

The meeting was called to order by Board President Steve Riback at 7:00 p.m.

ATTENDANCE

Ms. Michele Arminio
Mr. Ken Chiarella
Ms. Jill DeMaio
Ms. Kathy Kolupanowich
Mr. Adi Nikitinsky
Mr. Andy Paluri
Mr. Steven Riback
Ms. Rupa Siegel
Mr. Peter Tufano

JAMESBURG BOARD MEMBER REPRESENTATIVE ABSENT

Mr. Paul Rutsky

STAFF PRESENT

Dr. Dori Alvich, Superintendent of Schools
Dr. Adam Layman, Assistant Superintendent of Schools
Mr. Michael C. Gorski, Business Administrator/Board Secretary

MEMBERS OF THE PUBLIC – approximately 151

After the Pledge of Allegiance, and the roll call, the Board Secretary read the following statement:

In accordance with the provisions of the New Jersey Open Public Meetings Law, the Monroe Township Board of Education has caused notice of this meeting to be published by having the date, time, and place thereof posted September 11, 2020:

1. At all schools,
2. Home News Tribune,
3. Cranbury Press, and
4. Filed with the Clerk of the municipality.

Mr. Riback requested that the members of the Board of Education pause for a moment of silence in honor of those who lost their lives by the tragedy of events on September 11, 2001.

APPROVAL OF MINUTES

A motion was made by Ms. DeMaio and seconded by Mr. Tufano to approve the minutes for the Public Board of Education Meeting, August 26, 2020. Motion carried.

A motion was made by Ms. DeMaio and seconded by Mr. Tufano to approve the minutes for the Closed Session Meeting, August 26, 2020. Ms. Arminio stated that she opposes as her recollection of the meeting included details that were not reflected in the meeting minutes. Motion carried with Ms. Arminio and Mr. Nikitinsky opposing.

PRESENTATION BY MARY ANN FRIEDMAN, NJSBA, ON THE FOLLOWING SUBJECTS:

- **DISTRICT GOALS**
- **BOARD GOALS**

The Board had a discussion regarding the goal-setting process and reviewed the differences between the four types of goals: District, Superintendent, Merit and Board.

Ms. Friedman advised that the development of the action plans for the District Goals is the responsibility of the superintendent and the action plans for Board Goals is the responsibility of the Board.

The Board reviewed and discussed the District's Strategic Planning Goals, 2019/2020 District Goals, and the framework for the development of the 2020/2021 District Goals.

District Goals:

Dr. Alvich gave an overview of the 2019-20 District Goals. Considering the pandemic, the country is experiencing since mid-March, Goal #1 and Goal #2 had to be put "on hold" while Goal #3 was achieved.

Dr. Alvich was asked what she has identified as focal points for the 2020-21 school year. Dr. Alvich proposed continuing with Goal #1 and Goal #2 and added Goal #3 for Restart and Recovery Plans for the District.

Dr. Alvich's presentation on the proposed goals can be found on the district website or at the following link:

<https://www.monroe.k12.nj.us/cms/lib/NJ01000268/Centricity/domain/1/ste%20shortcuts/2020-2021/District%20Goals%202019%202020%20Review%20Sept%2016%202020%20BOE%20Meeting.pdf>

The Board unanimously agreed to the following district goals as proposed by Dr. Alvich:

Monroe Township District Goals 2020-21

Goal #1: Engage the school community in the development of a strategic action plan for Monroe Township School District.

Goal #2: Develop a referendum project by working with the community using the latest enrollment projections to address student growth.

Goal #3: Revise as necessary and execute the MTSD Restart and Recovery Plan for the 2020-2021 school year. This will include meeting all health and safety requirements in NJDOE The Road Back document, assessing all students and addressing learning needs, and incorporating social emotional practices to support students, staff, and families.

Roll call for the above District Goals as proposed by Dr. Alvich 9-0-0-0-1. Motion passed.

Board Goals:

The Board reviewed and discussed the 2019-20 Board Goals, the Board developed the following Board Goals for the upcoming school year:

Mr. Riback suggested that the Board consider including Boardsmanship in a goal this year.

Mr. Chiarella suggested that the Board look to expand the 2019-20 Goal #1 (continue to evaluate and adopt a plan for enrollment growth and facility needs) and view it from a repair standpoint and possibly consider a smaller referendum to address the needs. Mr. Chiarella also suggested looking into ways to continue remote learning for some courses to alleviate some facility needs.

Ms. Kolupanowich suggested adding boardmanship to the two-year professional development goal and continue it into 2022. Regarding the board training and certification part of the goal, Ms. DeMaio inquired if the Board could receive an extension of the dates for the board training due to the pandemic.

Mr. Paluri suggested adding another goal having to do with exploring the latest technologies and the CDC guidelines to improve the safety of the facilities. Mr. Chiarella agree with the need for Mr. Paluri's proposed goal. Dr. Alvich reported that those items are covered in the Restart and Recovery plan.

The Board developed the following Board Goals for the upcoming school year and will discuss and further develop them at the committee level before submitting for approval at the next board of education meeting:

Proposed Monroe Township Board Goals 2020–21

Goal 1: Continue to support the strategic plan and the District's efforts through the pandemic.

Goal 2: Continue to evaluate and adopt a plan for enrollment growth and facility needs.

Goal 3: Continue professional development for board members and achieve Board Certification through NJSBA's Academy Program in 2021. Boardsmanship training to be included within this goal to improve effectiveness of the board.

Ms. Freidman stated that Dr. Alvich should develop Action Plans for each of the District Goals and the Board should develop Action Plans for Board Goals. Ms. Friedman recommended that the Board Goals be formally approved, and the action plans should be reviewed at a future board of education meeting.

COMMITTEE REPORTS

Ms. Jill DeMaio, Chairperson of the Curriculum Committee, reported that the committee met earlier this evening and reviewed the following Curriculum Documents:

Advanced Placement Statistics -
Aligned to the College Board Syllabus.

Honors American Studies I -

Documents aligned with NJSLs for Social Studies and the College, Career, and Civic Life (C3) Framework for Social Studies.

UNIFIED: Family & Consumer Sciences | Applied Arts & Careers Technology -

The curriculum was redesigned to explore a more comprehensive approach towards exploring the life and consumer sciences. Units are driven by a blend of the newly revised NJSLs for Career Readiness, Life Literacies, and Key Skills, the National FACS Standards, and the NJSLs for Social and Emotional Learning.

Mr. Andy Paluri, Vice Chairperson of the Finance Committee, reported that the committee met and recommended the proposal from Comcast to increase the bandwidth and will help reduce DDoS attacks.

Next, Mr. Paluri reported that there is a new USDA guideline which states that the federal government will provide financial resources to afford every student who wishes to receive a free type A lunch through December 31, 2020 or as financial resources permit.

Next, Mr. Paluri stated that the committee received an update on the Audit indicating that everything is on target.

Lastly, Mr. Gorski provided details on the preliminary unaudited calculation of excess surplus for the year ending 06/30/20. The reduction in excess surplus is indicative of a trend indicating that the demand on the District for financial resources is exceeding the revenue resources coming in.

Mr. Andy Paluri, Chairperson of the Educational Advocacy Committee, reported that there have been no further cuts to the State Aid. Mr. Paluri informed the committee of the public testimony announcements by the NJ Senate and NJ General Assembly inviting public testimony for the State Budget fiscal year 20/21. Testimony must be done in email not physical format.

Dr. Alvich, Mr. Riback and Ms. Kolupanowich stated that they have written testimony to provide. Other board members may submit their own testimony.

Lastly, Mr. Paluri informed the Board that the committee discussed planning for the legislature meeting. Dr. Alvich and Mr. Gorski will compile these questions for the committee for the October 6, 2020 meeting. Residents should submit their questions by September 30, 2020. The meeting will be scheduled for October 6th, Assemblyman Benson confirmed that he would attend. Ms. Arminio inquired about the purpose of the meeting and if it will take place as a public meeting with a quorum. Mr. Paluri responded that the purpose of the meeting is to better understand why the funding that the district feels is needed is not being received; what is expected from the State and any other questions on the topic of State Aid. The meeting will be held during the educational advocacy committee meeting so a quorum will not be possible. However, the rest of the Board can attend virtually with the public. Ms. Arminio objected that only certain members will be present at the meeting and stated that the meeting should take place after Election Day. Ms. Arminio also objected that the questions will be vetted through a

separate email account and inquired if the full Board will have access to all the emailed questions.

Mr. Paluri reminded the Board that the legislators were willing to visit in the summer, but some board members felt it was better to wait until the schools have opened. Additionally, these legislators are not running for any position in November.

Ms. Rupa Siegel, Chairperson of the Policy Committee, reported that the committee met and discussed the following policies and recommended revisions for board approval:

Policy & Reg. 2361 - Acceptable Use of Computer Networks/Computers – Most of the changes are in the policy to include use of Chromebooks, not just Ipads. The word “computer devices” has been added throughout the policy, and in the term “computer devices” this collectively includes Ipads, chromebooks, and laptops. This policy has been updated to include K-8, not just the high school.

Policy 2431.3 - Heat Participation Policy for Student Athlete Safety – The statute is mandated for all school districts with student-athletes in grades nine through twelve and provides an option for districts to expand such provisions to student-athletes in other grade levels. We will be following the same option for grades 7&8. This policy has been reviewed and approved by the school physician.

Policy 3425 - Work Related Disability Pay - We currently have this policy in place for non-certificated staff, so we have created the parallel policy for certificated staff.

Policy & Reg. 5330.04 - Administering an Opioid Antidote - This is a mandated policy and regulation and must be adopted by the board. The change on the policy has been made to include grade K-12 based on the feedback from the nurses. This policy and regulations have also been reviewed and approved by the school physician.

For the educational piece for the month from the policy committee, Ms. Siegel provided some responses from board members from across the nation who were asked to identify the most difficult lesson they had to learn about board service.

Mr. Peter Tufano, Chairperson of the Buildings, Grounds & Transportation Committee, reported that the committee met on September 9th and reviewed the following:

Annual Review of Oak Tree Solar Program – Administration provided a handout of the financial performance of the solar system at Oak Tree School since its inception. Mr. Gorski provided additional details regarding services that SREC provides.

Potential HVAC Upgrade Projects for COVID Response – Administration provided handouts of budget proposals from D & B Engineering for proposed bipolar ionization equipment installations. The committee requested that administration develop a list of infrastructure priorities, particularly HVAC at the schools, for review and consideration at the next meeting and for use with budget

development. Furthermore, the committee requested that either the board or administration pursue donations from local developers towards the projects.

Update Oak Tree Stop-Gap Project – Administration provided a brief overview of the status of construction noting that delivery of classroom light fixtures remains on backorder. Facilities maintenance staff are in the process of completing drywall, painting, ceilings, and finish work.

Update UST Replacement Project at Transportation – Administration provided an overview of the project noting that we are now substantially complete and scheduling the final punch list. There are 3 light fixture brackets on backorder which when received will be installed and final permits closed out. The tank has been refilled and is active for district and fire department vehicles.

Update Wheelchair Lift Replacement at Applegarth – Administration provided a brief overview of the status of construction noting that permit approval from the New Jersey Department of Community Affairs, Division of Codes and Standards, Bureau of Code Services, Elevator Safety Unit has not yet been received. Once this is received permit will be released and construction can be completed.

Ms. Kathy Kolupanowich, Chairperson of the Personnel Committee, reported that the committee discussed the need for substitute teachers to be trained in Google Classroom. The committee also reviewed and revised the job description of the Director of Food Services.

PUBLIC FORUM

Pradeep Melam 4 Jake Place - inquired why the student enrollment numbers are not listed on the agenda. Mr. Melam questioned why the District is not considering switching from Comcast since there have been two incidents while utilizing them.

Prakash Parab 33 Dayna Drive - inquired what type of HVAC system the other school districts that are open are using. Mr. Parab stated that setting goals for the district should take longer than an hour to develop and the public should have input in them. Lastly, Mr. Parab expressed the need for students to go back to school for psychological reasons as soon as it is safe to return.

Ram Ranganath 6 Owens Drive - expressed concerns that the district's capital improvements are being postponed due to the pandemic and schools being closed and inquired if things are moving forward.

Debra Palella 15 Loise Lane - expressed concerns with the suggestion from the Middle School, that students should read one additional hour each day. Ms. Palella brought attention for the need for high school students to have another device besides the iPad for test taking. Lastly, Ms. Palella question why the district is having difficulty ordering disinfecting wipes as she has not experienced a shortage to purchase and suggested that the community may be able to assist.

Charles Dipierro 404 Spotswood Gravel Hill Road - inquired about the excess surplus and the Board's plan for utilizing it. Mr. Dipierro also inquired if the District is or planning to apply for grants for the HVAC projects.

ASSISTANT SUPERINTENDENT REPORT

Dr. Layman thanked all the staff and parents for their efforts during this unusual time and getting the school year off to a good start. Dr. Layman highlighted some of the professional development opportunities that district staff has received and those that are available for them. Dr. Layman reported that there are two scheduled In-service days prior to the re-opening of schools, and those plans can be adjusted to accommodate any additional training that is needed for the re-opening.

SUPERINTENDENT'S REPORT

Dr. Alvich reported that administration is working on the HVAC systems and staffing needs for the re-opening of schools. Dr. Alvich reiterated that the plan is for students to return on November 16th utilizing the hybrid model.

PERSONNEL

A motion was made by Mr. Paluri and seconded by Ms. Kolupanowich that Personnel Items A-AX be approved by consent roll call. Roll call 9-0-0-0-1. Motion carried. The vote included the Jamesburg Representative where appropriate. A copy of the Personnel section of the Superintendent's Report is attached to the official set of minutes.

BOARD ACTION

A motion was made by Ms. Kolupanowich and seconded by Mr. Tufano that Board Action Items A-I be approved by consent roll call. Roll call 9-0-0-0-1. Motion carried. The vote included the Jamesburg Representative where appropriate. A copy of the Board Action section of the Superintendent's Report is attached to the official set of minutes.

BUSINESS ADMINISTRATOR'S REPORT/RECOMMENDATIONS

A motion was made by Mr. Chiarella and seconded by Ms. Arminio that Board Action Items A-G be approved by consent roll call. Roll call 9-0-0-0-1. Motion carried. The vote included the Jamesburg Representative where appropriate. A copy of the Board Action section of the Business Administrator's Report is attached to the official set of minutes.

BOARD PRESIDENT REPORT

Mr. Riback reported that he was asked by Mr. Tufano, BG&T Chairperson, to construct a letter on behalf of the board of education, to the developers asking for contributions towards the District. Mr. Riback read the letter he composed.

A motion was made by Mr. Tufano and seconded by Ms. DeMaio that the members of the Board of Education to: (1) Approve the previously submitted letter requesting developers to donate financial resources to the Monroe Township School District; and (2) Direct the Board President to transmit the letter to developers who are actively building developments in Monroe Township.

Per a previous discussion in the BG&T meeting, Mr. Paluri suggested asking the developers for a sponsorship for specific projects rather than donations. Ms. Arminio suggested a follow-up period and perhaps be somewhat firmer and request actual property or buildings. Mr. Tufano suggested asking the mayor and council to sign the letter showing their support.

Roll call on Mr. Riback's motion approving the letter to the developers 9-0-0-0-1. Motion carried.

A motion was made by Mr. Tufano and seconded by Ms. Arminio to request the mayor and council to sign the bottom of the letter to the developers. Mr. Riback asked Mr. Tufano to amend his motion to send the letter out to the developers with a copy to the mayor and council asking for support, rather than waiting for them to see if they would sign the letter as well. Mr. Tufano stated that he would prefer to leave the motion as is. Roll call on Mr. Tufano's motion 9-0-0-0-1. Motion passed.

Next, Mr. Riback reported that the NJSBA Legislative Committee met on Saturday Sept. 12th, and the big topic was health care. Chapter 78 relief was signed into law, which provides for mandatory enrollment into NJEHP for all new hires after July 1, 2020. These employees cannot change plans until 2028 and there is a 7-year lock which means there will be no change in benefits through 12/31/27. All single participants would pay approx. 1.7% of their salary and families would pay 7.2%. There will be a Garden State Health Plan available 7/1/21. That would be the same as the NJEHP but only good for NJ providers so it would be less expensive: employee premium sharing is ½ that of NJEHP.

Next, Mr. Riback reported that Secretary DeVos lost her legal battle to distribute funds other than Title I to private schools.

Lastly, Mr. Riback reported that the state board of education decided that climate change would be integrated throughout the curriculums, and lead testing regulations were updated so that testing is done every 3 years instead of 6.

OTHER BOARD OF EDUCATION BUSINESS

Mr. Paluri stated that he has heard from members of the public that the remote learning the students are receiving is like day and night compared to March. Mr. Paluri also reported that he was sworn onto the Middlesex County College Board today and is looking forward to seeing how they can bring the school district and the county college together.

PUBLIC FORUM

Chrissy Skurbe 21 Preakness Drive - reported that she had her hand raised for the last public forum but was not acknowledged. Ms. Skurbe's stated that she thinks a previous speaker was treated with disrespect from the Board regarding her question on the shortage of wipes. Ms. Skurbe questioned when the District will reach out to the parents to see if they would like to continue remote learning for their children. Next, Ms. Skurbe inquired how much the District pays for dues for participating in the purchasing consortium. Lastly, Ms. Skurbe expressed disappointment that the BG&T committee decided after hearing presentations from two vendors, not to add air systems to classrooms that kill viruses.

Rene Kokoska 231 Mounts Mill Road - asked for clarification on the policy regarding administering an opioid antidote to K-12 students. Ms. Kokoska recommended that parents start having their children wear mask during the remote learning to help them get used to it.

Pradeep Melam 4 Jake Place - inquired why the District is not considering a quote from Verizon since the District has been comprised twice while utilizing Comcast.

Prakash Parab 33 Dayna Drive - thanked Dr. Alvich and the teachers for the good job they are doing. Mr. Parab stressed the importance of wearing a mask to prevent the spread of the virus. Lastly, Mr. Parab requested that the educational advocacy committee continue to look for funding from the state

Christine Lestor 261 Cranbury Half Acre Road - commended the teachers for the amazing job they have been doing and thanked the District for all the efforts they are putting into making the schools safe for the students and staff. Ms. Lestor expressed concern that two board members have been allowed to participate in the meeting without wearing masks and potentially putting the other board members and district staff at risk.

Katie Belko 8 Brandon Avenue - reported that she had her hand raised for the last public forum but was not acknowledged. Ms. Belko stated that the names of all the attendees viewing the meeting tonight should be displayed so the public can see who is present. Ms. Belko expressed concern that College Board was still showing Monroe as a testing center for the October 3rd SAT Test and parents were advised from the guidance department that they were not. Ms. Belko stated that had Monroe hosted the test it would have been an opportunity to practice social distancing practices that are currently in place. Lastly, Ms. Belko stressed the importance of bringing the special needs students back into the buildings as soon as possible.

Sarah Aziz 3 Launcelot Drive - stated that remote learning has improved greatly since the spring and commended Dr. Alvich and the staff for all the efforts being made so the students can return. Ms. Aziz inquired what the plan would look like when the special education students return as far as transportation and social distancing are concerned.

Ram Ranganath 6 Owens Drive - spoke regarding an article he read about Hazlet School District and how they were able to utilize their savings from March through August closure. Mr. Ranganath inquired what savings can be realized from Monroe being closed September through November.

Debra Palella 15 Loise Lane - clarified a statement that she made earlier regarding the purchase of wipes. Ms. Palella inquired if the letter to the county superintendent regarding the districts needs and plan to return students back to school can be made public. Ms. Palella also inquired if the district has a need for staff due to staff not returning.

Lauren McHugh 17 Avenue F - expressed the need for self-contained special education students to be in school and inquired to what capacity they will be brought back. Ms. McHugh inquired if administration looked into utilizing all the rooms in the schools. Ms. McHugh stated that there is no health or emotional benefit for these children with an abbreviated schedule.

Betty Saborido 2 Barrymore Drive - asked for clarification regarding the mention of Unified Music during the curriculum committee report. Regarding a previous statement about board

Minutes of the Public Meeting of the Monroe Township Board of Education which was held virtually on September 16, 2020.

members not wearing a mask made by a member of the public, Ms. Saborido stated that there are exclusions which can limit the wearing of a mask.

Leonard Baskin 119 Diamond Spring Drive - commended the Board for sending a letter to the developers. Mr. Baskin inquired if administration has any plans to utilize UV devices for sterilizing the buildings, and if it is economically practical.

Brian Fabiano 19 Patricia Place - inquired about the possible increase in need for basic skills teachers when the students return, as some students are falling behind and struggling with the remote learning. Mr. Fabiano also reported that he has heard that there have been break ins during the zoom meeting lessons with cursing and the presentation of pornography. Mr. Fabiano inquired about who oversees the auditing of the OPRA Requests.

Ms. Arminio expressed concerns regarding public participation in the meeting, by not recognizing members of the public who had their hands raised and limiting the number of public speakers.

NEXT PUBLIC MEETING

Mr. Riback stated that the next public meeting of the Monroe Township Board of Education will convene at 7:00 p.m. on Wednesday, October 14, 2020.

ADJOURNMENT

A motion was made by Mr. Riback and seconded by Mr. Paluri that the meeting be adjourned. Motion carried. The public meeting adjourned at 10:34 p.m.

Respectfully submitted,



Michael C. Gorski, CPA
Business Administrator/Board Secretary

The video recording of this meeting of the Monroe Township Board of Education can be found on the district website or <https://monroetv.viebit.com/index.php?folder=Board+of+Education>



Wednesday, September 16, 2020
MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

PLEASE TURN OFF ALL CELL PHONES DURING THE MEETING
ALL INDIVIDUALS SITTING AT THE BOARD TABLE SHOULD HAVE THEIR PHONES PUT AWAY

MONROE TOWNSHIP HIGH SCHOOL
200 SCHOOLHOUSE ROAD
MONROE TOWNSHIP, NJ 08831
7:00 P.M.

Any member of the public may record the proceedings of a public meeting of the Board in a manner that does not interrupt the proceedings, inhibit the conduct of the meeting, or distract Board Members or other observers present at the meeting.
 The Board will permit the use of tape recorders, still or movie cameras, or videotape cameras only when notice of such intended use has been given to the Board Secretary one day in advance of the meeting. Any video recording device must be located and operated from inconspicuous locations in the meeting room as determined by the presiding officer of the meeting. The presiding officer may also limit the number of video recording devices if he/she determines the number and position of the video recording devices will be an unnecessary intrusion to the meeting. In this event, preference will be given based on the order in which prior notice requesting to record the meeting was provided to the Board Secretary.
 The presiding officer shall determine when any recording device interferes with the conduct of a Board meeting and may order that an interfering device be removed.

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

Subject	A. BOARD MEMBERS
Meeting	Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	3. ROLL CALL
Access	Public
Type	Information
	Ms. Michele Arminio
	Mr. Ken Chiarella
	Ms. Jill DeMaio
	Ms. Kathy Kolupanowich
	Mr. Adi Nikitinsky
	Mr. Andy Paluri
	Mr. Steven Riback
	Ms. Rupa Siegel
	Mr. Peter Tufano

JAMESBURG BOARD MEMBER REPRESENTATIVE (See Note 2)

Mr. Paul Rutsky

STUDENT BOARD MEMBERS

Ms. Kayleigh Craver

Ms. Samaara Jain

4. STATEMENT

Subject A. STATEMENT

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 4. STATEMENT

Access Public

Type Information

In accordance with the provisions of the New Jersey Open Public Meetings Law, the Monroe Township Board of Education has caused notice of this meeting to be published by having the date, time, and place thereof posted September 11, 2020:

1. At all schools,
2. Home News Tribune,
3. Cranbury Press, and
4. Filed with the Clerk of the Municipality.

5. APPROVAL OF MINUTES

Subject A. APPROVAL OF MINUTES

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 5. APPROVAL OF MINUTES

Access Public

Type Information

Public Board of Education Meeting, August 26, 2020

Closed session Meeting, August 26, 2020

Executive File Attachments

[Draft 08.26.20 Closed Session Minutes.pdf \(97 KB\)](#)[Draft 08.26.20 Public minutes.pdf \(234 KB\)](#)**6. PRESENTATIONS**

Subject A. PRESENTATION BY MARY ANN FRIEDMAN, NEW JERSEY SCHOOL BOARDS ASSOCIATION

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 6. PRESENTATIONS

Access Public

Type

PRESENTATION BY MARY ANN FRIEDMAN, NJSBA, ON THE FOLLOWING SUBJECTS:

- DISTRICT GOALS
- BOARD GOALS

7. COMMITTEE REPORTS

8. PUBLIC FORUM -AGENDA ITEMS ONLY

Subject **A. PUBLIC FORUM (See Note 3)**

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 8. PUBLIC FORUM -AGENDA ITEMS ONLY

Access Public

Type

See Note 3.

9. ASSISTANT SUPERINTENDENT'S REPORT

Subject **A. ASSISTANT SUPERINTENDENT'S REPORT**

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 9. ASSISTANT SUPERINTENDENT'S REPORT

Access Public

Type

10. SUPERINTENDENT'S REPORT/RECOMMENDATION

Subject **A. ENROLLMENT**

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 10. SUPERINTENDENT'S REPORT/RECOMMENDATION

Access Public

Type Information

I. ENROLLMENT

Staff Enrollment

Department	Number of Staff
Superintendent Office	
Superintendent	1
Secretary	2
Human Resources	3
Assistant Superintendent Office	
Assistant Superintendent	1
Secretary	2

Business Office	
Business Administrator	1
Secretary	1
Accounting/Purchasing/Building Use	6
Payroll	3
Benefits	1
Legal	
Board Attorney	1
School Admin/Admin Support	
Principal	8
Assistant Principal	10
Secretary	27
Paraprofessional - Part-time	1
Supervisors K-12 HS	
K-12 Supervisor	6
Secretary	1
Instructional	
Teacher	557.5
Classroom Paraprofessionals/Media Ctr	
Paraprofessionals - Full-time	109
Paraprofessionals - Part-time	48
Media Coordinator	4
Educational Services Professionals	
LDTC	8
School Social Worker	8
School Psychologist	12
Physical Therapist	2
Occupational Therapist	6
Behavior Specialist/BCBA	3
Nurse	14
Media Specialist	8
School Counselor	22
Reading Specialist	6
SAC	1
Speech	16
Pupil Personnel Services	
Director	1
Supervisor	1
Secretary	5
Paraprofessional	1
Information Systems	
Director	1
Secretary	1
Network Operation Manager	2
Lead Workstation Specialist	1
Workstation Specialist	7
Facilities	
Director	1
Supervisor/Building Manager	3
Secretary	1
Custodial/Maintenance	67
Transportation	
Director	1
Coordinator	1
Specialist	1
Dispatcher	0
Secretary	1

Driver	67
Mechanics	4
Paraprofessionals - Part-time	15
Security	
Director	1
Security Guard	19
Athletic Department	
Supervisor	1
Athletic Trainer (1 full time, 1 part-time teacher/trainer)	1.5
Secretary	1
Food Service	
Director	1
Lunch Paraprofessionals - Part-time	47
Falcon Care/ECE	
Director	1
Clerk	1
Teacher/Teacher Aides	5
Site Coordinator, Group Leader, Asst Group Leader (Part-time)	24
Total District Staff as of 9/01/2020	1184

Subject**B. HOME INSTRUCTION**

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 10. SUPERINTENDENT'S REPORT/RECOMMENDATION

Access Public

Type Information

II. HOME INSTRUCTION

				Home Instruction Report	Effective Date	En
79109	MTHS	11	CST	McDonald, Harris, Countryman, Ballard, Alagna, Therapeutic Outreach	7/1/2019	
91198	OTS	2	CST	Rubenstein/Seitz, Therapeutic Outreach	7/1/2019	
90582	Mill Lake	3	Medical	Huey-Collucci	9/27/2019	
91710	MTHS	11	504	Friedman, Simmonds, Lithgow, Tervo	10/7/2019	
85333	MTHS	10	504	Casarella, Feminella, Stranieri	10/17/2019	8/
91732	MTHS	11	Medical	Mackenzie, Sanguiliano	10/22/2019	7/
83807	MTHS	11	Medical	Lyons, Comey	9/12/2019	7/
85433	MTHS	11	Medical	Puelo, Baum, Simmonds, Seid, ESCNJ	12/16/2019	8/
82610	OOD	12	CST	Santostefano, Kearney, Pusz, Guthartz	1/14/2020	8/
85740	OOD	8	CST	Scasserra, Therapeutic Outreach	2/3/2020	8/
86075	MTHS	9	Medical	Profaci	2/20/2020	

Subject**C. PERSONNEL**

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 10. SUPERINTENDENT'S REPORT/RECOMMENDATION

Access Public

Type Action

Recommended Action It is recommended that the Board approve the attached personnel items A through AX

IV. PERSONNEL

- A. It is recommended that the Board accept the resignation, due to retirement, of **Ms. Debora Conklin**, social worker for the District, effective January 1, 2021.
- B. It is recommended that the Board accept the resignation, due to retirement, of **Ms. Alice Hansen**, principal's secretary at Barclay Brook School, effective January 1, 2021.
- C. It is recommended that the Board accept the resignation of **Ms. Kim Kallok**, teacher of special education at Brookside School, effective October 26, 2020.
- D. It is recommended that the Board accept the resignation of **Mr. Christopher Johnston**, teacher of special education at the High School, effective November 11, 2020.
- E. It is recommended that the Board accept the resignation of **Ms. Nancy Agnew**, paraprofessional at Applegarth School, retroactive September 1, 2020.
- F. It is recommended that the Board accept the resignation of **Ms. Dawn Jablonski**, paraprofessional at Woodland School, retroactive to September 3, 2020.
- G. It is recommended that the Board accept the resignation of **Ms. Jaime Costanza**, secretary at MTMS, effective October 3, 2020.
- H. It is recommended that the Board accept the resignation of **Ms. Renata Schipsi**, bus driver in the Transportation Department, effective September 30, 2020.
- I. It is recommended that the Board accept the resignation of **Ms. Frances Neues**, group leader at Falcon Care, effective September 10, 2020.
- J. It is recommended that the Board accept the resignation of **Ms. Marci Burwick**, LDTC at MTMS effective November 14, 2020.
- K. It is recommended that the Board accept the resignation of **Ms. Terri Weiss** as the Econ and Finance Team Advisor at the High School retroactive to September 1, 2020.
- L. It is recommended that the Board approve the change of date in the resignation of **Mr. Patrick Comey**, teacher of Italian at the HS, retroactive to September 11, 2020.
- M. It is recommended that the Board rescind the contract of **Ms. Sage Atwater**, leave replacement at Brookside School, retroactive to September 11, 2020.
- N. It is recommended that the Board rescind the extended maternity leave of absence of **Ms. Lisa Zimmer**, teacher of Basic Skills at Brookside School, retroactive to September 1, 2020.
- O. It is recommended that the Board rescind the 17% additional contract to **Ms. Judy Firestine**, teacher of Decoding at MTMS, retroactive to September 1, 2020 through June 30, 2021.
- P. It is recommended that the Board rescind the 17% additional contract to **Mr. Scott Weiner**, teacher of Spanish at MTMS, retroactive to September 1, 2020 through November 30, 2020.
- Q. It is recommended that the Board rescind the 17% contract to **Ms. Stephanie Patterson**, teacher of special education at MTMS, retroactive to September 1, 2020 through January 15, 2021.
- R. It is recommended that the Board rescind the 17% contract to **Ms. Kerri Kirchner**, teacher of special education at MTMS, retroactive to September 1, 2020 through January 15, 2021.

Education at MTMS, retroactive to September 1, 2020 through January 15, 2021.

- S. It is recommended that the Board rescind the 17% contract to **Ms. Mary Howroyd**, teacher of special education at MTMS, retroactive to September 1, 2020 through January 15, 2021.
- T. It is recommended that the Board approve a revised leave of absence under the Families First Coronavirus Response Act ("FFCRA") to **Ms. Janina Snagusky**, Teacher of English Language Arts at MTMS, retroactive to September 3, 2020 through November 25, 2020. Ms. Snagusky's leave days will be counted against her entitlement to leave pursuant to the FFCRA and the Family and Medical Leave Act, as appropriate.
- U. It is recommended that the Board approve a leave of absence under the Families First Coronavirus Response Act ("FFCRA") to **Ms. Nichole Lorusso**, paraprofessional at Oak Tree School, retroactive to September 3, 2020 through November 25, 2020. Ms. Lorusso's leave days will be counted against her entitlement to leave pursuant to the FFCRA and the Family and Medical Leave Act, as appropriate.
- V. It is recommended that the Board approve a leave of absence under the Families First Coronavirus Response Act ("FFCRA") to **Ms. Rita Ienco-Plaza**, paraprofessional at Oak Tree School, retroactive to September 3, 2020 through September 30, 2020. Ms. Ienco-Plaza's leave days will be counted against her entitlement to leave pursuant to the FFCRA and the Family and Medical Leave Act, as appropriate.
- W. It is recommended that the Board approve a leave of absence under the Families First Coronavirus Response Act ("FFCRA") to **Ms. Diana Saeed**, paraprofessional at Oak Tree School, retroactive to September 3, 2020 through November 13, 2020. Ms. Saeed's leave days will be counted against her entitlement to leave pursuant to the FFCRA and the Family and Medical Leave Act, as appropriate.
- X. It is recommended that the Board approve a leave of absence under the Families First Coronavirus Response Act ("FFCRA") to **Ms. Marie Maresca**, paraprofessional at the High School, retroactive to September 9, 2020 through November 13, 2020. Ms. Maresca's leave days will be counted against her entitlement to leave pursuant to the FFCRA and the Family and Medical Leave Act, as appropriate.
- Y. It is recommended that the Board approve a leave of absence under the Families First Coronavirus Response Act ("FFCRA") to **Ms. Mary Lata**, paraprofessional at Oak Tree School, retroactive to September 15, 2020 through November 13, 2020. Ms. Lata's leave days will be counted against her entitlement to leave pursuant to the FFCRA and the Family and Medical Leave Act, as appropriate.
- Z. It is recommended that the Board approve a paid sick leave under the Families First Coronavirus Response Act ("FFCRA") to **Ms. Jill Richardson**, school bus driver, retroactive to September 3, 2020 through September 11, 2020.
- AA. It is recommended that the Board approve a paid sick leave of absence under the Families First Coronavirus Response Act ("FFCRA") to **Ms. Melanie Joyce**, bus driver in the Transportation Department, retroactive to September 8, 2020 through September 21, 2020.
- AB. It is recommended that the Board approve an unpaid leave to **Ms. Millie Donofrio**, bus driver in the Transportation Department, retroactive to September 3, 2020 through December 14, 2020.
- AC. It is recommended that the Board approve an unpaid leave of absence to **Ms. Sandra Burstyn**, Teacher of Spanish at Monroe Township Middle School, effective September 21, 2020 through October 16, 2020 in accordance with Article 17, Paragraph C in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2017 through June 30, 2020.
- AD. It is recommended that the Board approve a medical leave of absence to **Ms. Marion Peluso**, teacher of Preschool Disabled at Barclay Brook School, retroactive to September 1, 2020 through October 2, 2020, in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2017 through June 30, 2020. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Peluso may be entitled to.
- AE. It is recommended that the Board approve a medical leave of absence to **Ms. Cathy Patten**, secretary at the High School, retroactive to August 18 2020 through September 14, 2020 in accordance with Article 21, Paragraph F in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2017 through June 30, 2020. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Patten may be entitled.

AF. It is recommended that the Board approve a medical leave of absence to **Ms. Mary Ann**

AI. It is recommended that the Board approve a medical leave of absence to **Ms. Mary Ann**

Coghlan, paraprofessional at Woodland School, effective September 16, 2020 through October 27, 2020 in accordance with Article 21, Paragraph F in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2017 through June 30, 2020. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Coghlan may be entitled.

AG. It is recommended that the Board approve a modification in the dates of the medical leave of absence to **Ms. Kimberly Mazza**, CST secretary at the High School, effective September 23, 2020 through November 17, 2020, in accordance with Article 21, Paragraph F in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2017 through June 30, 2020. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Mazza may be entitled to.

AH. It is recommended that the Board approve a medical leave of absence to **Mr. Michael Shearn**, maintenance/custodian for the District, retroactive to August 26, 2020 through January 1, 2021. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Mr. Shearn may be entitled.

AI. It is recommended that the Board approve an unpaid leave of absence under FMLA/NJFLA to **Ms. Kristen Mignoli**, principal at Mill Lake School, effective October 20, 2020 through November 9, 2020. Ms. Mignoli's unpaid days will be counted against her entitlement to unpaid leave pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. §2601 et seq. and the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et. seq., as appropriate.

AJ. It is recommended that the Board approve a maternity leave of absence to **Ms. Kathryn Echevarria**, teacher of Health/Physical Education at MTMS, effective November 9, 2020 through February 5, 2021 in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2017 through June 30, 2020. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Echevarria may be entitled to.

AK. It is recommended that the Board approve a maternity leave of absence to **Ms. Trisha Abrams**, teacher of grade 3 at Mill Lake School, effective October 9, 2020 through March 25, 2021 in accordance with Article 17, Paragraph B.1 in the collective negotiations agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2017 through June 30, 2020. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Abrams may be entitled to.

AL. It is recommended that the Board approve the following staff as Home Instructors for the 2020-2021 school year:

Regular Education (account no. 11-150-100-101-000-070)

Melissa Kasternakis
Dennis Kelleher
Timothy Riesz
Varsha Sharma
Seema Taparia

Spec. Ed. (account no. 11-219-100-101-000-070)

Seema Taparia

AM. It is recommended that the Board approve the following math teachers at MTMS for Student Summer Testing for four hours at the instructional rate (\$53.87) account no. 11-130-100-101-000-080:

August 26, 2020

Ashley Santos
Nancy Markwell
Michelle Farace
Chip Booher

August 31, 2020

Heather DelGuercio

AN. It is recommended that the Board approve the following nurse at MTMS for the Student Summer Testing on August 26, 2020 and August 31, 2020 for 2 hours each day at the instructional rate (\$53.87) account no. 11-000-213-100-000-080::

Deborah Force

AO. It is recommended that the Board approve the following staff as Mentors and PD Trainers for the 2020-2021 school year:

<u>Mentor</u>	<u>PD Trainer</u>
John Bigos (HS)	Kathy Dillon (HS)
Adrienne Shanfield (AES)	Melissa Kasternakis (HS)
Arielle Siegel (HS)	Kathryn Mercado (PPS)

AP. It is recommended that the Board approve the following teacher for CMAC at the High School, one hour per day on a rotational basis for 144 days at the hourly instructional rate \$53.87 effective September 1, 2020 through June 30, 2021 account no. 11-140-100-101-000-070:

Jennifer Chase

AQ. It is recommended that the Board approve a correction in the end date of the following teachers for the Tuesday and Thursday After School Grade 9 Enrichment Program at the High School effective September 1, 2020 through June 10, 2021 teachers \$77.56/session for 1.5 hour sessions each: (Title I funds 20-231-100-101-000-070):

Tuesday

Laura Granett
Michael Wall
Edgar Esteves
Andrea Feminella
Linda LoBello

Thursday

Kenneth Chanley
Kathy Tervo
Ryan Parker
Sarah O'Neill
Catherine Simmons
Lorraine Ongaro
Katherine Crapanzano

AR. It is recommended that the Board approve the following staff for the Blended/Remote Learning Resource Team for the Summer 2020 at a stipend of \$500 per subject:

Ashley Shur	Kindergarten Language Arts- K-5	11-110-100-101-000-040
-------------	---------------------------------	------------------------

AS. It is recommended that the Board approve the following staff for the Whole Child Subcommittee for up to 12 hours at the following rates and account numbers effective 8/24/20 through a date to be determined:

Certificated Staff non-instructional rate \$44.85/hr.

Scott Zimms	11-130-100-101-000-080
Danielle Rispoli	11-120-100-101-000-060
Tamar Lopez	11-120-100-101-000-040
Anthony Arcaro	11-213-100-101-000-070
Nancy Poland	11-213-100-101-000-050
Gina Vingara	11-130-100-101-000-080
Dana Green Witter	11-000-219-104-000-070
Danielle Kutcher	11-120-100-101-000-030
Laura Horoszewski	11-120-100-101-000-020
Nicole Midura	11-120-100-101-000-010
Kathleen Dillon	11-140-100-101-000-070

Non-certificated staff (hourly step on guide)

Nydia Santiago	11-213-100-106-000-070
----------------	------------------------

AT. It is recommended that the Board approve the following salary guide changes for the 2020-2021 school year:

Carre Tringali - Step 6A MA
 James Higgins - MA+30
 Brittany Adelino - Step 4 MA+30
 Amanda Docherty - Step 7 MA
 Andrea Feminella - Step 7 MA
 Kim Alexis Kallok - Step 3 MA
 Daniel Fields - Step 5 BA+15
 Jennifer Mordes - Step 7A MA+30
 Denise DiMeola - Step 7A BA+15
 Thomas Gardner - Step 4 BA+15
 Kristie Zimmermann - Step 7 MA
 Melissa Quidor - Step 4 MA

AU. It is recommended that the Board appoint **Ms. Magdalena Fidura**, Acting Principal at Mill Lake School at a salary of \$111,086, pro rated effective October 5, 2020 through November 16, 2020 (account no. 11-000-240-103-000-040).

AV. It is recommended that the Board approve the following certificated staff on the following step on guide (pending contract negotiations) (*pending satisfactory completion of pre-employment requirement):

Name	School	Position	Salary	Account No.	Effective Date	Reason
Jennifer Hamilton*	Mill Lake	Teacher Grade 2	Step 1 BA \$51,592 pro rated	11-120-100-101-000-040	Retroactive to 9/1/20-12/18/20 or until such time as the Teacher of grade 2 returns to his/her position, whichever is sooner.	Leave replacement
Gayle Rubinstein*	MTMS/OT	Teacher of music	Step 1 BA \$51,592 pro rated	11-130-100-101-000-080 50% 11-120-100-101-000-060 50%	10/1/20-2/16/20 or until such time as the teacher of music returns to her position, whichever is sooner	Leave replacement
Willberg Rondon	HS	World Language Coordinator	\$7582 pro rated	11-140-100-101-000-070	9/17/20-6/30/21	Resignation replacement
Upreet Bhatia*	Mill Lake	Literacy Interventionist	Step 8MA \$62,252+\$3450	11-120-100-101-000-040	10/26/20-6/30/21	Change in start date
Jamison Standridge	HS	Teacher of Italian	Step 6MA+30 \$54,852+\$4350 pro rated	11-140-100-101-000-070	Retroactive to 9/14/20-6/30/21	Change in start date

				000-070		
Jason Andreadis	Applegarth	Teacher of Physical Education	Step 1 BA 100% \$51,592 pro rated	11-120-100-101-000-050	10/6/20-11/9/20	increase in contract - leave replacement
Eliot Feldman	District	Director of Techonology	\$130,000+MA \$3450+15YR longevity \$1500 pro rated	11-000-252-100-000-098	Retroactive to 9/1/20-6/30/21	correction in contract to include masters and longevity
Michelle Ballard	HS	Teacher of Spec. Ed. MD	17% additional contract	11-212-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section
Avia Eng	HS	Teacher of Spec. Ed. TAPS Program	17% additional contract	11-213-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section
Jonathan Grasso	HS	Teacher of Spec. Ed. TAPS Program	17% additional contract	11-213-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section
Joseph Eurell	HS	Teacher of Spec. Ed. MAPS Program	17% additional contract	11-213-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section
Debra Lyons	HS	Teacher of Spec. Ed. MAPS Program	17% additional contract	11-213-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section
Steven MacKenzie	HS	Teacher of Spec. Ed. MAPS Program	17% additional contract	11-213-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section
Nicholas Isola	HS	Teacher of Spec. Ed Falcon Life Program	17% additional contract	11-213-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section
Sarah Cummings	HS	Teacher of Industrial Arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-TBD	Additional section
Boris Hladek	HS	Teacher of Industrial Arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-TBD	Additional section
Ralph Zamrzycki	HS	Teacher of Industrial Arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-TBD	Additional section
Dan Lombardi	HS	Teacher of Industrial Arts	34% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-TBD	Additional section
Megan Cobb	HS	Teacher – Unified Electives	17% additional contract	11-140-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section
Arielle Siegel	HS	Teacher – Unified Electives	17% additional contract	11-140-100-101-000-070	Retroactive to 9/1/20-6/30/21	Additional section

Margaret Dey	HS	Teacher – Unified Electives	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-6/30/21	Additional section
Joseph Rooney	HS	Teacher of Language Arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/4/20-10/8/20	Leave replacement
Robert Byrnes	HS	Teacher of Language Arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/4/20-10/8/20	Leave replacement
Ana Lanfranchi	HS	Teacher of Language Arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-10/9/20	Leave replacement
Sandra Bubnowski	HS	Teacher of Language Arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-10/9/20	Leave replacement
Carre Tringali	HS	Teacher of Language Arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-10/9/20	Leave replacement
Cybele Posner	MTMS	Teacher of Spanish	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-11/30/21	Leave replacement
Jessica Consiglio	MTMS	Teacher of Spanish	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-11/30/21	Leave replacement
Sylvia Gonzalez	MTMS	Teacher of Spanish	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-11/30/21	Leave replacement
Stephanie Patterson	MTMS	Teacher of Special Ed.	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-6/30/21	Resignation replacement
Kerri Kirchner	MTMS	Teacher of Special Ed.	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-6/30/21	Resignation replacement
Holly Jarusiewicz	MTMS	Teacher of Special Ed.	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-6/30/21	Resignation replacement
Ashley Buehler	MTMS	Teacher of Special Ed.	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-6/30/21	Resignation replacement
Mary Howroyd	MTMS	Teacher of Spec. Ed. - math	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-6/30/21	Resignation replacement
Ashley Anzivino	MTMS	Teacher of Spec. Ed.	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-6/30/21	Resignation replacement
Susanna Sullivan	MTMS	Teacher of language arts	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-11/24/20	Leave replacement

Bonnie Crisco	MTMS	Teacher of language arts	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-11/24/20	Leave replacement
Stacy Levier	MTMS	Teacher of language arts	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-11/24/20	Leave replacement
Karissa Santolla	MTMS	Teacher of language arts	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-11/24/20	Leave replacement
Erin Berry	MTMS	Teacher of math	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-6/30/21	Additional section due to increased enrollment
Daniel Fields	MTMS	Teacher of math	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-6/30/21	Additional section due to increased enrollment
Dina Dale	MTMS	Teacher of social studies	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-6/30/21	Additional section due to increased enrollment
Jennifer Miele	MTMS	Teacher of social studies	17% additional contract	11-130-100-101-000-080	Retroactive to 9/1/20-6/30/21	Additional section due to increased enrollment
Nancy Markwell	MTMS	Teacher of math	17% additional contract	11-130-100-101-000-080	Retroactive to 9/9/20-1/22/21	Resignation replacement
Laurie Budrewicz	MTMS	Teacher of math	17% additional contract	11-130-100-101-000-080	Retroactive to 9/9/20-1/22/21	Resignation replacement
Bart Mix	MTMS	Teacher of math	17% additional contract	11-130-100-101-000-080	Retroactive to 9/9/20-1/22/21	Resignation replacement
Patricia Lewis	MTMS	Teacher of special education	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-1/15/21	Leave replacement
Laura Sidler	MTMS	Teacher of special education	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-1/15/21	Leave replacement
Kimberly Lawson	MTMS	Teacher of special education	17% additional contract	11-213-100-101-000-080	Retroactive to 9/1/20-1/15/21	Leave replacement
Kristin Ruff	HS	Teacher of language arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/4/20-11/24/20	Leave replacement
Andrea Feminella	HS	Teacher of language arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/4/20-11/24/20	Leave replacement
				11-140-100-101-000-070	Retroactive to 9/4/20-11/24/20	Leave replacement

Catherine Simmons	HS	Teacher of language arts	17% additional contract	100-101-000-070	Retroactive to 9/4/20-11/24/20	Leave replacement
Amanda McCormack	HS	Teacher of language arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-11/25/20	Leave replacement
Renata Mackenzie	HS	Teacher of language arts	17% additional contract	11-140-100-101-000-070	Retroactive to 9/3/20-11/25/20	Leave replacement
Nicole Gross	HS	AVID	17% additional contract	11-140-100-101-000-070	Retroactive to 9/1/20-6/30/21	Resignation replacement
Candace Theinert	HS	Choreographer Musical 1&2	\$2616 per musical	11-401-100-100-000-070	Retroactive to 9/1/20-6/30/21	Stipend position
Dan Lombardi	HS	Drama Set Designer Fall, Winter Spring	\$1283 per show	11-401-100-100-000-070	Retroactive to 9/1/20-6/30/21	Stipend position
Mark Pearce	HS	Economic and Finance Team Advisor	\$1721	11-401-100-100-000-070	Retroactive to 9/1/20-6/30/21	Stipend position
Meghan Cobb	HS	Unified Dance Advisor	\$1721	11-401-100-100-000-070	Retroactive to 9/1/20-6/30/21	Stipend position
George Pangalos	HS	French Honor Society Advisor	\$1721	11-401-100-100-000-070	Retroactive to 9/1/20-6/30/21	Stipend position
Shara Katlin*	Mill Lake	Teacher of PreK-Spec. Ed.	Step 5 BA \$52,592	11-216-100-101-000-040	Retroactive to 9/1/20-6/30/21	Correction in account number
Stephanie Goldberg	HS	Peer Leadership Coordinator	Instructional Rate \$53.87 for 150 hours	20-231-100-101-000-070	Retroactive to 9/1/20-6/10/21	Correction in end date
Gail DeMarco	HS	Peer Leadership Coordinator	Instructional Rate \$53.87 for 150 hours	20-231-100-4101-000-070	Retroactive to 9/1/20-6/10/21	Correction in end date
Margaret Dey	HS	Unified fitness Zumba	\$1,000	11-401-100-100-000-098	2020-2021 school year	Stipend position
Eugene Giaquinto	HS	Asst. Girl's Soccer Coach	Step 1 \$4681	11-402-100-100-000-070	Retroactive to 9/14/20-12/1/20	Coaching position
Sarah Lewis	MTMS	Team Leader – Journey	\$1592	11-130-100-101-000-080	Retroactive to 9/1/20-6/30/21	New team

Donna Montgomery	MTMS	Team Leader – Elective	\$1592 50% share position	11-130-100-101-000-080	Retroactive to 9/1/20-6/30/21	New team
Nina Schmetterer	MTMS	Team Leader – Elective	\$1592 50% share position	11-130-100-101-000-080	Retroactive to 9/1/20-6/30/21	New team
Stephanie Goldberg	District	Staff Professional Development	Step 11 MA \$86927+3450 60% OF 120%	11-000-223-102-000-098	Retroactive to 9/1/20-6/30/21	correction in contract

AW. It is recommended that the Board approve the following non-certificated staff on the following step on guide (pending contract negotiations) (*pending satisfactory completion of pre-employment requirement):

Name	School	Position	Salary	Account No.	Effective Date	Reason
Jill Brotschul*	High School	12 month secretary	Step 3 \$51,874 pro rated 7 hrs.	11-000-240-105-000-070	10/1/20-6/30/21	Transfer replacement
Paul Perschilli*	Woodland/Mill Lake	Work station specialist	\$42,900 pro rated	11-000-252-100-000-030 50% 11-000-252-100-000-040 50%	10/1/20-6/30/21	Transfer replacement
Jillian Madorma*	Oak Tree	Spec. Ed Para Autistic	Step 1 Spec. Ed.+toileting \$14.02+\$2.00+\$2.50 6.75/hrs	11-214-100-106-000-060	9/21/20-6/30/21	Transfer replacement
Eva Purcell	Applegarth	Spec. Ed Para RC	Step 6A Spec. Ed. \$16.32+\$2.00 for 4.5 hrs.	11-213-100-106-000-050	9/1/20-6/30/21	Transfer
Maureen Cutrone	HS	10 month secretary	Step 1 ten month guide \$42,728 pro rated	11-000-219-105-000-093	9/23/20-11/17/20	Leave replacement
Deepa Swamy	HS	Para 1:1	Step 3 Reg. Ed \$14.27 for 6.75 hours	11-190-100-106-000-070	9/1/20-6/30/21	Transfer

Karen Walker	High School	Spec. Ed. Para RC	Step 3 Spec. Ed. \$14.27+\$2.00 7/hrs	11-213-100-106-000-070	Retroactive to 9/1/20-6/30/21	Correction in step on guide
Donna Robol	High School	10 month secretary	Step 3 107.15% (7.5 hrs/day) \$43,228	11-000-240-105-000-070	Retroactive to 9/1/20-6/30/21	Correction in hours
Amanda Gelberg*	High School	Falcons Nest Para	Step 1 Reg. Ed. \$14.02 for 3 hrs. day + toileting \$2.50 eff. 11/2/20-5/20/21)	11-190-100-106-000-070	10/1/20-6/30/21	Resignation replacement
Patricia Dazos	Applegarth	Spec. Ed. Para LLD	Step 6A Spec. Ed. +toileting \$18.98+\$2.00+\$2.50 + \$100 PD for 6.75 hrs.	11-204-100-106-000-050	Retroactive to 9/1/20-6/30/21	Correction in account number
Christopher Muce*	High School	paraprofessional	Step 1 Reg. Ed. \$14.02 for 3.5 hrs.	20-231-100-106-000-070	9/21/20-6/30/21	Correction in account number
Jeanine Fama	High School	paraprofessional	Step 3 Reg. Ed. \$14.27 for 3.5 hrs.	20-231-000-106-000-070	Retroactive to 9/1/20-6/30/21	Correction in account number
Mindy Kushner Hall	Transportation	Bus para	Step 5 Spec. Ed. \$14.77+\$2.00 for 5.25 hrs.	11-000-270-107-000-096	Retroactive to 9/1/20-6/30/21	Correction in account number
Elizabeth Harrison	ESY Program	Spec. Ed. Para ESY program	Step 7 Spec. Ed \$17.07+\$2.00=toileting \$2.50 for 4.5 hrs.	11-213-100-106-000-093	Retroactive to 7/1/20-8/12/20	correction to include toileting

AX. It is recommended that the Board approve the following substitutes for the 2020-2021 school year:

Certificated

Jessica Iacona

Substitute Teacher

Non-Certificated

Cindy Zheng
Justin Hopmann
Ayla Caron
Andreas Dazos
Ryan Fiore
Isabella Gartner
Zachary Lacerte

Substitute Paraprofessional
Substitute Coach
Substitute Avid Tutor
Substitute Avid Tutor
Substitute Avid Tutor
Substitute Avid Tutor
Substitute Avid Tutor

Zachary Lucette
 Patrick Mekhail
 Garcella Stephens
 Christina Toscano
 Olivia Cerbie

Substitute Avid Tutor
 Substitute Avid Tutor
 Substitute Avid Tutor
 Substitute Avid Tutor
 Substitute Avid Tutor

Executive File Attachments
[resumes \(1\).pdf \(379 KB\)](#)

Subject**D. BOARD ACTION**

Meeting Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA

Category 10. SUPERINTENDENT'S REPORT/RECOMMENDATION

Access Public

Type Action

v. BOARD ACTION (Items A through I).**A. Residency Contract**

In accordance with Policy #5111 regarding residency contracts, it is recommended that the Board approve the enrollment of the children noted on the attached Residency Contract whose family is under contract for future residency in Monroe Township.

B. It is recommended that the Board approve the previously submitted list of requests for Staff Professional Development.

C. It is recommended that the Board approve the previously submitted list of Student Teachers for the 2020-2021 school year.

D. It is recommended that the Board approve the following curriculum documents for the 2020-2021 school year:

American Image on Film
 AP Chemistry
 AP French
 AP Human Geography
 AP Italian
 AP Spanish
 ESL Foundations 9-12
 French I
 Honors American Studies I – ELA
 Honors American Studies II – SS
 Honors American Studies II – ELA
 Italian I
 Journalism II
 Language Arts Transition - ESL (9-12)
 Media Maker K-2
 Media Maker K-3
 Spanish I
 Sports and Entertainment Marketing – Half Year
 Unified Careers Technology

E. It is recommended that the Board approve the previously submitted agreement between Staff Development Workshops and the Monroe Township School District to provide three virtual training webinars for 6 hours

each by August 18, 2020 for a total of \$4247.00.

F. It is recommended that the Board approve the previously submitted agreement between Staff Development Workshops and the Monroe Township School District to provide four 1.5 hour virtual literacy training by Erik Lepis and 2.5 hours of curricular support for grade 1 writing effective September 15, 16, 17 and 21, 2020 for a total of \$2405.

G. It is recommended that the Board approve the previously submitted job description:

Director of Food Services

H. It is recommended that the Board approve the following Policies and Regulations for a first reading:

Policy & Reg. 2361	Use of Computer Networks/Computers
Policy 2431.3	Heat Participation Policy for Student-Athlete Safety
Policy 3425	Work Related Disability Pay
Policy & Reg. 5330.04	Administering an Opioid Antidote

I. It is recommended that the Board approve the following Policies and Regulations for a second and final reading:

Policy 1648	Restart and Recovery Plan
Policy 1648.02	Remote Learning Options for Families
Policy & Reg. 5320	Immunization
Policy & Reg. 5610	Suspension/Suspension Procedures
Policy 5620	Expulsion
Policy & Reg. 7510	Use of Facilities

File Attachments

policy & reg. first reading.pdf (1,478 KB)
 Policies & Reg final reading.pdf (3,762 KB)
 Student Teacher 9162020.pdf (31 KB)
 Professional Development.pdf (363 KB)

Executive File Attachments

American Image on Film.pdf (79,201 KB)
 AP Chemistry.pdf (57,524 KB)
 AP French.pdf (86,707 KB)
 AP Human Geography.pdf (98,758 KB)
 AP Spanish.pdf (42,539 KB)
 ESL Foundations 9-12.pdf (68,722 KB)
 French I.pdf (42,437 KB)
 Honors American Studies II - SS.pdf (78,988 KB)
 Honors American Studies II -ELA.pdf (69,840 KB)
 Honors American Studies I.pdf (53,762 KB)
 Italian I.pdf (37,090 KB)
 Media Maker 3-5.pdf (29,980 KB)
 Media Maker k-2.pdf (19,987 KB)
 Spanish I.pdf (23,072 KB)
 Sports and Entertainment Marketing -half year.pdf (31,875 KB)
 Journalism II.pdf (84,931 KB)
 Language Arts Transition - ESL(9-12).pdf (34,285 KB)
 Unified Careers Technology.pdf (33,010 KB)
 Staff Dev. Workshop.pdf (73 KB)
 staff dev. grade 1.pdf (66 KB)
 DIRECTOR FOOD SERVICES.pdf (123 KB)
 residency (1).pdf (4,575 KB)

11. BUSINESS ADMINISTRATOR'S REPORT/RECOMMENDATIONS

Subject	A. BOARD ACTION
Meeting	Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	11. BUSINESS ADMINISTRATOR'S REPORT/RECOMMENDATIONS
Access	Public
Type	Action
Recommended Action	It is recommended that the Board of Education approve the following Board Action Items by roll call.

A. TRANSFER #1

It is recommended that members of the Monroe Township Board of Education approve Transfer #1 for July 2020 for Fiscal Year 2020/2021 as previously submitted.

B. SECRETARY'S FINANCIAL & CASH REPORT

In accordance with N.J.A.C. 6A:23-2-11(c) 4, Be It Resolved that the Board of Education hereby certifies that it is in receipt of the Financial Reports for July 2020, which indicates that no major accounts or funds have been over expended and that sufficient funds are available to meet the district's financial obligations for the fiscal year in accordance with N.J.A.C. 6A:23-2.11(b). In accordance with N.J.A.C.6A:23-2.11(c) 3, Be It Further Resolved that the Board Secretary certifies that the July 2020 Secretary's Report indicates that no line item account has encumbrances and expenditures which in total exceed the line item appropriation in accordance with N.J.A.C.6A:23-2.11(a).

C. BILL LIST

It is recommended that the bills totaling \$13,218,074.26 for July 2020 be ratified by the Board. The bills have been reviewed and certified by the Board Secretary.

D. SPECIAL REVENUE FUNDS

It is recommended that members of the Monroe Township Board of Education formally accept the grant funds for the **NJDOE Digital Divide Grant** in the amount of \$191,348.00.

E. EMPLOYEE ASSISTANCE PROGRAM PLAN

It is recommended that members of the Monroe Township Board of Education renew the Employee Assistance Program Agreement and Work-Life Assistance Agreement between **Carebridge Corporation** and the Monroe Township Board of Education for the period commencing October 1, 2020 and until September 30, 2023 in accordance with the terms of the previously submitted proposal. There is no increase in fees from prior years.

F. STUDENT INTERNSHIPS / ROWAN UNIVERSITY

It is recommended that the Monroe Township Board of Education approve the previously submitted Agreement for Student Internships between **Rowan University** and the Board for the period 2020/2021 school year. The Board President and the Superintendent of Schools are hereby authorized and directed to take all necessary steps to implement this action by the Board.

G. It is recommended that the Board of Education approve the previously submitted proposal from **Comcast**, which increases: (1) Internet bandwidth from 2GB to 7GB; (2) WAN (Wide Area Network) from 2GB to 6 GB; and (3) WAN Sites at Applegarth, Barclay Brook, Brookside, Mill Lake and Woodland from 200MB to 1,000MB. The approximate monthly increase for these upgrades is \$3,005. The Business Administrator/Board Secretary is hereby authorized and directed to take all necessary steps to implement this action by the Board of Education.

The above action authorizes the Business Administrator to sign and administer contracts and/or purchase orders.

Michael C. Gorski, CPA

Prepared by

September 16, 2020

Meeting Date

File Attachments

Carebridge Corp. renewal proposal.pdf (173 KB)

Rowan University - Affiliation Agreement - 2020-2021.pdf (166 KB)

Financials.pdf (2,163 KB)
Comcast Upgrade Proposal.pdf (98 KB)

12. BOARD PRESIDENT'S REPORT

13. OTHER BOARD OF EDUCATION BUSINESS

14. PUBLIC FORUM

Subject	A. PUBLIC FORUM (See Note 3)
Meeting	Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	14. PUBLIC FORUM
Access	Public
Type	Information

See Note 3.

15. NEXT SCHEDULED BOARD OF EDUCATION MEETING OCTOBER 14, 2020

Subject	A. NEXT SCHEDULED BOARD OF EDUCATION MEETING OCTOBER 14, 2020
Meeting	Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	15. NEXT SCHEDULED BOARD OF EDUCATION MEETING OCTOBER 14, 2020
Access	Public
Type	

The next scheduled Board of Education Meeting is scheduled for October 14, 2020 7:00 p.m. at the Monroe Township High School.

16. ADJOURNMENT

Subject	A. NOTES
Meeting	Sep 16, 2020 - MONROE TOWNSHIP BOARD OF EDUCATION MONTHLY AGENDA
Category	16. ADJOURNMENT
Access	Public
Type	Action

NOTES

Note 1: Any member of the public may record the proceedings of a public meeting of the Board in a manner that does not interrupt the proceedings, inhibit the conduct of the meeting, or distract Board Members or other observers present at the meeting.

The Board will permit the use of tape recorders, still or movie cameras, or videotape cameras only when notice of such intended use has been given to the Board Secretary one day in advance of the meeting. Any video recording device must be located and operated from inconspicuous locations in the meeting room as determined by the presiding officer of the meeting. The presiding officer may also limit the number of video recording devices if he/she determines the number and position of the video recording devices will be an unnecessary intrusion to the meeting. In this event, preference will be given based on the order in which prior notice requesting to record the meeting was provided to the Board Secretary.

The presiding officer shall determine when any recording device interferes with the conduct of a Board meeting and may order that an interfering device be removed.

Note 2: The Jamesburg Representative shall be eligible to vote on only those matters specifically designated in N.J.S.A 18A:38-8.1, as follows:

- (1) Tuition to be charged the sending district by the receiving district and the bill lists or contracts for the purchase, operation or maintenance of facilities, equipment and instructional materials to be used in the education of the pupils of the sending district.
- (2) New capital construction to be utilized by sending district pupils.
- (3) Appointment, transfer or removal of teaching staff members providing services to pupils of the sending district, including any teaching staff member who is a member of the receiving district's central administrative staff.
- (4) Addition or deletion of curricular and extracurricular programs involving pupils of the sending district.
- (5) Any matter directly involving sending district students or programs and services used by them.
- (6) The annual receiving district budget.
- (7) Any collectively-negotiated agreement involving employees who provide services used by sending district students.
- (8) Any individual employee contracts not covered by a collectively-negotiated agreement, if those employees provide or oversee programs or services utilized by sending district students.
- (9) Any matter concerning governance of the receiving district board of education, including, but not limited to, the selection of board president and vice-president, approval of board bylaws, and the employment of professionals or consultants such as attorneys, architects, engineers, or others who provide services to the receiving district board of education.

To the extent the Jamesburg Representative inadvertently votes on any other matter, his vote shall not be counted.

Note 3: Public discussion is confined to this portion of the Agenda unless permission is granted by the Board President prior to the start of the meeting or when the Board is considering a Special Agenda Item that the Board deems appropriate for public participation. Anyone wishing to address the Board is requested to stand and state his/her name and address.