

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, March 12, 2019 6:30 P.M. Workshop and Business Meeting

These minutes were formally approved at the April 30, 2019 Business Meeting.

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held a workshop and business meeting on Tuesday, March 12, 2019 at 6:30 p.m. in the Montgomery Upper Middle School media center.
- B. Roll Call - The following Board Members were present: Phyllis Bursh, Minkyo Chenette, Dharmesh Doshi (arrived at 6:38 p.m.), Dr. Paul Johnson (arrived at 6:34 p.m.), Amy Miller (arrived at 6:35 p.m.), Ranjana Rao, Shreesh Tiwari and Joanne Tonkin
- Absent: None
- Also Present: Nancy Gartenberg, Superintendent
 Elizabeth Nastus, Interim Assistant Superintendent
 Mark Kramer, Interim Board Secretary
 David Palumbo, Associate Business Administrator/Assistant Board Secretary
- C. President Chenette 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 January 4, 2019, and March 8, 2019. 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 Chenette then led everyone in the Salute to the Flag.
- E. President Chenette welcomed all to the workshop and business meeting.

EXECUTIVE SESSION- A motion was made by Mr. Tiwari and seconded by Ms. Tonkin that the board adopt a resolution to go into executive session at 6:32 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 reports, a special education settlement agreement and negotiations with the Montgomery Township Education Association 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 7:42 p.m.

NEW BUSINESS FROM BOARD/PUBLIC

Members of the public commented on the following topics:

- Support for the teachers was vocalized and encouragement for the Board to reach a contract agreement with the MTEA.
- Concerned with how the contract dispute will affect the concerts and graduation if staff members are not present.
- Citizens moved here due to the reputation of the school district being good. If we don't pay our teachers appropriately they will leave.

Ms. Chenette thanked the public for coming out. She stated that the Board has not walked away from the bargaining table, and they need the MTEA to meet them part of the way.

SUPERINTENDENT'S REPORT

PRESENTATIONS

Ms. Elizabeth Nastus, Interim Assistant Superintendent for Special Projects, presented Strategic Plan Goal 2 Update as follows:

Strategic Plan Update
Goal 2
March 12, 2019

Montgomery Township School District
2018-19 School Year


Stakeholders

- Students
- Faculty and Staff
- Parents
- Community members
- Administrators
- Board members


Timeline

- February 2017 Board adopted strategic plan
- February 2017 Goal teams were formed to begin the development of action plans for the 2017-2022 timeframe. Action plans were completed August 2017
- Goal teams meet regularly to advance the 2017-2022 strategic plan


Portrait of a Graduate




Mission



To empower every student to succeed in a diverse, dynamic, global society by providing quality educational experiences in a caring environment.




Members - Team 2




Leaders: Elizabeth Nassim & Paul Popadiuk


| | |
|--------------------------|-----------------------|
| Craig Buszka (MHS) | Betsy Randolph (UMS) |
| Lia Camuto (OHES/VES) | Jenn Rangnow (LMS) |
| Kathie Scotti (OHES) | Jen Riddell (MHS) |
| Kelly Ferrante (UMS) | Lisa Romano (LMS/UMS) |
| Joanne Giambertone (VES) | Elise Ryan (LMS) |
| Jessica Glover (OHES) | |




Vision



To be a premier school district in developing confident, compassionate, engaged learners.




Members - Team 2




Leaders: Elizabeth Nassim & Paul Popadiuk


| | |
|-----------------------------|----------------------------|
| Christopher Herte (LMS/UMS) | Kathy Sinclair (OHES) |
| Temmy Kim (MHS) | Jason Sullivan (MHS) |
| Jaime Maccarone (VES) | Susan Teza (MHS) |
| Steven Miller (MHS) | Linda Truscinski (VES) |
| Heather Pino (MHS) | Adam Warshafsky (District) |




Strategic Goals




- Maximize the social-emotional and academic growth of every student.
- Ensure a learning environment that promotes excellence.
- Strengthen stakeholder relationships to support and enhance student learning.
- Optimize operational and financial resources to enhance student experience.




Objective: 2.1 increase teacher-parent communication about student's educational progress



- What has been accomplished?
 - Implemented Revised K-4 Standards-Based Report Card and Parent-Teacher Conference Form
 - Communicated established 5-12 grading timeline expectations to students and parent
- How do we know?
 - Effective implementation of conference forms for November and April parent-teacher conferences at OHES and VES
 - Effective implementation of report cards at OHES and VES available to parents on Feb. 2 and June 21, 2018




Goal 2




School and Work Environment


Ensure a learning environment that promotes excellence




Objective: 2.1 Increase teacher-parent communication about student's educational progress (continued)




- How do we know? (continued)
 - Grading timeline expectations posted on school websites
 - Grading expectations included in 5-12 student 2018-2019 handbooks
 - Grading expectations shared with parents through multiple venues
 - Grading expectations included in teacher gradebooks
 - Grading expectations emphasized at building cabinet meetings
- What adjustments have been made to original approach?
 - None
 - Spring 2019 - Anticipated completion following parent focus groups to gather feedback
- What percentage of actions is completed?
 - 80 %




Objective: 2.2 Expand High School Programs and Pathways




- What has been accomplished?
 - Increased discussion and review of alternative pathways at Cabinet Level meetings
 - Review and analysis of Initial Hanover research study findings
 - Introduced Physical, Earth, and Life Science (PELS) course for 2018-2019 school year
 - Analysis of course request tallies
 - Additional pathway research in progress




Objective: 2.4 Examine the Science Program (continued)




- What has been accomplished (cont'd)?
 - Completion of 2017 and spring 2018 focus groups
 - Completion of student and parent communication initiative as reported in progress report
 - Utilization of teacher-learning teams as related to professional development and consistency of the student learning experience
 - Finalized examination of the recommendation process, inclusive of math and science achievement data
 - Posting of science resources for parents on district and school sites




Objective: 2.2 Expand High School Programs and Pathways (continued)




- How do we know?
 - Documentation from Hanover
 - Program of studies and course request tallies
- What adjustments have been made to original approach?
 - None
 - Feasibility of pathways analyzed in 2019-2020
- What percentage of actions for the is completed?
 - 50%




Objective: 2.4 Examine the Science Program (continued)




- How do we know?
 - Implementation and posting of Common Grading Protocols for grades 5-12
 - Science Resources for Parents on district and school sites
 - Curricular revisions, lesson plans
 - Physics First end of first marking period and mid-year survey data
 - Teacher observation and walkthrough data
 - Implementation of Summer Soar Program




Objective: 2.3 Ensure the curriculum and assessment system across grade and building levels support the Portrait of a Graduate




- What has been accomplished?
 - Defined all sub-competencies comprising the Portrait of a Graduate
 - Initial collection of student exemplars fall of 2018-2019 school year
- How do we know?
 - Created document to be shared with district stakeholders.
- What adjustments have been made to original approach?
 - None
 - Completion of collection of student exemplars spring of 2018-2019 school year
 - Implementation of professional development on teaching strategies that support Portrait of a Graduate on schedule for 2020-2021
- What percentage of actions is completed?
 - 50%




Objective: 2.4 Examine the Science Program (continued)




- What adjustments have been made to original approach?
 - None.
 - Completion of student interview and analysis of results spring 2019
 - Continuation of professional development for student learning consistency
- What percentage of actions for the year is completed?
 - 90% complete




Objective: 2.4 Examine the Science Program




- What has been accomplished?
 - Introduction of freshman physics unit for Physics First and IPELS courses, including creation, implementation, and review unit
 - Increased articulation between UMS and MHS Science teachers
 - Turnkey modeling and whiteboarding between MHS Science teachers and teachers at LMS and UMS
 - Analysis of historical achievement data from 8th grade to Physics
 - New district-wide professional development approach for science program (KT3 MTSD)
 - Supervisor walk-throughs K-12 in Science & Math
 - Identification of math skills critical for success in Physics First



Objective: 2.5 Develop strategies for ongoing staff involvement in the decision-making process, as well as with planning and implementation of new initiatives





- What has been accomplished?
 - Established District Leadership team with focus on district-wide initiatives, i.e., homework
 - Established School Leadership teams in each building to problem-solve and further school and district goals
 - Teacher participation in May, 2018 to provide input for decision making continuum and evaluate rollout protocols
- How do we know?
 - Meeting agendas for all DLT and SLT meetings.
 - District decision making continuum and protocol implemented in fall 2018




Objective: 2.5 Develop strategies for ongoing staff involvement in the decision-making process, as well as with planning and implementation of new initiatives (continued)

- What adjustments have been made to original approach?
 - None
- What percentage of actions for the year is completed?
 - 100%

Strategic Planning



Thank you!

Time was allowed for questions and comments from the board.

Ms. Rao and Mr. Tiwari thanked Ms. Nastus and the team for the presentation and what they have accomplished. Mr. Tiwari questioned the grading protocols for grades 5 through 12. Ms. Gartenberg spoke to the expectations for grading.

Mr. Tiwari also discussed the intercession of grading and assessments. Ms. Nastus and Ms. Gartenberg addressed the concern.

Representative Reports

Student Representative Report –The student representative, Ms. St. Ledger, discussed her concern and the concern of her fellow classmates regarding the ongoing negotiations between the Board and MTEA. She is worried that some extracurricular activities will be canceled due to staff members not being present. In addition, college recommendations won't be written. There is a lot of stress among the students because they don't know what the plans are moving forward.

Ms. St. Ledger left the meeting at 8:25 p.m.

MTEA Report – Mr. Scott Mason, President of the MTEA, stated that he understands the feelings everyone is having. He also appreciates the hard work the Board is putting in to negotiations. He is also optimistic that the Board will be presenting a new proposal to the MTEA tomorrow. The MTEA executive committee will meet tomorrow afternoon to discuss the proposal. There is also good news that the district received an extra \$400,000 in state aid and hoped the Board would use a little of that to help settle the contract.

Board Member Delegate/Representative Reports (SCSBA) – Ms. Bursch and Ms. Chenette attended the monthly meeting that updated members on PARCC testing and newly-elected board orientation.

Board Committee Reports

Assessment, Curriculum and Instruction Committee Report – None

Board of Education Executive Council Report – None

Human Resources Committee Report – None

Operations, and Finance Committee Report – None

Policy and Communications Committee Report – Ms. Bursh stated that all of the policies on tonight’s agenda, agenda item #1.2, will be pulled for further review.

Pupil Services and SEL Committee Report – Ms. Tonkin attended a demonstration on Hibster. It’s a program which manages all aspects of HIB. She discussed the program and what it provides. Ms. Chenette requested the presentation be shared with the Board. However, Ms. Tonkin informed the Board that it was only a demonstration. Ms. McLoughlin stated a presentation will be made to the full Board in April.

Dr. Johnson requested that the meeting times not be held during regular business hours.

President’s Report – None

REVIEW OF MINUTES

The board reviewed the following minutes:

1. February 26, 2018 Executive Session Meeting
2. February 26, 2018 Workshop and Business Meeting

The minutes will be approved at the March 26, 2019 business meeting.

REVIEW OF THE DRAFT JANUARY 29, 2019 BUSINESS MEETING AGENDA

The board reviewed the draft agenda for the March 26, 2019 business meeting.

PUBLIC COMMENTS

None

ACTION AGENDA

1.0 ADMINISTRATIVE

A motion was made by Mr. Doshi and seconded by Mr. Tiwari to approve agenda items 1.1 through 4.2 excluding 1.2 which was pulled as follows:

- 1.1 Routine Monthly Report – Accept the following reports:
 - a. Harassment, Intimidation and Bullying (HIB) Report

2.0 CURRICULUM & INSTRUCTION

- 2.1 Field Trip Approval – Approve field trip for the Varsity and JV Baseball teams and coaches to participate in a baseball game at Major League Baseball’s Hall of Fame in Cooperstown, NY from April 14 to April 15, 2019, at no cost to the Montgomery Township School District.

3.0 FINANCE

3.1 Travel Reimbursement – 2018/2019– approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 10).

3.2 A. Adoption of the 2019-2020 Tentative Budget – that the Board of Education adopt the 2019-2020 tentative budget as follows:

| | |
|-------------------------------|---------------------|
| General Fund Current Expense | \$90,004,477 |
| Special Revenue Fund | \$ 1,163,571 |
| Debt Service Fund | <u>\$ 8,259,087</u> |
| Total Tentative Budget | \$99,427,135 |

B. Amount to be Raised for Taxes – General Fund – that the Board of Education acknowledge that \$78,165,892 be raised for General Funds for the ensuing school year (2019-2020).

- Montgomery portion \$76,187,448
- Rocky Hill portion \$ 1,978,444

C. Amount to be Raised for Taxes – Debt Service – that the Board of Education acknowledge that \$7,555,883 be raised to support the debt service budget for the ensuing school year (2019-2020).

- Montgomery portion \$7,497,431
- Rocky Hill portion \$ 58,452

D. Advertise Tentative Budget for Public Hearing – that the Board of Education authorize the advertisement of the tentative budget in the Courier News in accordance with the form suggested by the State Department of Education and according to law and establish that the public hearing be held in the Upper Middle School media center on April 30, 2019 at 7:30 p.m. for the purpose of conducting a public hearing on the budget for the 2019-20 school year.

3.3 Approval of Resolution – School District Accountability – A-5

Whereas, the State of New Jersey has enacted P.L. 2007, An Act Concerning School District Accountability (A-5) requiring boards of education to annually approve the total amount of funds budgeted for travel and conferences for all faculty, staff, administration and board members, and

Whereas the ACT became effective on March 15, 2007 and requires prior approval of all travel and conference costs before they are incurred, and

Whereas, such travel expenditures shall include, but not be limited to, all costs for transportation, meals, lodging and registration and conference fees to and for the travel event,

Whereas, the board of education must establish an annual maximum per employee for regular business travel and that annual maximum is established in board policy 6471 as \$1,500 where prior board approval is not required, and

Whereas, the board of education elects to exclude travel expenditures by federal funds from the maximum travel expenditure amount and acknowledges the following travel costs for federal programs:

| | |
|--------------------------------------|----------|
| 2018-19 Budget | \$24,837 |
| 2018-19 Expenditures through 2/28/19 | \$ -0- |
| 2019-20 Projected Budget | \$21,111 |

NOW THEREFORE BE IT RESOLVED, that the following budget and expended amounts are acknowledged and costs of travel and conferences through the use of local and state funds are approved for the 2018-19 school year and the 2019-20 school year:

| | |
|--|-----------|
| Total amount budgeted for travel and conferences 2018-19 | \$167,916 |
| Total amount expended July 1, 2018 – Feb. 28, 2019 | \$ 41,869 |
| Total amount budgeted for travel and conferences 2019-20 | \$202,694 |

- 3.4 Establishment of Maximum Dollar Limits for Professional Services – Approve the following maximum dollar limits from the general fund for professional services for the 2019-20 fiscal year:

| <u>Professional Service</u> | <u>Dollar Amount</u> |
|---|----------------------|
| Legal | \$275,000 |
| Auditing | \$40,000 |
| Architecture/Engineering | \$75,000 |
| School Physician | \$30,000 |
| Educational Services Consultants (evaluations, O.T., P.T., speech, etc.) | \$1,200,000 |
| Financial Advisor | \$2,000 |

- 3.5 Settlement Agreement– Approve the following resolution pertaining to a special education 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 Parents of a student whose name is on file in the Superintendent’s office, and which Agreement is located in the student’s file, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release and any other documents necessary to effectuate the settlement.

- 3.6 Approve Health Care Adjustment and Bank Cap – Approve the following resolution:

Also included in the budget are use of the health adjustment in the amount of \$604,727 to offset health care costs and the use of \$265,272 Banked Cap.

The Banked Cap is to help support the following costs: \$265,272 to support the salaries of a world language teacher, a gifted and talented teacher and resource room teachers. The support of these programs will be completed by the end of the budget year and will not be deferred or incrementally completed over a longer period of time.

Also included in the budget is use of the health adjustment in the amount of \$604,727 to offset health care costs.

3.7 Approve Capital Reserve Withdrawal – Other Capital Projects – Approve the following resolution:

Included in budget line 620, Budgeted Withdrawal from Capital Reserve – Excess Costs & Other Capital Projects is \$1,085,000 for other capital project costs of roof replacement, refinish gym floors, carpet replacement and interior doors replacement. The total cost of this project is \$1,085,000 which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the new Jersey Student Learning Standards.

4.0 **PERSONNEL**

4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (See Pages 11 - 15).

4.2 Approval of Personnel Agenda – approve the personnel agenda as attached (See Page 15).

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

ANNOUNCEMENTS BY THE PRESIDENT

None

ADJOURNMENT

A motion was made by Mr. Tiwari and seconded by Ms. Bursh that the meeting be adjourned at 8:30 p.m. Upon call of the question, the motion carried unanimously

Respectfully submitted,



Mark Kramer
Interim Board Secretary

**Montgomery Township Board of Education
Travel Reimbursement Requests 2018/2019**

| Name | School | Date(s) | Conference | Parking & Tolls | *Mileage (.31) | Meals | Lodging | Registration | Other | Total** | Approved Year-to-Date Total** |
|-------------------|---------|----------------|---|-----------------|----------------|----------|----------|--------------|-------|----------|-------------------------------|
| Amanda Bassford | VES | 3/26/2019 | Develop Growth Mindset in Mathematics | | | | | \$239.00 | | \$239.00 | \$239.00 |
| Minky Chenette | BO | 4/5/2019 | School Public Relations Forum | | | | | \$75.00 | | \$75.00 | \$944.20 |
| Karen Faille | Trans. | 3/16/2019 | Supervisors of NJ School Bus Driver Safety Seminar | | | | | \$20.00 | | \$20.00 | \$20.00 |
| Cathy Franzoso | Trans. | 3/16/2019 | Supervisors of NJ School Bus Driver Safety Seminar | | | | | \$20.00 | | \$20.00 | \$20.00 |
| Nancy Gartenberg | BO | 3/29/2019 | NJASA First Annual Equity Conference | | \$9.36 | | | \$99.00 | | \$108.36 | \$4,593.50 |
| Sara Grande | VES | 3/26/2019 | Develop Growth Mindset in Mathematics | | | | | \$239.00 | | \$239.00 | \$239.00 |
| Lesley Haas | LMS | 4/2/2019 | Post Traumatic Stress Disorder | | \$11.53 | | | | | \$11.53 | \$643.01 |
| Tracey Hvizdos | VES | 3/26/2019 | Develop Growth Mindset in Mathematics | | | | | \$239.00 | | \$239.00 | \$239.00 |
| Jaime Maccarone | VES | 5/16/2019 | Best Practices and New Approaches to Scheduling at the Elementary Level | | \$7.44 | | | \$225.00 | | \$232.44 | \$3,301.86 |
| Antoinette Neves | BO | 3/19/2019 | Purchasing | | \$26.80 | | | \$100.00 | | \$126.80 | \$126.80 |
| David Palumbo | BO | 6/5 - 6/7/19 | NJASBO Annual Conference | \$27.50 | \$33.48 | \$165.00 | \$250.00 | \$275.00 | | \$750.98 | \$750.98 |
| Christopher Penna | MHS | 3/13 - 3/14/19 | Directors of Athletics Association of NJ Workshop | \$20.00 | \$16.55 | \$99.00 | \$89.00 | \$375.00 | | \$599.55 | \$1,623.57 |
| Michael Richards | LMS | 3/15/2019 | Practices and Perspectives for Successful Middle Level Teaching | | \$23.93 | | | \$99.00 | | \$122.93 | |
| Michael Richards | LMS | 3/20/2019 | Conscious Discipline - Ignite & Excite | | | | | \$75.00 | | \$75.00 | \$3,232.94 |
| Lisa Romano | LMS/UMS | 3/20/2019 | Conscious Discipline - Ignite & Excite | | | | | \$75.00 | | \$75.00 | \$1,652.40 |
| Patricia Sciafani | Trans. | 3/16/2019 | Supervisors of NJ School Bus Driver Safety Seminar | | | | | \$20.00 | | \$20.00 | \$20.00 |
| Jesus Velazquez | Trans. | 3/16/2019 | Supervisors of NJ School Bus Driver Safety Seminar | | | | | \$20.00 | | \$20.00 | \$502.53 |

*Excluding Tolls

**Includes Registrations

**Estimated

BOE 3/12/19

4.1 PERSONNEL**Resignations/Retirements/ Rescissions**

| Location | First | Last | Position | Effective | Reason | Dates of Employment/Notes |
|-----------------|--------------|-------------|---|------------------|---------------|----------------------------------|
| UMS | Morgan | Sterling | Teacher/Social Studies TCH.UM.SOST.MG.07 | 07/01/2019 | Resignation | 09/01/2007 – 06/30/2019 |

Leaves of Absence

| Location | Name | Lasts | Position | Type of Leave | Dates of Leave/Notes |
|-----------------|-------------|--------------|--|--|--|
| VES | Samantha | Borelli | Teacher/Special Education TCH.VS.RCTR.MG.10 | Unpaid Leave Anticipated Return | 09/01/2019 – 01/01/2020 - <i>Revised</i> 01/02/2020 - <i>Revised</i> |
| OHES | Nicole | Coffey | Teacher/Special Education TCH.OH.RCTR.MG.11 | Leave of Absence Temporary Disability Unpaid Leave Unpaid Leave Anticipated Return | 01/09/2019 – 04/09/2019 (Paid; w/ Benefits) 04/10/2019 – 06/06/2019 (Unpaid; w/ Benefits) 06/07/2019 – 06/30/2019 (Unpaid) 09/01/2019 – 01/01/2020 (Unpaid) 01/02/2020 |
| OHES | Brittany | Discepola | Teacher/Grade 1 TCH.OH.TCHR.01.12 | Unpaid Leave Anticipated Return | 09/01/2019 – 06/30/2020 - <i>Revised</i> 09/01/2020 – <i>Revised</i> |
| OHES | Lisa | Gappa | Teacher/Academic Support TCH.OH.BSI.MG.06 | Leave of Absence Unpaid Leave Anticipated Return | 02/19/2019 – 05/07/2019 (Paid; w/ Benefits) 05/08/2019 – 06/30/2019 (Unpaid) 09/01/2019 |
| OHES | Erica | McGlynn | Paraprofessional AID.OH.FPS.MG.04 | Temporary Leave to fill a LR Teaching Position Return to Position | 03/25/2019 – 06/30/2019 - <i>Revised</i> |
| LMS | Jennifer | Romano | Teacher/Special Education TCH.LM.LLD.MG.02 | Leave of Absence Anticipated Return | 09/01/2019 – <i>Revised</i> 02/20/2019 – 03/22/2019 (Paid; w/ Benefits) 03/25/2019 |
| VES | Jennifer | Yulo | Teacher/BSI TCH.VS.TCHR.04.15 | Unpaid Leave Anticipated Return | 09/01/2019 – 06/30/2020 - <i>Revised</i> 09/01/2020 – <i>Revised</i> |

Appointments/Renewals (Certificated Staff)

| Location | First | Last | Position | Replacing | Degree | Step | Salary | Pro-rated | Dates of Employment/Notes |
|----------|----------|-----------|---|-----------------|--------|------|----------|-----------|---------------------------|
| MHS | Matthew | Dell Elba | Teacher/Math (Leave Replacement) TCH.HS.MATH.MG.05 | Janina Campbell | MA | 1 | \$65,400 | Yes | 03/01/2019 – 06/30/2019 |
| UMS | Veronica | Gasper | Teacher/Related Arts (Leave Replacement) TCH.UM.CCNT.MG.05 | Shelley Moore | BA | 2 | \$60,240 | Yes | 03/11/2019 – 04/30/2019 |
| OHES | Erica | McGlynn | Teacher – Special Education (Leave Replacement) TCH.OH.RCTR.MG.11 | Nicole Coffey | BA | 1 | \$59,440 | Yes | 03/25/2019 – 06/30/2019 |
| OHES | Rachel | Sachs ** | Teacher/LDTC (Leave Replacement) TCH.OH.LDTC.MG.01 | Amy Costa | MA+15 | 1 | \$67,690 | Yes | 03/19/2019 – 06/30/2019 |
| OHES | Gail | Travisano | Teacher/Academic Support (Leave Replacement) TCH.OH.BSI.MG.06 | Lisa Gappa | BA | 4-5 | \$61,045 | Yes | 03/01/2019 – 06/30/2019 |

Appointments/Renewals (Non-Certificated Staff)

| Location | First | Last | Position | Replacing | Step | Salary | Pro-rated | Dates of Employment/Notes |
|----------|----------|------------|---|--------------------|-------|-------------------|-----------|---------------------------|
| MHS | Carlos | Benitez ** | Custodian 2 nd Shift Stipend CUS.HS.CUST.NA.09 | Alba Gonzalez | 1 | \$36,800 \$661 | Yes | 03/20/2019 – 06/30/2019 |
| VES | Cyril | Boco ** | Custodian 2 nd Shift Stipend CUS.VS.CUST.NA.02 | Daniel Moore | 10-12 | \$41,705 \$661 | Yes | 03/18/2019 – 06/30/2019 |
| OHES | Anuradha | Ghosh | Paraprofessional AID.OH.TIA.EO.14 | Victoria D'Antuono | 1 | \$24,700 | Yes | 03/13/2019 – 06/30/2019 |

Transfers/Voluntary Reassignments

| New Position/Location | First | Last | Previous Position/Location | Degree | Step | Salary | Dates of Employment |
|---|-------|-------|---------------------------------------|--------|------|----------|-------------------------|
| Paraprofessional/OHES AID.OH.TIA.AUT.01 | Debra | Gross | Paraprofessional/MHS AID.HS.TIA.RC.06 | N/A | 1 | \$24,700 | 01/28/2019 – 06/30/2019 |

Appointments/Substitutes

| Location | First | Last | Position | Status | Dates of Employment/Notes |
|----------|----------|-------|-------------------------------------|--------|---------------------------|
| DISTRICT | Laura | Evile | Substitute Teacher/Paraprofessional | NEW | 2018 – 2019 |
| DISTRICT | Jennifer | Healy | Substitute Teacher/Paraprofessional | NEW | 2018 – 2019 |
| DISTRICT | Cameron | Hoos | Substitute Teacher/Paraprofessional | NEW | 2018 – 2019 |

Tuition Reimbursement

| Location | First | Last | School | Semester | Credits | Reimbursed Amount | Course |
|----------|--------|---------|--------------------------------|-------------|---------|-------------------|--|
| OHES | Meghan | Bauer | Loyola Marymount | Summer 2019 | 3 | \$449.00 | Own Your Words: Effective Vocabulary Instruction |
| OHES | Meghan | Bauer | Loyola Marymount | Summer 2019 | 3 | \$449.00 | Teaching Reading to ELLs |
| BOE | David | Palumbo | Thomas Edison State University | Spring 2019 | 3 | \$2004.00 | Developing School & Community Partnerships |

Appointments – Mentor Teachers

| Location | Provisional Teacher/Mentee | Mentor Teacher | Route | Stipend | Pro-rated | Dates of Employment |
|----------|----------------------------|-----------------|-------------|----------|-----------|-------------------------|
| MHS | Matthew Dell Elba | Jenna Enos | Alternate | \$400.00 | Yes | 03/01/2019 – 06/30/2019 |
| MHS | Daniel Pungello | Corrine Skelton | Traditional | \$220.00 | Yes | 03/01/2019 – 06/30/2019 |

Appointments – To Be Funded by Title II

| Location | First | Last | Position | Salary/Stipend | Dates/Notes |
|----------|---------|-----------------|--|----------------------------|---|
| OHES | Genifer | Leimbacher | New Teacher Cohort – Leader Presenter Prep | \$20.00 p/h \$30.00 p/h | <i>Revised</i> 02/27/2019 – 06/24/2019 Not to Exceed \$640.00 |
| OHES | Krista | Van Nostrand | New Teacher Cohort – Leader Presenter Prep | \$20.00 p/h \$30.00 p/h | <i>Revised</i> 01/01/2019 – 06/24/2019 Not to Exceed \$640.00 |
| OHES | Karen | Winters | New Teacher Cohort – Leader Presenter Prep | \$20.00 p/h \$30.00 p/h | <i>Revised</i> 01/01/2019 – 06/24/2019 Not to Exceed \$640.00 |

Co-Curricular 2018-2019

| Location | First | Last | Position | Stipend | Dates of Employment/Notes |
|----------|---------|--------------|--|------------|---|
| LMS | Sarah | Drozd | Musical Production: Light and Sound Coordinator (50%) | \$562.50 | 2018 – 2019 School Year |
| LMS | Jocelyn | Keefe | Musical Production: Light and Sound Coordinator (50%) | \$562.50 | 2018 – 2019 School Year |
| UMS | Eric | Mazurkiewicz | After School Band, Chamber Ensembles | \$2,282.00 | 2018 – 2019 School Year |
| UMS | Eric | Mazurkiewicz | Light and Sound Coordinator (50%) | \$0 | 2018 – 2019 School Year Position, eliminated |
| UMS | Eric | Mazurkiewicz | Building Audio/Visual Coordinator | \$1,125.00 | 2018 – 2019 School Year |
| UMS | Meghan | Moore | Light and Sound Coordinator (50%) | \$0 | 2018 – 2019 School Year Position eliminated |
| UMS | Meghan | Moore | Musical Production: Light and Sound Coordinator | \$1,125.00 | 2018 – 2019 School Year |
| LMS | David | Rabinowitz | After School Band: Chamber Ensembles | \$2,158.00 | 2018 – 2019 School Year |
| UMS | Jeff | Woodworth | Musical Production Accompaniment | \$2,282.00 | 2018 – 2019 School Year |
| MHS | Harry | Mahlstedt | Lacrosse, Boys Volunteer Coach | \$0 | 2018 – 2019 Spring Season |
| MHS | Anthony | Terranova ** | Lacrosse, Boys Varsity Assistant Coach | \$5,655.00 | 2018 – 2019 Spring Season |

Other

| Location | First | Last | Assignment | Salary/Stipend | Dates of Employment/Notes |
|-----------------|--------------|-------------|--------------------------------|-----------------------|----------------------------------|
| MHS | Lewis | Edenfield | Chaperone | \$20 p/h | 2018 – 2019 Winter Season |
| LMS | Jenny | Honold | Teaching 1 Additional Period | \$1,145.70 | 03/01/2019 – 03/22/2019 |
| LMS | Rachel | Ledebuhr | Teaching 1 Additional Period | \$1,056.15 | 03/01/2019 – 03/22/2019 |
| LMS | Lindsey | Miller | Teaching 1/2 Additional Period | \$512.93 | 03/01/2019 – 03/22/2019 |
| LMS | Brandi | Nagle | Teaching 1 Additional Period | \$915.68 | 03/01/2019 – 03/22/2019 |

Pending Criminal Background Clearance***Pending Criminal Background Clearance and Employment History Clearance****4.2 Resolution Accepting Job Description – Approve the following resolution:**

BE IT RESOLVED that the Montgomery Township Board of Education approves the Executive Secretary to the Assistant Superintendent of Schools Job Description.