

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Saturday, October 6, 2018 8:30 A.M. Special Meeting**

These minutes were formally approved at the November 27, 2018 Business Meeting.

**OPENING OF THE MEETING**

- A. The Montgomery Township Board of Education held a special meeting on Saturday, October 6, 2018 at 8:30 a.m. in the Board of Education office large conference room.
- B. Roll Call - The following Board Members were present: Phyllis Bursh, Richard Cavalli, Minkyo Chenette, Charles F. Jacey, Jr., Dr. Paul Johnson (arrived at 8:45 a.m.), Amy Miller, and Ranjana Rao, Shreesh Tiwari
- Absent: Dharmesh Doshi,
- Also Present: Nancy Gartenberg, Superintendent  
Elizabeth Nastus, Interim Assistant Superintendent  
Annette M. Wells, School Business Administrator/Board Secretary  
Stephen Fogarty, Esq., Board Attorney
- C. President Cavalli 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 the meeting on October 2, 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.
- D. President Cavalli then led everyone in the Salute to the Flag.
- E. President Cavalli welcomed all to the special meeting.

**ROLES, RESPONSIBILITIES, COMMUNICATION & RELATIONSHIPS**

Mr. Cavalli stated that today was an important day to evaluate ourselves as a board. He stated that he would appreciate professional candor with no hypocrisy.

Dr. Johnson arrived at 8:45 a.m.

Dr. William Adams requested that there be respectful dialog.

Dr. Adams reviewed the documents for today's meeting and encouraged board and administrator participation.

The board and administration discussed the following items:

- Relationships among board members and then relationships with administration
- Not doing enough as a group
- Connecting all back to the strategic plan
- Keeping students first
- The board wants to be more active and provide expertise to the administration

- Board correspondence
- Lack of communication to the board
- Feeling of distrust between board and administration

Dr. Adams discussed the differences between the private and public sector. He stated that there are financial constraints and a slower pace of change. He stated that it's about balance and not moving too fast or too slow.

The board and administration discussed ways to better communicate with each other. Each party needs to be clear in what they are asking for. The board doesn't realize that they are adding to the administrators' work.

Dr. Adams stated that the ultimate goal is student achievement and reaching the level of excellence desired. He presented a Governance Model which is based on research of what successful boards have done.

The board and administration provided the following short and long term goals for district expectations:

- Grading practices and policies at high school level
- College and Career Readiness
- Overall improved communication
- Grading practices and college and career readiness
- Harmony
- Reasonable, balanced expectations
- Building mutual respect and collaboration
- Offering more robust computer education in lower grades
- Grading, College readiness down to the middle school
- Philosophy on how we inspire our students
- 6 Months joint operating plan across all committees
- Transportation - offer solution to parents
- Communication both ways - earning respect through positive communication
- Effective, clear, consistent agreed upon communication
- Mutual respect

EXECUTIVE SESSION- A motion was made by Mr. Tiwari and seconded by Ms. Rao that the board adopt a resolution to go into executive session at 12:46 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. Negotiations with the Montgomery Township Teachers' Association and personnel matters will be discussed.
2. 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.

RETURN FROM EXECUTIVE SESSION- The Board returned from Executive Session at 1:22 p.m.

### BOARD/PUBLIC COMMENTS

Ms. Joanne Tonkin stated that she agrees with respect and collaboration and a joint 6 month operating plan. She thanked everyone for their hours and level of commitment. She stated that the school continues to be a school of excellence. There will be bumps in the road. She looks forward to sitting at the board table after the election.

Dr. Adams requested that the board look at the various protocols and policies he provided. He stated that the board and administration must foster better two way communications.

When asked how to reconcile the trust issue, Dr. Adams replied that "you've started the conversation and need to continue it."

Mr. Cavalli stated that the chairs will work with the committees on what they want to accomplish this year.

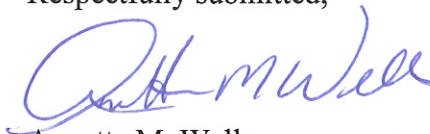
After action items include:

- Mr. Tiwari to collaborate with Ms. Gartenberg in defining and developing a 2018-19 operating plan
- Mr. Jacey to provide a definition and framework of Enterprise Risk Management to be adopted by each committee
- Dr. Johnson to provide a framework for project management
- All – lessons learned from this meeting to be accumulated by Ms. Gartenberg and Mr. Cavalli

### ADJOURNMENT

A motion was made by Ms. Rao and seconded by Ms. Miller that the meeting be adjourned at 1:30 p.m. Upon call of the question, the motion carried unanimously

Respectfully submitted,



Annette M. Wells  
School Business Administrator/  
Board Secretary