trip – approve field trip for the Forensics Speech and Debate Team to participate in the Columbia University Debate Tournament in New York City, New York, from January 19, 2018 to January 20, 2018, at no cost to the Montgomery Township School District.

3.0 FINANCE

3.1 Travel Reimbursement – 2017/2018– approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 13).

4.0 PERSONNEL

4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 14-18).

Upon call of the roll, the motion carried with a unanimous vote recorded


ANNOUNCEMENTS BY THE PRESIDENT

None

ADJOURNMENT

A motion was made by Ms. Chenette and seconded by Dr. Johnson to adjourn the meeting at 8:37 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,



Annette M. Wells
School Business Administrator/
Board Secretary

APPROVED SCHEDULE OF BOARD MEETINGS

Following is the APPROVED meeting schedule for the Montgomery Township Board of Education for the year 2018. Generally the Board will meet on the second and fourth Tuesday of each month except in those cases where this date is a holiday and schools are closed. Then an alternate day shall be utilized. For the months of July, August, October and December one meeting has been scheduled. The meeting place will be the Montgomery Middle School Upper Campus media center. The public portion of the meetings will begin at 7:30 p.m.

APPROVED: At the Montgomery Township Board of Education Organization Meeting of January 9, 2018.

Tuesday	Workshop/Business	January 9, 2018
Tuesday	Business	January 23, 2018
Tuesday	Workshop/Business	February 13, 2018
Tuesday	Business	February 27, 2018
Tuesday	Workshop/Business	March 13, 2018
Tuesday	Business	March 27, 2018
Tuesday	Workshop/Business	April 10, 2018
Tuesday	Business	April 24, 2018
Tuesday	Workshop/Business	May 8, 2018
Tuesday	Business	May 22, 2018
Tuesday	Workshop/Business	June 12, 2018
Tuesday	Business	June 26, 2018
Tuesday	Workshop/Business	July 17, 2018
Tuesday	Workshop/Business	August 14, 2018
Tuesday	Workshop/Business	September 11, 2018
Tuesday	Business	September 25, 2018
Tuesday	Workshop/Business	October 16, 2018
Tuesday	Workshop/Business	November 13, 2018
Tuesday	Business	November 27, 2018
Tuesday	Workshop/Business	December 18, 2018
Thursday	Organization and Business	January 3, 2019

**Montgomery Township Board of Education
Travel Reimbursement Requests
2017/2018**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Minkyo Chenette Nancy Gartenberg	BO	3/2/2018	Social Media: Too Much - or Not Enough - of a Good Thing?					\$75.00		\$75.00	\$75.00
Corie Gaylord	BO	3/15/2018	2018 AASA Women's Leadership		\$7.56			\$175.00		\$182.56	\$4,599.77
Susan Lacy	MHS	1/16/2018	New Jersey's Tiered System of Support - Part I					\$149.00		\$149.00	\$1,414.32
Jaime Maccarone	VES	3/15/2018 1/14 - 2/17/18	2018 AASA Women's Leadership		\$10.73			\$175.00		\$185.73	\$1,191.11
	VES		CT Online Professional Development					\$200.00		\$200.00	\$1,779.01

*Excluding Tolls

**Includes Registrations

**Estimated

BOE 1/9/18

4.1 PERSONNEL**Resignations/Retirements/ Rescissions**

Location	First	Last	Position	Effective	Reason	Dates of Employment/Notes
TRANS	Linda	Canetti	Bus Driver TRN.TR.DRVR.NA.12	12/18/2017	Resigned	01/11/2017 – 12/18/2017
MHS	Andrew	Carfley	Teacher – Health & PE TCH.HS.HPE.MG.01	02/19/2018	Resigned	09/01/2008 – 02/16/2018
LMS	Margaret	Davis	Secretary SEC.LM.PRIN.UG.01	01/23/2018	Resigned	08/01/2016 – 01/22/2018
TRANS	Linda	Feick	Bus Driver TRN.TR.DRVR.NA.30	01/02/2018	Resigned	10/02/2017 – 12/31/2017
VES	Barbara	Hannmann	School Psychologist (Leave Replacement) TCH.VS.LDTC.MG.01	01/02/2018	Resigned	11/27/2017 – 12/31/2017
MHS	David	Lopez- Recinos	Assistant Custodian-2 nd Shift CUS.HS.CUST.NA.15	12/18/2017	Resigned	11/27/2017 – 12/15/2017

Leaves of Absence

Location	Name	Lasts	Position	Type of Leave	Dates of Leave/Notes
MHS	Valerie	Krieger	Teacher/English LOA.HS.ENGL.MG.03	Unpaid Leave Anticipated Return	10/16/2017 – 05/08/2018 (Revised) 05/09/2018 (Revised)
OHES	Kyle	Puzikov	Teacher/Grade 2 TCH.OH.TCHR.02.02	Temporary Disability FMLA Anticipated Return	04/16/2018 – 04/26/2018 (Paid w/ Benefits) 04/27/2018 – 06/22/2018 (Unpaid w/ Benefits) 09/01/2018

Appointments/Renewals (Certificated Staff)

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Denise	De Camp	Teacher - BSI/Academic Support (Leave Replacement) TCH.OH.BSI.MG.06	Lisa Gappa	MA	1	\$65,440	Yes	12/23/2017 – 03/29/2018

Appointments/Renewals (Non-Certificated Staff)

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Jennifer	Dambeck	Paraprofessional (.48) AID.OH.ITIA.EO.02	New Position	1	\$11,856	Yes	01/02/2018 – 06/30/2018
DISTRICT	Kathleen	Mehan*	Payroll Manager BUS.BO.PYRL.NA.01	Contracted Payroll Service	NA	\$85,000	Yes	02/12/2018 -- 06/30/2018 (or sooner, pending release)

Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	Manjari	Bharadwaj	Substitute Teacher	NEW	2017-2018
DISTRICT	Samantha	Borelli	Substitute Teacher	NEW	2017-2018
OHES	Casey	Coyle	Student Teacher/Substitute Teacher	NEW	2017-2018
OHES	Dyeshia	Cruz	Student Teacher/Substitute Teacher	NEW	2017-2018
OHES	Kerry	Graziano	Student Teacher/Substitute Teacher	NEW	2017-2018
MHS	Alison	Karp	Substitute Teacher	NEW	2017-2018
DISTRICT	Lisa	Limyansky	Substitute Nurse	NEW	2017-2018

VES	Giorgianna	Sorrentino	Student Teacher/Substitute Teacher	NEW	2017-2018
VES	Ali	Wolfskehl	Student Teacher/Substitute Teacher	NEW	2017-2018
DISTRICT	Ghika	Yadav	Substitute Teacher	NEW	2017-2018

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment
OHES	Denise DeCamp	Brenda Huneryager	Traditional	\$330.00*	YES	10/3/2017-3/29/2018 *Revised amount and dates
VES	Marissa McKenna	Kellie Cramer	Traditional	\$275.00*	YES	1/2/2018-6/30/2018 *Revised amount

Salary Advancement

Location	First	Last	Assignment	Degree	Step	17 -18 Salary	Dates of Employment/Notes
UMS	Staci	Anderson	Teacher/ESL/Spanish	MA+15	16-17	\$80,620	02/01/2018 - 06/30/2018
VES	Kellie	Cramer	Teacher/Grade 3	MA+30	16-17	\$82,870	02/01/2018 - 06/30/2018
MHS	Vincent	Ingraffia	Teacher/Health & PE	MA+30	10-11	\$76,900	02/01/2018 - 06/30/2018
VES	Joanne	Giambertone	Teacher/Grade 4	MA+15	10-11	\$74,650	02/01/2018 - 06/30/2018
VES	Max	Rodriguez	Teacher/Grade 4	MA+30	22	\$88,840	02/01/2018 - 06/30/2018
OHES	Christine	Yap	Teacher/Grade 2	MA+15	22	\$86,590	02/01/2018 - 06/30/2018

Tuition Reimbursement

Location	First	Last	School	Semester	Credits	Reimbursed Amount	Course
UMS	Mark	Accardi	TCNJ	Spring 2018	3	\$2314.50	Curriculum Theory & Practice
VES	Samantha	Borelli	TCNJ	Spring 2018	3	\$2314.50	Remediation of Reading Difficulties
UMS	Jaclyn	Grundisch	Marygrove College	Spring 2018	3	\$1770.00	Instructional Design
UMS	Lauren	Horowitz	Marygrove College	Spring 2018	3	\$1770.00	Instructional Design
VES	Casey	Maxwell	UC San Diego	Spring 2018	5	\$429.00	Math Problem Solving Strategies
VES	Max	Rodriguez	Loyola Marymount	Spring 2018	3	\$404.10	Resiliency: Coping with Academic & Emotional Adversity
UMS	Joanne	Tiu	TCNJ	Spring 2018	3	\$2314.50	Seminar & Practicum on Diagnostic Procedures

Co-Curricular 2017-2018

Location	First	Last	Position	Stipend	Dates of Employment/Notes
MHS	Clarisa	Lescano-Lopez	Yearbook: Graphics	\$1,081.50 (1/2 year)	Rescind

2018 Summer SOAR Appointments

Location	First	Last	Position	Stipend	Dates of Employment/Notes
DISTRICT	Monica	Clewell	SOAR Supervisor	\$18,000.00	Summer 2018
DISTRICT	Kathy	Sinclair	SOAR Asst. Supervisor	\$10,500.00	Summer 2018
DISTRICT	Keith	Glock	SOAR HS Coordinator	\$9,500.00	Summer 2018

Other

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
MHS	Melissa	Fattorusso	Teaching 1 Additional Block	\$1,882.40	04/01/2018 – 05/08/2018
MHS	Christine	Hazynski	Teaching 1 Additional Block	\$2,271.62	04/01/2018 – 05/08/2018
MHS	Jamie	Meeker	Teaching 1 Additional Block	\$1,826.89	04/01/2018 – 05/08/2018
MHS	Temmy	Olivi	Teaching 1 Additional Block	\$1,992.64	04/01/2018 – 05/08/2018
MHS	Evangelina	Thornton	Teaching 1 Additional Block	\$1,778.14	04/01/2018 – 05/08/2018
VES	Maureen	Ocleppo	Additional Hours for Extended Coverage	\$28.77 p/h	12/01/2017 - 06/22/2018 Not to exceed 3.75 hours per week

***Pending Criminal Background Clearance**