

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION**  
**Minutes of the Tuesday, February 9, 2010, 7:00 P.M. Workshop and Special Public Meeting**

These minutes were formally approved at the March 23, 2010 Business Meeting.

The Montgomery Township Board of Education held a Workshop and Special Public Meeting on Tuesday, February 9, 2010 at 7:00 p.m.

**OPENING OF THE MEETING**

- A. The Montgomery Township Board of Education held a workshop and special public meeting on Tuesday, February 9, 2010 in the Media Center of the Upper Middle School.
- B. Roll Call - The following Board members were present: Andrea Bradley, Charles Jacey, Jr., Dr. Reginald Luke, David Pettit, Arun Rimal, Dr. Christine Ross, Dr. Yiping Wang and Randie Zimmerman (arrived at 7:05 p.m.)

The following Board members were absent: Humberto Goldoni and Adelle Kirk

Also Present: Earl Kim, Superintendent  
Thomas E. C. Barclay, Assistant Superintendent  
Thomas M. Venanzi, Business Administrator/Board Secretary  
Annette Wells, Associate Business Administrator/  
Assistant Board Secretary  
Juhi Shah, Student Representative

EXECUTIVE SESSION – A motion was made by Mr. Rimal and seconded by Dr. Wang that the board adopt a resolution to go into executive session at 7:02 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. Employment of personnel matters will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

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

Ms. Zimmerman arrived at 7:05 p.m.

- D. RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:30 p.m.
- E. President Pettit then read the following Statement of Open Meeting and Public Participation – In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on April 29, 2009 and an updated notice on February 3, 2010. 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, The Spectator and The Star Ledger.
- F. President Pettit then led everyone in the Salute to the Flag.
- G. President Pettit welcomed all to the workshop and special public meeting.

## 2010 – 2011 BUDGET

Mr. Kim, Mr. Venanzi and Mr. Walsh presented on the 2010-2011 budget as follows:


**2010-11 MTSD BUDGET**  
**Second Public Forum**

**Improving Teaching and Learning in Difficult  
Economic Times**

February 9, 2010

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Montgomery Township School District




**PUBLIC FBC MEETING INPUT**

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- Keep costs as low as possible
- Maintain class size targets
- Be innovative
- Seek reallocations of resources
- Smaller maintenance projects (e.g., wiring for projectors, whiteboards . . . )

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Montgomery Township School District




**MEETING GOALS**

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- Recap Public and Board Input from January 25 Public FBC Meeting
- Summarize 2010-11 Budget
  - Budget Framework
  - Instructional Innovations
  - Significant Budget Decisions
  - Change-in-Revenue Projections
  - Tax Impact
  - Significant Unknowns
  - Contingency Plans
  - Revised Timetable
- Question and Answer

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**BUDGET FRAMEWORK**

CATEGORY	2005-06 ACTUAL	2009-10 Rev Approp*	2010-11 Proposed	ANNUAL GROWTH	ANNUALIZED 5 YEAR GROWTH
<b>SPECIAL EDUCATION</b> (includes salaries - no benefits)	8,405,282.02	11,341,504.87	11,752,351.00	3.62%	7.96%
<b>BUILDINGS AND GROUNDS</b> (includes salaries - no benefits)	6,893,310.71	7,854,736.73	7,656,897.00	-2.52%	2.22%
<b>TRANSPORTATION</b> (includes salaries - no benefits)	3,619,336.17	3,988,314.13	4,115,798.00	3.20%	2.74%
<b>SALARIES (all other)</b>	24,677,651.69	30,817,295.17	31,700,132.00	2.86%	5.69%
<b>BENEFITS</b>	7,796,270.06	11,977,076.79	13,087,254.00	9.27%	13.57%
<b>OTHER (DISCRETIONARY EXPENSES)</b>	4,302,700.16	4,431,963.00	3,814,713.00	-13.93%	-2.27%
<b>TOTAL CURRENT EXPENSE</b>	55,694,550.81	70,410,890.69	72,127,145.00	2.44%	5.90%

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Montgomery Township School District



## BUDGET FRAMEWORK

	2005-06	2009-10	2010-11	ANNUAL	ANNUALIZED
CATEGORY	ACTUAL	Rev Approp.	Proposed	GROWTH	5 YEAR GROWTH
TOTAL CAPITAL OUTLAY	2,480,852.46	0.00	0.00	0.00%	-20.00%
TOTAL DEBT SERVICE FUND	7,036,915.00	6,529,562.00	7,032,586.00	7.70%	-0.01%

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## SIGNIFICANT BUDGET DECISIONS

### ADDITIONS TO STAFF

- MHS Science Teacher
- MHS .2 Adaptive Physical Education Teacher
- MHS LLD/MCI Teacher and 4 PT Instructional Assistants
- UMS Physical Education Teacher
- LMS .4 Basic Skills Academic Support Teacher
- Instructional Assistant
- Bus Driver

Montgomery Township School District



## SIGNIFICANT BUDGET DECISIONS

### INSTRUCTIONAL INNOVATIONS

- Modeling in Science Classrooms
- Developing Benchmark/Common Assessments
- Implementing Teacher-Generated and Led Professional Learning
- Improving Teaching and Learning through Collaborative Teams
- Aligning Curricula with New State Standards AND Our Strategic Plan

Montgomery Township School District



## SIGNIFICANT BUDGET DECISIONS

### REDUCTIONS TO STAFF

- OHES Kindergarten Teacher
- VES Grade 3 Teacher
- 2 LMS Grade 5 Teachers
- MHS In-Class Support Teacher (Reallocate to LLD/MCI)
- 2 OHES Academic Support Teachers

Net Dollar Reduction in Adjustments to Staff  
\$139,000

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## SIGNIFICANT BUDGET DECISIONS

### CO-CURRICULAR

- Athletic Expenses under Review

2010-11 Proposed Budget	\$1,426,777
2009-10 Current Budget	<u>\$1,422,317</u>
Dollar Increase	\$ 4,460
% Increase	0.3%

- Elimination of \$100,000 Student Activity Fee Revenue
- Reallocation of Co-curricular Monies Based on Student Needs

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## SIGNIFICANT BUDGET DECISIONS

### EMPLOYEE BENEFITS

2010-11 Proposed Budget	\$13,087,254
2009-10 Current Budget	<u>\$11,977,077</u>
Dollar Increase	\$ 1,110,177
% Increase	9.27%

- Includes medical, prescription, dental, and disability premiums, employer social security taxes, workers compensation insurance, tuition reimbursement and employer pension contributions
- Uncertainty of medical and prescription premium increases which are currently projected at 18%

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## SIGNIFICANT BUDGET DECISIONS

### OPERATIONS AND MAINTENANCE

2010-11 Proposed Budget	\$7,656,897
2009-10 Current Budget	<u>\$7,854,737</u>
Dollar Decrease	(\$ 197,840)
% Decrease	(2.52%)

- Cost control in energy and custodial overtime
- Repair costs avoided due to referendum
- Only minor maintenance projects included

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## CHANGE IN PROJECTED REVENUE - INC/(DEC)

General Fund Local Taxes	+ \$1,735,115
State Aid	0
Tuition	- 2,212
Miscellaneous	- 122,000
Surplus Appropriation	+ <u>747,981</u>
Total General Fund Increase	+ \$2,358,884

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## SIGNIFICANT BUDGET DECISIONS

### ADMINISTRATIVE COSTS

2010-11 Proposed Budget	\$5,329,858
2009-10 Current Budget	<u>\$5,402,347</u>
Dollar Decrease	(\$ 72,489)
% Decrease	(1.34%)

- 2010-11 Administrative Cost Per Pupil \$1,264
- 2009-10 Administrative Cost Per Pupil \$1,269

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## CHANGE IN PROJECTED REVENUE - INC/(DEC)

Debt Service Fund Local Taxes	+ \$498,173
State Aid	0
Surplus Appropriation	+ <u>4,851</u>
Total Debt Service Fund Increase	+ \$503,024

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## SIGNIFICANT BUDGET DECISIONS

### DEBT SERVICE

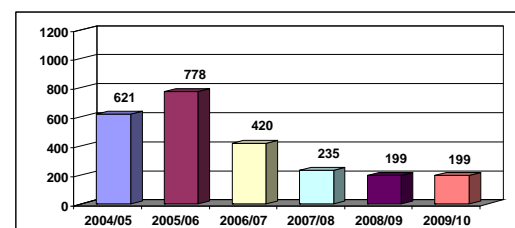
2010-11 Proposed Budget	\$7,032,586
2009-10 Current Budget	<u>\$6,529,562</u>
Dollar Increase	\$ 503,024
% Increase	7.70%

- 1<sup>st</sup> year cost of approved referendum \$574,417
- Within dollars expended historically for capital projects

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## COMPARISON – TAX INCREASE ON AVERAGE HOME – LAST 6 YEARS



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## PROJECTED TAX IMPACT

- **Montgomery Residents (School Year Basis)**
  - Assessments declined by \$15 million
  - Projected School Tax Rate (based on current assumptions)
    - \$1.840 per \$100 assessed value
    - +.065 cents or 3.66%
    - \$332 increase for average assessment of \$510,000
- **Rocky Hill Residents (Calendar Year Basis)**
  - Assessments increased by \$550,000
  - Projected School Tax Rate (based on current assumptions)
    - \$2.127 per \$100 assessed value
    - +.001 cents or .05%
    - \$3 increase for average assessment of \$225,000
    - Projected school year +\$112

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## TIMETABLE FOR FINALIZING A 2010-11 BUDGET

- Further Discussion on Budget 2/23, 3/9
- Governor's Budget Message 3/16
- Distribution of State Aid 3/18
- Board adopts budget 3/18
- Deadline for submitting budget 3/22
- Public Hearing on budget 3/30
- Board adopts final budget 3/30
- Annual School Election 4/20

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## SIGNIFICANT UNKNOWNNS

- State Aid
- Local Tax Levy Cap
- Surplus
- Projected Increase for medical/prescription premiums

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## SUMMARY

- Continuing to Receive Community Input
- Minimizing Spending Growth
- Presently Achieving Board Goals and Priorities
- Budgeting for Innovation: System To Improve the Teaching and Learning
- Planning for Contingencies

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## GENERAL FUND BUDGET CONTINGENCY PLANS

Budget Scenarios	Reduction Needed
0% Tax Increase, 10% Loss of State Aid, 10% Reduction of excess surplus, 10% increase over projected benefits	3.5 million
0% Tax Increase, 10% Loss of State Aid Current projected increase in benefits	2.4 million
0% Tax Increase, Flat State Aid Current projected increase in benefits	1.7 million
3% Tax Increase, 10% Loss of State Aid Current projected increase in benefits	0.5 million
3% Tax Increase, Flat State Aid Current projected increase in benefits	-0-

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## QUESTIONS/COMMENTS

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Mr. Barclay and Montgomery Township staff members presented on Innovations in Professional Learning as follows:

## Innovations in Professional Learning

February 9, 2010



## How PLCs Help Our Students

- Teaching styles
- Differentiation of instruction
- Frequent meetings
- Establishing a sense of community



## Professional Learning Communities

Presented by: Jessica Gillis, Nicole Salles,  
Kimberly Staub, and  
Jamie Wang  
First Grade Teachers: Orchard Hill Elementary School



## How We Are Looking At Student Work

- Discussion of standards and benchmarks
- Sharing Writing, Spelling and Math samples
- Gathering feedback, reflecting and implementing change



## How PLCs Have Helped Us Professionally

- Sharing of ideas and materials to enrich our curriculum
- Honest evaluation and feedback
- Sharing of different perspectives, passions, and expertise



## How Is Our Group Working?

- Cooperation and compromise
- Teaching and learning philosophies
- Respect of ideas and opinions
- Working and sharing outside of our PLC meeting times
- Flexible and supportive



## What Are We Working On?

- Our SMART goal focuses on building student literacy independence and developing individual reading and writing stamina
- Integrating components from various programs to meet the needs of the students in our classrooms



## Modeling Methodology



## Teacher-Led Professional Learning



## Modeling Methodology @ MTSD February 2010



## Teacher-Led Professional Learning

- Montgomery's Local and School Professional Development Committees
- LPDC and SPDC-What's the Difference?
- Work of the SPDC-State Template, Feb. 12<sup>th</sup> Staff Day
  - Overview of Feb. 12<sup>th</sup> Plans-
    - OHES-Professional Learning Communities ("PLCs") and Break-Out Workshops (Articulation, Assessment, Writing)
    - VES-Reading and Writing Across the Curriculum
    - LMS-Teaching to All Learners, Articulation
    - UMS-Best Practices for ICS, Stress Management, Interdisciplinary Planning
    - MHS-Child Study Team Discussions, Interdepartmental Activities
- LPDC-Drafting District Plan February 18<sup>th</sup>



Montgomery Township School District

## The Challenge



## Welcome to First Choice University

Traditional science courses do little if anything to help students **acquire** advanced reasoning skills.

Science courses tacitly **select** students with advanced reasoning skills and discourage others by continual confrontation with information which they cannot process.



## What Modeling Students Do

Step 1: In the “paradigm” lab, students:

- Design experiments
- Consider alternatives
- Defend methodology
- Obtain data
- Draw conclusions



## Findings:

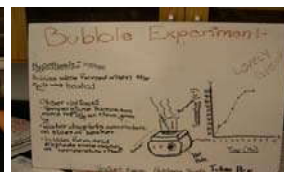
### Physics Education Research

- Active area of research since early 1980s
- Results of traditional lecture-demo instruction are uniformly poor for all teachers, regardless of instructor's experience and academic background.
- **Interactive-engagement methods** can be superior to traditional methods by up to two standard deviations.

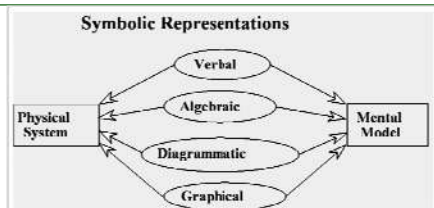


## What Modeling Students Do

- Step 2: Whiteboard & Present Findings; Q&A



## What's a “Model?”

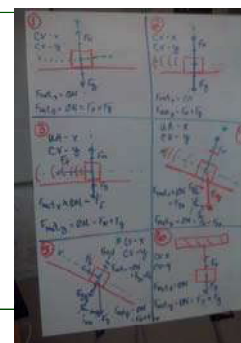


**\*\* A path to robust understanding involves exploring the relationships between these representations\*\***



## What Modeling Students Do

- Step 3: Build class consensus; refine ways to represent ideas
- Step 4: Deploy model to analyze new situations





## Implementation Issues

### Culture Shock: All Stakeholders

- Students
  - Use constructed models to solve problems
- Teacher
  - Consensus leader, chief of questions, no final authority
- Parents
  - Question transformed from “What did you do in science class?” to “Explain how the class developed a consensus on this problem?” and “What is the underlying model for this physical phenomenon?”



## MTSD Plan

### Unify Courses – Energy Model

- 8<sup>th</sup> Grade Physical Science
- 9<sup>th</sup> Grade Physics
- 10<sup>th</sup> Grade Chemistry
- 11<sup>th</sup> Grade Biology
  - biology course with major molecular biology component.
- 12<sup>th</sup> Grade Integrated Elective Science



## Implementation Issues

- Formidable teacher learning curve.
- Teacher must adjust approach to local conditions.
- Need to reform staff observation and evaluation instruments.



## MTSD Plan

### Professional Development

- Not “good, old-fashioned PD”
- Central Jersey Modeling Institute
  - Center for Modeling Instruction in NJ, Western PA, and NY Metro area.
- 3 week, 100+ hour workshops
  - Year 1: 2009 Physics (mechanics)
  - Year 2: 2010 Physics & Chemistry
  - Year 3: 2011 Physical Sci., Physics, & Chem.
  - Year 4: 2012 Phy. Sci., Phy, Chem, & Bio.



## MTSD Vision

- Develop school-based experts
  - Get trained and then lead training
- Implement best-practices in science education
- Use data to drive pedagogy and instruction
  - Provide evidence that concepts are mastered and remain.
  - Develop benchmark assessments
- Develop competent and confident students
  - Emphasize conceptual knowledge, not memorization
- Meet the needs of all learners



## MTSD Plan

### Professional Development

- Participants:
  - MTSD Science & Math Instructors
- Pre-service Educators
  - Rider
  - TCNJ
  - Rutgers
  - Princeton
- Regional Consortium Districts
- National Participants



## MTSD Plan Professional Development

- Partners
  - Government
    - NJ DOE
    - County Science & Math Supervisors
    - Congressional Stem-Ed Caucus
  - Local Universities
    - Arizona State University
  - Local & National Corporations
    - STEM Companies
    - Data logging equipment providers
  - Organizations
    - NJSTA
    - NSTA
    - MTEA and NJPSA



## The Promise



Time was allowed for questions and comments from the board and public.

Feedback included a request to look at the planting of trees as a tiny priority in the budget, possibly set aside \$1,000 for new trees. Suggestion was made to plant trees at the schools for Arbor Day.

### 2010 – 2011 SCHOOL YEAR CALENDAR

The proposed 2010-2011 was reviewed with the following changes based on feedback:

- One February professional development day was moved to the end of spring break.
- Three snow days have been built into the calendar.
- Late start due to summer construction schedule. This is subject to change if the architect decides more time is needed the following summer.

The calendar is posted on the website and will be voted on at the next board meeting.

Dr. Wang requested the calendar include “Montgomery Night Off” on March 3<sup>rd</sup>.

### COMMITTEE/REPRESENTATIVE REPORTS

#### Representative Reports

##### Student Representative Report

Ms. Juhi Shah, student representative, reported that midterms were completed last week, and school is now into the third marking period. She added that next Friday is the winter dance and proceeds will be donated to the Family Reach Foundation.

##### MTEA Report

Mr. Chris Crow, MTEA President, gave the following report:

- The 2010 Music from the Heart in collaboration with the High School Band Parents Association will present “Hello Dolly” on Saturday, May 15. Proceeds go to the MTEA Scholarship Fund and the Band Parents Association.
- Read Across America will take place on Tuesday, March 2. Guest readers from across our district and community are coming to read to our students at Orchard Hill, Village

Elementary School and the Lower Middle School. Each school has its own plan to celebrate. Interested volunteers should contact Ms. Laurie Winer at [lwiner@mtsd.us](mailto:lwiner@mtsd.us) or Mr. Chris Crow at [ccrow@mtsd.us](mailto:ccrow@mtsd.us).

- The MTEA will be adding an 8th scholarship this year in honor of community member Mr. John Warms. All books donated this year in our Read Across America program will be done so in Mr. Warms' honor. Funding for these scholarships comes from donations from MTEA members and proceeds from Music from the Heart.

### Board Member Delegate/Representative Reports

#### NJSBA

Dr. Ross reported that March 1 is the deadline for resolutions to the New Jersey School Boards Association Delegate Assembly.

### Board Committee Reports

#### Assessment, Curriculum and Instruction Committee Report

Dr. Ross gave her report as follows:

The Assessment, Curriculum, and Instruction Committee met January 15 and January 29.

#### January 15

- Discussed a presentation by Mr. Popadiuk and Ms. Renga on the MHS Program of Studies, which was approved by the board at its January 26 meeting
- Note that there will be limited paper copies available; the Program of Studies is available online. Go to the High School page, then to the Guidance page, and the link is on the front Guidance page.
- The pdf is formatted to print out pages of particular interest without wasting white space.

#### January 29

Heard a presentation by Pupil Services Dept., a Special Education Mid-year Review

- This year, the department effectively implemented
  - Integrated preschool program
  - Grade 3-4 autism program (adding onto our PK-2 program)
  - Extended high school language learning disabled (LLD) program one more year (was grade 9 last year) with increased opportunities for vocational skill development in the community
- Plans for the coming year – These items will be predominantly funded by ARRA (federal stimulus) funds
- Will be expanding a Behavior Specialist position from part time to full time; she provides direct intervention and consultation for autistic and LLD programs among others
- Greater investments in technology
  - Developing a district-wide Intervention and Referral Services database to help improve efficiency and thoroughness of service
  - Adding assistive technology, for example, enhanced audio and Dragon software providing speech to text and back.

- Professional development
  - For teachers on effective strategies for specific learning needs for special education / general education students, (including training on specialized curricula and on the unique needs of students with specific disabilities.)
  - Teacher Instructional Assistants will also receive professional development to support education of students in the least restrictive environment.

#### Finance and Budget Committee Report

Mr. Jacey reported that the committee met on February 1 and this morning. The focus has been on budget development. The district will develop the “blue book” at the appropriate time as there are too many unknowns right now.

Mr. Jacey reported that the committee interviewed two insurance brokerage firms. The committee chose Grinspec, who is on tonight’s agenda for approval.

#### Human Resources Committee Report

Ms. Bradley reported that the committee met on February 4 and discussed the following items:

- Business Office reorganization to improve efficiency and workflow with no budget impact.
- Discussion about this year’s budget newsletter. A postcard reminder will be sent out directing people to information on the website with paper copies available for viewing at the business office. Due to limited time to finalize budgets, there is not sufficient time to mail and prepare a newsletter.
- Began preparations for negotiations with the CWA (bus drivers and bus aides association).
- Search is underway for a new Language Arts Director to replace Ms. Candy Mulligan who is leaving the district.

#### Operations and Facilities Committee Report

Mr. Rimal reported that the committee is meeting on Friday to discuss the referendum projects.

#### Policy Committee Report

Dr. Wang reported that the committee met on January 22. The committee discussed the possibility of a new policy (24/7) to deal with student situations that occur off campus/off hours. The committee also reviewed its charter which includes six meetings per year. The board discussed the year term and agreed it should be from one reorganization meeting to the next.

#### President’s Report

President Pettit reported that there are important things happening in Trenton. Information can be found on the district website. He urged the public to contact our legislatures and voice their opinion.

#### BOARD/PUBLIC COMMENTS

Mr. Crow discussed the calendar, thanking the board for a third snow day and change of professional development day. Mr. Crow questioned the purpose of a set graduation date.

Mr. Wirsul commented on the following items:

- MTEA Teacher Salary guide and areas of lower increases
- Asked if a proposal was requested from PSE&G rather than using the ACES program
- Asked if a teacher makes a salary and then gets a stipend, is the stipend added to the pension?
- Stated he does not want to see XXs and OOs in the blue budget book

- Stated opinion that students involved in athletic programs should do community service (captains can take the lead).
- Administrators mentoring teachers to save on mentor stipends.
- Allow a larger group of students to be board representatives and to attend board meetings

Mr. Kim responded that the fixed graduation date was to not inconvenience families who had relatives traveling in for graduation ceremonies if the date was moved.

Ms. Bradley added that families had previously requested a set date for both travel and time off from work.

Mr. Venanzi responded that stipends are not pensionable. Only contracted salaries are pensionable. Mr. Venanzi responded that discussion on the ACES program was planned for the next OFC meeting. He noted that the Accountability Regulations require that school districts participate in the ACES program.

Mr. Kim responded that supervisors and administrators cannot serve as mentors to teachers.

Mr. Kim responded with regard to the MTEA teacher salary guide that it was the intention of the board to set a higher starting salary to recruit the best teachers possible. Novice teacher increases are low for the first five years. More money has been added to the middle of the guide in an effort to retain good teachers.

Ms. Bradley responded that there are several community service initiatives by athletic teams (i.e. walk for autism, food drive). She added that our students do a lot of community service without a requirement for graduation.

President Pettit responded that the board spends an enormous amount of time responding to Mr. Wirsul's questions. Some questions have been answered several times. President Pettit reiterated that student representatives are student elected positions.

#### REVIEW OF MINUTES

The board reviewed the minutes of the following Board Meetings:

January 12, 2010 Executive Session Meeting  
January 12, 2010 Workshop Meeting  
January 25, 2010 Special Meeting  
January 26, 2010 Executive Session Meeting  
January 26, 2010 Business Meeting

Dr. Ross had one editorial change on the January 12 workshop minutes.

The board agreed to vote on the minutes at the February 23, 2010 board meeting.

#### REVIEW DRAFT AGENDA FOR February 23, 2010

Ms. Bradley asked about the consultant approval to mentor Mr. Popadiuk.

Mr. Kim responded that the mentorship is required by law. The consultant is a Principal in West Windsor/Plainsboro.

Dr. Ross discussed the following item on the February 23 agenda: Approve the District's Race to the Top Memorandum of Understanding

This was submitted by MTSD in support of New Jersey's application that went into the U.S. Department of Education on January 19.

The Memorandum of Understanding was signed by the Superintendent and Board President.

The Memorandum of Understanding indicated agreement with nearly all features of New Jersey's plan but included many qualifications (which Board members should read).

Two themes:

1-Where the plan requires the district to undertake activities that are not currently funded and in our scope of activity, the district must be compensated for these activities from the RTT grant funds. Once RTT is over, if the activities are continuing (rather than one-time investments), the state must agree to continuing funding to cover those costs.

2- Support a more measured approach to the use of student assessments in teacher and principal evaluation and related decisions regarding employment and promotion. This reflects skepticism about the quality of student assessments as comprehensive measures of student growth, and the idea that additional information should enter into evaluations and employment-related decisions, as well as that student assessments should inform professional development, lesson planning, and the design of future assessments.

The Memorandum of Understanding is not a contract. Should New Jersey win a Race to the Top grant, the state and district would discuss the specifics of the activities to be undertaken and the grant funds to be received. Awards will be announced in April. New Jersey is preparing an application under the new Governor and team to submit June 1, so there will likely be further discussion of Race to the Top plans over the coming months.

### **BOARD/PUBLIC COMMENTS**

Mr. Wirsul asked the board to request a waiver on the mentorship for Mr. Popadiuk.

Mr. Kim responded that he does not recommend a waiver. He added that it is in the best interest of the board to have a mentor for Mr. Popadiuk.

## ACTION AGENDA

### 3.0 FINANCE

A motion was made by Dr. Ross and seconded by Ms. Bradley to approve agenda items 3.1 through 3.4 as follows:

- 3.1 Travel Reimbursement – 2009/2010 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 17).
- 3.2 Resolution to Approve an Addendum for the Demand Response Program - Approve the following resolution to the agreement with North American Power Partners for an addendum for an extension of one year for the demand response program.

WHEREAS, the Montgomery Township Board of Education (hereinafter referred to as the “Board”) is a party to an agreement with North America Power Partners, LLC (hereinafter referred to as “NAPP”), dated August 13, 2009; and

WHEREAS, the Board wishes to memorialize changes to the terms and conditions of the Agreement set forth in the attached Addendum;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the Addendum to the Agreement with NAPP upon the terms and conditions set forth in the Addendum that is attached hereto and made a part hereof;

BE IT FURTHER RESOLVED that the Board President and Board Secretary/Business Administrator are hereby authorized to execute the Addendum as well as any and all other documents necessary to effectuate the terms of this resolution.

- 3.3 Resolution for the Waiver of Requirements for the Special Education Medicaid Initiative (SEMI) Program – approve the following resolution:

Whereas, NJAC 6A:23A-5.3 provides that a school district may request a waiver of compliance with respect to the district’s participation in the Special Education Medicaid Initiative (SEMI) Program for the 2010-11, and

Whereas, the Montgomery Township Board of Education desires to apply for this waiver due to the fact that it projects having 40 or fewer Medicaid eligible classified students for the 2010-11 budget year;

Now Therefore Be It Resolved that the Montgomery Township Board of Education hereby authorizes the Chief School Administrator to submit to the Executive County Superintendent of Schools in the County of Somerset an appropriate waiver of the requirements of NJAC 6A23A-5.3 for the 2010-11 school year.

- 3.4 Appointment of Insurance Broker of Record - approve the following resolution regarding the appointment of an insurance broker of record:

The Montgomery Township Board of Education hereby resolves effective March 1, 2010 to make the following changes to its group insurance programs:

1. Designate Grinspec Consulting, a Division of Brown & Brown, Inc., as the Board's group insurance broker-of-record for our Horizon Blue Cross Blue Shield of New Jersey group medical and prescription insurance programs, group # 85579.

Grinspec Consulting is authorized to act on behalf of the Board in all matters related to these programs. Grinspec Consulting's responsibilities will include – but are not limited to – negotiating annual renewal rates, marketing our group insurance programs, and aiding our staff in the resolution of billing, enrollment, and claim problems. Grinspec Consulting is authorized to receive commission payments from Horizon as compensation for their services, percentages for which are currently included in our premium rates.

The Board of Education accepts Grinspec Consulting's proposal that commissions payable for these programs for 2010-2011, 2011-2012, and 2012-2013 will be at flat-dollar amounts, per their revised offer letter dated February 2, 2010.

2. All appropriate Board of Education staff are authorized to take such action and affect such documentation as necessary to implement these changes.
3. This resolution rescinds any prior broker-of-record appointment for these programs.
4. This resolution does not change the board's broker-of-record designation for its group dental insurance, disability insurance, Flexible Spending Account, or Property-Casualty insurance programs.

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

#### 4.0 PERSONNEL

A motion was made by Mr. Rimal and seconded by Dr. Ross to approve personnel agenda item 4.1 as attached (see Pages 18-20).

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

#### ADJOURNMENT

A motion made by Mr. Rimal and seconded by Dr. Wang that the meeting be adjourned at 10:46 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,

Thomas M. Venanzi  
School Business Administrator/  
Board Secretary



# Montgomery Township Board of Education

## Travel Reimbursement Requests

### 2009/2010

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to- Date Total**
Ann DeGennaro	MHS	3/22/10	NJASECD Conference					\$75.00		\$75.00	\$270.00
Erica Disch	VES	4/9/10	FLENJ Spring Conference		\$10.11			\$150.00		\$160.11	\$222.36
Odenis Goris	VES	4/9/10	FLENJ Spring Conference		\$10.11			\$150.00		\$160.11	\$160.11
Brenda Huneryager	OHES	2/12/10	Accelerated Literacy Learning for K-2					\$45.00		\$45.00	
Brenda Huneryager	OHES	2/12/10	What Counts as Evidence?					\$45.00		\$45.00	\$1,082.83
Karin Lee	MHS	3/18/2010	German Classroom Technologies					\$45.00		\$45.00	
Kerry Miller	OHES/VES	3/10 - 3/11/10	Functional Analysis & Treatment of Severe Behavior Disorders					\$305.00		\$305.00	
Kerry Miller	OHES/VES	4/22/2010	Partners in Progress: ABA & Speech Therapy					\$175.00		\$175.00	\$660.00
Debra O'Reilly	VES	4/28 - 4/30/10	Wilson Applied Methods at the New Grange Education Center					\$575.00		\$575.00	\$575.00
Martha Ospina	LMS	4/9 - 4/10/10	FLENJ Spring Conference					\$210.00		\$210.00	\$210.00
Erin Patterson	OHES	4/22/2010	Partners in Progress: ABA & Speech Therapy					\$175.00		\$175.00	\$890.10
Jacqueline Raftery	MHS	2/23/2010	Practical Strategies for Managing Oppositional and Other Challenging Student Behaviors		\$25.13					\$25.13	
Jacqueline Raftery	MHS	3/12/10	ALC Spring Conference		\$27.03			\$75.00		\$102.03	\$407.12
Heide Ratliff	OHES/VES	2/24/10	Effective Neurological Management of Sensory Processing Disorder					\$189.00		\$189.00	\$189.00
Peggy Rose	UMS	3/19/2010	Youth Art Month - State Exhibit Reception		\$13.64					\$13.64	
Peggy Rose	UMS	3/28/10	Youth Art Month - County Reception		\$11.16					\$11.16	
Peggy Rose	UMS	5/12 & 5/14/10	Teen Arts Festival		\$19.84					\$19.84	\$198.94
Elise Ryan	LMS	2/17/10	Lunar Rocks Training		\$4.65					\$4.65	\$4.65
Meghan Sank	OHES	3/10 - 3/11/10	Functional Analysis & Treatment of Severe Behavior Disorders					\$305.00		\$305.00	\$305.00
Tara Staab	LMS	5/13 - 5/14/10	NJ Tech Ed Association's Annual Conf.					\$250.00		\$250.00	\$250.00
Jason Sullivan	MHS	3/18 - 3/21/10	NSTA National Conference					\$220.00		\$220.00	\$220.00
Victoria Woods	MHS	3/18/10	German Classroom Technologies					\$45.00		\$45.00	\$45.00

\*Excluding Tolls

\*\*Estimated

BOE

2/9/10

\*\*Includes Registrations.

#### 4.1 PERSONNEL

##### Resignations/Retirements/Terminations/Rescissions

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
DISTRICT	Harold Doctor	Supervisor/Building & Grounds	06/30/2010	Retirement	04/12/1976 – 06/30/2010
DISTRICT	Elaine Lillie	Controller	06/30/2010	Retirement	05/22/1990 – 06/30/2010

##### Appointments/Reinstatements

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Aileen O'Shea	Teacher/Literacy Support (Leave Replacement)	Karen Winters	BA Step 1	\$51,190.00	Yes	02/04/2010 – 06/30/2010
LMS	Justine Clarke	Teacher/Health & PE (Leave Replacement)	Alisa Mullen	BA Step 1	\$51,190.00	Yes	03/04/2010 – 06/30/2010
LMS	Justine Clarke	Teacher/Health & PE (Leave Replacement)	Alisa Mullen	BA Step 1	\$51,190.00	Yes	09/01/2010 – 01/28/2011
DISTRICT	Jacqueline Robicheau	Bus Driver	Shirley Corso	Step 3	\$18.94/hour	Yes	02/16/2010 – 06/30/2010
UMS	Lindsey Scheman	Teacher/Science/Grade 7 (Long Term Sub)	Jamie Witsen		\$85.00/Day		02/04/2010 – 03/03/2010 (Revised)
UMS	Lindsey Scheman	Teacher/Science/Grade 7 (Long Term Sub)	Jamie Witsen	BA Step 1	\$51,190.00	Yes	03/04/2010 – 03/26/2010 (Revised)
OHES	Laura Boss	Teacher/Remedial Math (Leave Replacement)	Esther Conard	MA Step 1-2	\$55,615.00	Yes	11/30/2009 – 06/30/2010 (Revised)

##### Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
OHES	Steve Borlan	Custodian	Sick Bank Leave	02/12/2010 – 03/12/2010 (paid w/benefits)
VES	Suchita Patel	Teacher Instructional Aide	Leave of Absence	Unpaid leave of absence 06/01/2010 – 06/08/2010
OHES	Karen Winters	Teacher/Reading Recovery	Temporary Disability Leave Family Leave Anticipated Return	02/04/2010 – 04/15/2010 (paid w/benefits) (Revised) 04/16/2010 – 06/30/2010 (unpaid w/benefits) 09/01/2010

**Appointment 2009-2010 Co-Curricular Assignments**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Stipend</b>	<b>Pro-rated</b>	<b>Dates of Employment/Notes</b>
MHS	Peter Mueller	Baseball, Head Coach	\$6,944		2009-2010 Spring Season
MHS	Tom Huelbig	Baseball, Varsity Assistant Coach	\$4,867		2009-2010 Spring Season
MHS	Ryan Kane	Baseball, JV Coach	\$4,867		2009-2010 Spring Season
MHS	Matt Mingle	Baseball, Freshman Coach	\$4,192		2009-2010 Spring Season
MHS	Calvin Fisher	Baseball, Volunteer Coach	-----		2009-2010 Spring Season
MHS	John Ketterer	Baseball, Volunteer Coach	-----		2009-2010 Spring Season
MHS	Walt Walker	Baseball, Volunteer Coach	-----		2009-2010 Spring Season
MHS	Joe Bassford	Golf, Boys Head Coach	\$5,317		2009-2010 Spring Season
MHS	Jen Jones	Golf, Girls Head Coach	\$5,317		2009-2010 Spring Season
MHS	Don Green	Lacrosse, Boys Head Coach	\$7,067		2009-2010 Spring Season
MHS	Andrew Carfley	Lacrosse, Boys Varsity Assistant Coach	\$5,005		2009-2010 Spring Season
MHS	Jon England	Lacrosse, Boys JV Coach	\$5,005		2009-2010 Spring Season
MHS	Timothy Sullivan	Lacrosse, Boys Freshman Coach	\$3,892		2009-2010 Spring Season
MHS	Justin Tischler	Lacrosse, Boys Volunteer Coach	-----		2009-2010 Spring Season
MHS	Tiffany Trockenbrod	Lacrosse, Girls Head Coach	\$7,067		2009-2010 Spring Season
MHS	Laurie Hunter	Lacrosse, Girls Varsity Assistant Coach	\$5,005		2009-2010 Spring Season
MHS	Erin Reynolds	Lacrosse, Girls JV Coach	\$5,005		2009-2010 Spring Season
MHS	Katie Foster	Lacrosse, Girls Freshman Coach	\$3,892		2009-2010 Spring Season
MHS	John Rooney	Softball, Head Coach	\$6,944		2009-2010 Spring Season
MHS	Suzanne Trautwein	Softball, Varsity Assistant Coach	\$4,867		2009-2010 Spring Season
MHS	Cristina Venetucci	Softball, JV Coach	\$3,650.25	75%	2009-2010 Spring Season
MHS	Kelly DeBow	Softball, JV Coach	\$1,216.75	25%	2009-2010 Spring Season
MHS	Tom Wain	Softball, Volunteer Coach	-----		2009-2010 Spring Season
MHS	John Arnold	Tennis, Boys Head Coach	\$6,204		2009-2010 Spring Season
MHS	Chris Resch	Tennis, Boys JV Coach	\$4,542		2009-2010 Spring Season
MHS	Zoran Milich	Track & Field, Boys Head Coach	\$6,950		2009-2010 Spring Season
MHS	Jim Goodfriend	Track & Field, Girls Head Coach	\$6,950		2009-2010 Spring Season
MHS	Jen Riddell	Track & Field, Assistant Coach	\$4,867		2009-2010 Spring Season
MHS	Tim Bartholomew	Track & Field, Assistant Coach	\$4,867		2009-2010 Spring Season
MHS	Vincent Figueroa	Track & Field, Assistant Coach	\$4,867		2009-2010 Spring Season
MHS	Ricky Steeb	Track & Field, Assistant Coach	\$4,867		2009-2010 Spring Season
MHS	Kevin Tait	Track & Field, Volunteer Coach	-----		2009-2010 Spring Season
MHS	James Griffin	Weight Room Supervisor	\$2,374		2009-2010 Spring Season
UMS	Michael Girvan	Baseball, Head Coach	\$4,107		2009-2010 Spring Season
UMS	Johanna Snedeker	Gymnastics, Head Coach	\$4,692		2009-2010 Spring Season
UMS	Mike Falco	Softball, Head Coach	\$2,058.50	50%	2009-2010 Spring Season
UMS	Shanna Altieri	Softball, Head Coach	\$2,058.50	50%	2009-2010 Spring Season

UMS	Robert Scarpa	Track & Field, Boys Head Coach	\$4,117		2009-2010 Spring Season
UMS	Claire Scarpa	Track & Field, Girls Head Coach	\$4,117		2009-2010 Spring Season
UMS	Kevin Armstrong	Track & Field, Assistant Coach	\$3,592		2009-2010 Spring Season

**Other**

<b>Location</b>	<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Salary/Stipend</b>	<b>Pro-Rated</b>	<b>Dates of Employment/Notes</b>
MHS	Nicholas Mylowe	Teacher/Industrial Arts		\$300.00		02/01/2010 – 06/30/2010 Mentor for Thomas Montanari
VES	Klaudia Lasic	Teacher/Music	MA Step 10-11	\$61,130.00	Yes	02/01/2010 – 06/30/2010 Salary Advancement to MA
MHS	Robert Zywicki	Teacher/Social Studies	MA Step 6-7	\$57,830.00	Yes	02/01/2010 – 06/30/2010 Salary Advancement to MA