

PUBLIC HEARING & BOARD OF EDUCATION MEETING MINUTES
October 27, 2020

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2020, to the Home News Tribune and The Times. Copies of the notice also were placed in the Board Office and in each of the district schools on January 24, 2020, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks on January 24, 2020. In addition, on October 23, 2020, a notice of the time, date, location, instructions for remote access and making public comment and, to the extent known, the agenda of this meeting were sent to the Home News Tribune and The Times, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

The virtual meeting of the West Windsor-Plainsboro Board of Education was called to order by Board President Kaish at 6:30 p.m. via Zoom. Upon motion by Mr. Fleres, seconded by Mr. Whitfield, and by unanimous voice vote of all present, the meeting adjourned immediately into closed executive session to discuss the following:

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel Matters; Student Residency Matter
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Health Insurance Renewal
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	OCR Case No. 02-19-1423
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

The virtual meeting reconvened to public session at 7:32 p.m. via Zoom. The following Board members were present:

Mr. Isaac Cheng
Mr. Anthony Fleres
Ms. Louisa Ho

Ms. Rachel Juliana
Ms. Michele Kaish
Ms. Dana Krug

Ms. Graelynn McKeown
Mr. Martin Whitfield
Ms. Robin Zovich

No Board members were absent. Present also were: Dr. David Aderhold, Superintendent of Schools; Dr. Christopher Russo, Assistant Superintendent for Finance/Board Secretary; Mr. James Earle, Assistant Superintendent for Pupil Services/Planning; Dr. Pamela Nathan, Assistant Superintendent for Curriculum & Instruction; Mr. Patrick Duncan, Special Assistant for Labor Relations; and Ms. Charity Comella, Director of Human Resources. Also present was board attorney, Mark Toscano, Esq.

BOARD PRESIDENT'S COMMENTS

Board President Kaish welcomed everyone to the meeting and explained there was an executive session earlier so the meeting had already been called to order.

SPECIAL PUBLIC HEARING ON THE SUPERINTENDENT OF SCHOOLS CONTRACT

At 7:33 p.m., Board President Kaish opened the Special Public Hearing on the Superintendent of Schools Contract. Ms. Kaish provided background information on the reasons behind the public hearing on the superintendent's contract this evening. She explained the salary caps imposed by former Governor Christie in 2011, and the elimination of all superintendent salary caps by Governor Murphy in the summer of 2019. The elimination of the superintendent salary caps triggered a clause in Dr. Aderhold's contract allowing for a renegotiation of his contract. Ms. Kaish conveyed that both Dr. Aderhold and the Board agreed to wait until spring of 2020 to take any action in response to the change in the salary cap law. Back in February and March, the Board, with the help and assistance of the Board attorney, Mark Toscano, negotiated with Dr. Aderhold on the terms of a new employment contract. Ms. Kaish explained that, at the time, the Board reviewed and discussed the actions and trends of boards of education in comparable New Jersey school districts to better understand the impact of the elimination of salary caps on superintendent contracts. She shared that an agreement was reached in March as to the terms for a new employment contract, but before any formal action could be taken, the pandemic hit. Given all the uncertainty at the beginning of the pandemic, the Board and Dr. Aderhold mutually agreed to delay moving forward with a new contract at that time. Following the public meeting on September 22, the Board and Dr. Aderhold agreed to move forward on the new employment contract. The new proposed contract, which will run until June 30, 2025, was submitted to the Executive County Superintendent for approval on October 2, was conditionally approved on October 16, and was fully approved on October 20. The Public Hearing on the Superintendent's Contract was advertised as required, and a press release was posted on the district website and broadcast on social media announcing the public hearing and vote. Ms. Kaish noted that personnel matters and contract negotiations are strictly confidential and are not discussed publicly. However, now that an agreement has been reached, and the Board is prepared to vote, Board Attorney Mark Toscano will summarize the terms of the contract that was negotiated between the Board and Dr. Aderhold.

Mark Toscano summarized the three main areas of the contract that were negotiated between the Board and Dr. Aderhold. First, Mr. Toscano outlined the changes to compensation. Mr. Toscano explained that merit goals were eliminated and the salary amount was increased to \$249,900, representing a \$10,000 increase over the total compensation in the current contract. In addition, the proposed contract provides for an annual increase of 2.5% per year, compared to the prior contractual 2% increase, which was mandated by law. Next, Mr. Toscano outlined the terms of the agreement. The current contract would have expired in 2022, but a clause in the contract allowed for its renegotiation if superintendent salary caps were eliminated,

which they were in 2019. The proposed new contract term is 5 years, expiring in 2025. Lastly, Mr. Toscano outlined the fringe benefits modifications. The proposed contract allows for 2 additional personal days, membership in 2 additional associations, and 3 additional days of vacation. A provision was added to allow, during a school year in which there is public health crisis for at least 3 months, for vacation days not used to roll over to the subsequent school year. Mr. Toscano explained that there were other minor revisions made to legal wording or wording changes requested by the county office. The proposed contract was approved by the county executive superintendent and found to be in compliance with New Jersey Department of Education fiscal accountability regulations and found to be comparable to similar districts.

SPECIAL OPPORTUNITY FOR PUBLIC COMMENT ON THE SUPERINTENDENT OF SCHOOLS CONTRACT

Ms. Kaish read the following statement:

The Board invites thoughts and reactions from members of our community on the Superintendent of Schools Contract who submitted written comments to the Board Secretary prior to the submission deadline for this meeting and from those who have signed up on the form to comment via video and/or audio that was open and available on the District website up until the start of this Special Opportunity for Public Comment. Any written comments that were submitted prior to the deadline for this meeting will be read aloud by the Board Attorney for three minutes in accordance with Board Policy 0167. Members of the public who did not submit written comments and who have signed up will be offered the opportunity to make their comments via video and/or audio. Members of the public will not be permitted to submit both written comments and make additional comments via video and/or audio. Each comment should be directed to the Presiding Officer, not individual members of the Board, and must be made in accordance with the procedures and three-minute time limit set forth in Board Policy 0167. If the comment extends beyond three minutes, speakers will be asked to conclude their comments and may be muted by the Moderator. Once an individual has finished their comment or their three minutes has expired, their audio and video will be turned off by the Moderator.

The following members of the public commented via audio and video:

Maya Kamath, 19208 Warbler Way, West Windsor, commented in support of Dr. Aderhold's contract renewal.

Geeta Telang, 2 Stonewall Drive, West Windsor, commented in support of Dr. Aderhold's contract renewal.

Andrea Bean, 346 Clarksville Rd, West Windsor, commented, personally and on behalf of the West Windsor-Plainsboro Administrator's Association (WWPAA), in support of Dr. Aderhold's contract renewal.

Veronica Mehno, 41 Galston Drive, Princeton Junction, commented opposing Dr. Aderhold's contract renewal at this time, given the pandemic and high taxes. She also questioned the calculations of the salary increase, explaining that the user- friendly budget shows \$204,000 as the Superintendent's salary.

Board Attorney Mark Toscano read the following written public comments:

Harshad Kamat, 17 Parker Rd, Plainsboro, 08536 wrote:

Currently when people are losing their jobs and budgets are tight even with schools, it is not the time that the superintendent gets a 25% raise. There is a reason a contract was signed so the superintendent has job security for 5 years and the salary is locked in. There is no reason why this contract be voided and salary

be raised. I do not see anything extraordinary performance from our superintendent that warrants this exception. It is High time now that the board starts working for the community and not for the superintendent. If the board has so much money to spare, then that money should be used to hire more teachers so that our student to teacher ratio can be reduced which is already over the state limit.

Mary-Vicki Algeri, 5 Meadow Run, Princeton Junction, 08550 wrote:

I write as a parent of a 1st grader and 4th grader in the district. I believe Dr. Aderhold's leadership has been exceptional in ensuring the mission of educating the whole child. Also, my husband and I greatly appreciate his leadership, communication and prioritization of the health and well being of our students and community during the pandemic. I am in education professionally and know him as a leader in the field, and he is seen as such in wide circles in education. Our hope is that we do everything to keep him in our district.

Benjamin Bratton, 119 Acadia Ct, West Windsor, 08540 wrote:

Our family is proud to be a part of the outstanding WW-P district and we appreciate the leadership provided by the board of education and Dr. Aderhold (along with the other outstanding district and school level administrators).

Lisa Wolfe, 1 Partridge Run, Princeton Junction, 08550 wrote:

I know that Dr Aderhold has been working diligently (attends state level meetings as well as township planning board meetings and overseeing construction as well as getting grants for construction) and had WWP open with a hybrid model while other districts remained remote. I commend his efforts. However, this is his job. I would expect nothing less from a superintendent in such a high quality school district. In regards to his new contract, I suggest waiting till March or April 2021, as we dont know whether the district will close again due to a rise in cases. It is still too early to say whether current implementation has been successful. In regards to the salary, I propose a yearly 2% salary increase to keep up with inflation from a current base salary of \$204,526. I believe a school board member mentioned that his total compensation would be \$240k for 2020. I believe the new contract should also include "bonuses" as well. However, I am in protest for a guaranteed salary of \$249k per the new contract request. I am not opposing Dr Aderhold in having a salary increase but the some component of his pay should be tied to performance, which should be specifically laid out in his new contract.

Vasanti Anand, Scott Ave, West Windsor, 08550 wrote:

Dr. Aderhold has demonstrated extreme resilience and courage in listening to each and every parent's voice with unwavering dedication. I strongly support renewal of his contract and need his leadership and support in helping us resume normalcy in the face of adversity. We are the one of the only few districts who started with both hybrid and virtual options even though there was constant criticism or lack of governor support at the state level. My sincere thanks to Dr. Aderhold for doing all that he does for us in the ww-p community. A huge Thank you!

Hui, Xie, hxie1969@gmail.com, Princeton Junction, 08550 wrote:

I think everyone in this school district shall try best to keep the salary during pandemic period, increasing salary would be a burden for all residents, let alone some family is single income. Thanks.

Shweta Marda, 44 Reed Drive South, Princeton Junction, 08550 wrote:

I would like to sincerely thank Dr. Aderhold for working tirelessly and extensively to ensure the safety of our kids during this pandemic. He had the insight of asking so many questions early on in the summer to our Governor. He always asks the parents and is data driven and scientific in his approach. Please do renew his contract.

As there were no other comments, Ms. Kaish closed public comment period on the Superintendent of School's Contract.

APPROVAL OF THE SUPERINTENDENT OF SCHOOLS CONTRACT

Upon motion by Ms. Juliana, seconded by Mr. Fleres, and by roll call vote with all Board members present voting yes, the following board action was approved:

1. Whereas, the West Windsor-Plainsboro Regional School District Board of Education ("Board") desires to maintain Dr. David Aderhold in the position of Superintendent;

Whereas, the Board and Dr. Aderhold engaged in good faith negotiations for a new employment contract for Dr. Aderhold to remain in the position of Superintendent, and that would be effective July 1, 2020 through June 30, 2025;

Whereas, pursuant to N.J.S.A. 18A:7-8(j) and N.J.A.C. 6A:23A-3.1(a), the Board also forwarded the proposed Employment Contract for Dr. Aderhold to continue to serve as the Superintendent to the Interim Executive County Superintendent for Mercer County for approval, and has received written approval and notice from the Interim Executive County Superintendent for Mercer County that it has been determined that the proposed Employment Contract for Dr. Aderhold is in compliance with the Fiscal Accountability, Efficiency, and Budgeting Regulations;

Whereas, the approved new Employment Contract for Dr. Aderhold replaces and supersedes all prior Employment Contracts, both expressed and implied, between the parties hereto for the time period of the new Employment Contract, and by approving and signing the approved new Employment Contract both the Board and Dr. Aderhold assent to a rescission of any and all prior contracts for the time period of the new Employment Contract, as well as agreement to the terms herein, except as noted and provided for in the approved new Employment Contract for Dr. Aderhold; now, therefore be it

Resolved that the Board approves and adopts the Employment Contract for Dr. David Aderhold to continue to serve as Superintendent, consistent with the terms and conditions set forth therein, and as approved by the Interim Executive County Superintendent for Mercer County, per N.J.S.A. 18A:7-8(j) and N.J.A.C. 6A:23A-3.1(a).

ADJOURNMENT OF SPECIAL PUBLIC HEARING ON THE SUPERINTENDENT OF SCHOOLS CONTRACT

The Special Public Hearing on the Superintendent of School Contract adjourned at 8:03 p.m. The regular board meeting reconvened immediately.

SUPERINTENDENT'S COMMENTS

Dr. Aderhold thanked the board and the public. He expressed great pleasure in serving the district and the community. He thanked members of the leadership team for their constant support and dedication to the community. Dr. Aderhold explained that he has served in leadership roles in associations, has been an advocate for districts and students, and stands up for educational rights of all students in our state. He commented that, as this is day 36 of school this year, we keep plugging forward, constantly reviewing the model and working to get the special education community, and students that need more support, in the buildings more frequently. Dr. Aderhold provided some information regarding COVID-19 cases in the community. He urged parents and students to use caution, and continue to adhere to the

safety protocols designed to help keep students and staff safe, which in turn will enable schools to continue to operate on a hybrid model.

PUBLIC COMMENT

Ms. Kaish read the following statement:

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who submitted written comments to the Board Secretary prior to the submission deadline for this meeting and from those who have signed up on the form to comment via video and/or audio that was open and available on the District website up until the start of this First Opportunity for Public Comment. Any written comments that were submitted prior to the deadline for this meeting will be read aloud by the Board Attorney for three minutes in accordance with Board Policy 0167. Members of the public who did not submit written comments and who have signed up will be offered the opportunity to make their comments via video and/or audio. Members of the public will not be permitted to submit both written comments and make additional comments via video and/or audio. Each comment should be directed to the Presiding Officer, not individual members of the Board, and must be made in accordance with the procedures and three-minute time limit set forth in Board Policy 0167. If the comment extends beyond three minutes, speakers will be asked to conclude their comments and may be muted by the Moderator. Once an individual has finished their comment or their three minutes has expired, their audio and video will be turned off by the Moderator. This public comment period shall be limited to 60 minutes.

Board Attorney Mark Toscano reported that there was one member of the public signed up to comment via audio and video, Nam Nguyen, 41 Sapphire Drive, West Windsor. At the time of this first opportunity for public comment, Nam Nguyen was not present at the meeting and therefore no comment was made.

Mr. Toscano read the following written public comments:

Libby Barak, 36 Scot Ave, West Windsor Township, 08550 wrote:

Given that 1400 children dropped out of the hybrid learning and only 100 joined, the demands on in-person learning have changed. Other states and townships have prioritized children in need for special education for extended in-person learning. Is the district considering extending the duration of in-person learning for students with IEP? When will the district revise all IEPs that are currently designed for in-person learning? What actions is the district planning to take to ensure children of special needs are not continuing to suffer from educational and mental health implications due to the lack of public education services that meet their needs?

Jennifer Riccards, 85 Warwick Rd, West Windsor, 08550 wrote:

"I am the new President of SEPTSA, the Special Education Parent Teacher Student Association for the district. I am asking you to consider allowing as many students on IEPs as possible to attend school every day in person, not just every other week. With the recent email from the district regarding the 1400 students who have shifted to all virtual from hybrid, it seems that:

- since there are less than 1000 students on IEPs in the district, and
- some of those are all virtual and want to remain all virtual for various reasons, and
- many of those are in self-contained programs and thus are already in full time; then

There should be room in most classrooms and on most buses to allow more IEP students to attend full time.

National research shows that special education students, more than almost any other subpopulation of students, are most disadvantaged with virtual education. I have heard story after story from WWP parents saying that their children are doing well when they go into the building but fall apart at home. They desperately need the support and structure that is provided by in-person learning.

I understand that this may not be possible in all grades or all schools. But I think parents of students on IEPs would be extremely appreciative if an effort was made to accommodate as many special education students in person as possible. And most would understand if there was a particular situation in a grade or school that would not allow for that to occur.

I have also heard multiple times from district staff that more students cannot come in person because of possible new students moving into the district that may need to be accommodated. I am disappointed that the district would prioritize the needs of a few hypothetical future students over the immediate needs facing current WWP students and protected under federal law.

The spring learning situation was not easy for anyone, but was especially difficult for students with special needs. Please, please consider prioritizing their needs now and allow as many students on IEPs to attend class full time starting in the next marking period. Thank you."

Christine Hodges, 18 Zaitz Farm, Princeton Junction, 08550 wrote:

"The WWP District Learning Model email that was sent out yesterday stated that over 1,400 students moved from hybrid to all-virtual (from Sept 8th? or from the initial survey?). Did the district ask those parents why they were moving their students? What is the current breakdown (in numbers and percents) of hybrid students in the district by schools. I'm most interested in South but it would be nice to know the current status of all hybrid students in the district. What is the district's benchmark to allow the hybrid students to go every week since the hybrid numbers are so low?

At the last BOE meeting one of the North student council representatives gave a brief overview of his hybrid experience and said why he changed to all-virtual. It was similar to what a lot of hybrid students have been saying. There isn't any difference between hybrid and all-virtual so why do hybrid. The students have to get up earlier to go to school to sit in their classes on zoom so what's the point. Why not relax at home where you can go grab food, text your friends, or play Among Us or Minecraft while in class?

I spoke with Dr. Nathan over a month ago and asked what the district was going to do to make the hybrid students experience better. She said that the district was getting feedback from parents and teachers and was looking into options. What were the suggestions/responses from parents and teachers and what did the district change in the hybrid experience? I asked the same question at the last BOE meeting. What is the district doing to improve the hybrid learning experience? I haven't seen any district emails addressing improving the hybrid experience or heard of improvements and the kids have been in school for 7 weeks now. What resources are the district providing to the in-school teachers to help them make their hybrid students experiences better since the teachers summer training was focused on the virtual experience?

Covid isn't going away. The district has to figure out how to make the hybrid experience better for those students who want to be in school by giving the teachers support, guidance and resources."

Dr. Aderhold reviewed the attendee list to allow Nam Nguyen an opportunity to comment via audio and video, however, there was no one by that name signed on to the meeting.

Ms. Kaish closed the First Opportunity for Public Comment section as there were no other comments.

SUPERINTENDENT'S COMMENTS

Superintendent Dr. David Aderhold explained that the District is looking at special education programs and the possibility of providing additional in-person learning for students who need additional support.

COMMITTEE REPORTS

Ms. Kaish turned the floor over to Board member Anthony Fleres to begin the committee reports.

Administration & Facilities Committee

Board member Anthony Fleres reported that the Administration & Facilities Committee met virtually on October 13, 2020, and received an update on the opening of school. Students, staff and community are complying with health and safety protocols when present on District property. District officials are engaged in COVID tracking and contact tracing when necessary. Transportation has gone well, with buses operating at approximately half the recommended student capacity in some areas. The District is currently discussing the possibility of allowing some groups of Special Education students to attend school each week. Teachers are adapting well to virtual instruction and the District continues to address concerns as they arise. The committee reviewed policy updates for P2464-Gifted and Talented Students. The committee recommends the policy for first reading. The committee discussed supporting current residents who may have family emergencies and need to travel out of the state or country. Building administrators and the Assistant Superintendent for Planning and Pupil Services, Mr. James Earle, will work with families on an individual basis if they need to travel for emergencies. Health & safety guidelines will be applied including mandatory quarantines, if appropriate. The A&F Committee reviewed two drafts of the 2022-2023 Academic Calendar. Draft calendars will be shared with district administrators and stakeholders for input. Calendars will be reviewed at the next A&F meeting for potential edits. The A&F committee began a discussion about Winter sports. The committee was informed that Winter Sports registration would open on Friday, October 16, 2020, to gauge interest from student-athletes about participation. They are scheduled to meet again on Thursday, October 15, 2020, to continue the discussion around the logistics of operating winter athletics including Health & Safety Procedures, Practice and Game Competition, Transportation, Spectators, Scheduling and NJSIAA rules and protocols. Registration closes on November 8, 2020, and the District will assess Winter Sports programs at that time. Special Education Review Consultant, PCG, began virtual classroom observations during the week of October 19, 2020. Observations are scheduled to be completed by the end of December. The Committee received updates on referendum projects. Millstone River's Fire Alarm System passed final township inspections on October 21, and punch list inspection for the project is underway. This project is now entering close-out and the new system has been functioning well. HSN HVAC upgrades are progressing and Preferred began installation of hot water pipes above the main office areas of the school. Installation of new boiler room controls continues at Millstone River and preparation to flip the existing boilers over to the new controls system is underway. Preferred is finishing the piping of the new HVAC water chemical treatment system this week. Millennium is back on site today to start remaining door work including wiring of door operators. Toilet room renovations are complete. Phase 1 site work at High School South is complete and the contractor will be removing equipment soon. Permits are expected to be issued for Phase 2 New Construction. Brickwork continues at Grover Middle School around the facade facing the drive lane. Masonry work is nearing completion and HVAC refrigerant piping, ductwork and electrical work installation are on-going. Steel is being erected in Block A at CMS and footings and foundation block work continue at the Block D addition. The Diversity, Equity and Inclusivity Coordinator, Mr. Anthony Jones, provide a brief overview of work in progress. He is the process of meeting with all building level administrators to assess what is working well in the areas of Equity and opportunities for growth. Mr. Jones will continue meetings and share findings with the Assistant Superintendent's office.

Curriculum Committee

Board member Dana Krug reported that the Curriculum Committee met virtually on October 13, 2020, and discussed the current instructional model for virtual/hybrid learning. Dr. Nathan and Dr. Aderhold shared that the current model is constantly being analyzed as we monitor health, safety, the rate of transmission in the state, and our students' learning needs. At this time, the current model will continue with hybrid and virtual students. In order to be responsive to family and staff needs, Dr. Nathan and Dr. Aderhold shared that a structure is being developed to support professional development time for staff while alleviating screen time for K-5 students and utilizing asynchronous time for 6-12 students one afternoon per week. This model would utilize a conference schedule for K-5 students so that all classes would happen in the morning portion of the day and students would not log back in for virtual classes in the afternoon. For 6-12 students, teachers would provide asynchronous assignments and their schedules would remain unchanged. During those afternoon times, staff would be engaged in professional development and collaboration time. More information will be communicated as the plan is further developed. The Committee recommends approval of the following virtual professional development opportunities: Five district employees to attend the Institute to Support High-Leverage Writing Instruction for Students Learning English as a New Language, and up to five district employees to attend the Culturally Responsive Literature Instruction. The Committee recommends approval of the Community Education Winter/Early Spring 2020/2021 Youth and Adult programs. The Committee also recommends approval for the disposal of instructional materials that are no longer a valuable resource: 806 books from the Millstone River School Media Center, 962 books from the High School North Media Center, and 1,356 books from the Community Middle School Media Center.

Finance Committee

Board member Louisa Ho reported that the Finance Committee met virtually on October 6, 2020, and on October 23, 2020. At the October 6 meeting, the committee discussed the health benefits program for District employees, which is up for renewal on January 1, 2021. The District asked the Health Insurance Broker of Record, Brown & Brown Insurance, to investigate various renewal options and costs. Brown & Brown shared with the Committee that if we do nothing else, our renewal would be a 9.9% increase with Aetna. Districts the size of West Windsor-Plainsboro could benefit from a self-insurance option. Brown & Brown shared information regarding the renewal RFP with respect to the State Health Plan, the Schools Health Insurance Fund (SHIF), and remaining with a fully insured product. The Schools Health Insurance Fund (SHIF) is a pooled self-insurance program and is another option for the District. The reason that Brown & Brown is not recommending this as a self-insurance option is that it would require the District to change to a different dental carrier and a different prescription plan. This is both disruptive to staff and could provide worse services to staff. As the discussion continued, it was apparent that self-insuring should be an option. One way in which this benefits the District and its member's premiums is savings on the ACA tax that is required for fully insured products. For WW-P, that tax is \$1 million. The ACA tax goes away January 2021; however, the State of NJ has imposed a new tax in the same amount. If the ACA tax is reinstated in 2021, the tax liability is estimated to be more than \$2 million.

A self-insurance program includes a risk corridor. This means that the district is self-insured for claims up to the maximum number in that "corridor". The district would obtain additional insurance to provide "stop-loss" coverage if claims exceed that maximum number or if any individual has claims in excess of \$250,000 in a claim year. This limits the risks to the District. The District pays the claims up to a point, and then the re-insurer pays the claim. In a self-insurance scenario, there is a fixed cost fee from the plan administrator, in this case Aetna, and an insurance premium from the stop-loss carrier. The administration fees in a self-insured plan are considerably lower than in a fully insured product. In addition, the premium for the stop-loss insurance is only for the stop-loss amount, not the entire cost of the plan as it is in fully insured product. When changing insurance carriers, there are claims that are

incurred before the change date, but submitted after you change carriers. This is called the "run-off". Brown & Brown is developing a proposal for us that includes the cost of insurance to cover the "run-off", for claims incurred during the last 12 months prior to the change in insurance, but not submitted until after the change date. The run-off would be for 3 months into the new plan year. Once your run-off number and stop-loss corridor balance is funded in the first year, this balance carries into future years. Run-off claims are known as claims IBNR (incurred but not reported). Given the current fiscal condition of the State, this may be very important in a couple of years.

Brown & Brown will develop a self-insurance proposal for the District with Aetna, which minimizes the disruption to staff because we currently use Aetna for health insurance. With this option, the District plan, health carrier and network would remain the same; only a new insurance card is needed. The proposal will include an estimate of the claims costs, Aetna administration fees, aggregate stop-loss fees for claims in excess of the risk corridor, stop loss coverage for individual claims and IBNR claims. In addition, the District needs to set aside funds to cover the "risk corridor", not just the expected claims costs. The funds we set aside for IBNR and the risk corridor can be carried over from year to year, if they are not needed in any particular year.

The Committee also met on October 13, 2020. Staff shared that work continues on the audit. The auditor will be available to review the audit at our November committee meeting. The District has received the Certificate of Excellence for the 11th straight year from the Association of School Business Administrators International. The Committee reviewed agenda items for tonight's meeting. Staff reported that the current budget balances to date are similar to prior years. Expenditures and encumbrances are up slightly over last year but the appropriations are as well. There is a motion to accept a Coronavirus Relief Fund Grant from the State of NJ for school start-up costs. The District has also applied to FEMA for cost reimbursement. There is a motion to contract with Millennium Communications to complete the electronic connections to door actuators for the security vestibules. The District has received more ROD grant money for the State share of previous capital projects. The shared services agreement with East Windsor is up for approval. East Windsor provides bus maintenance service to our District. There are some bus contracts for approval on the agenda as well as some employee virtual professional development. There will be a motion on the agenda to approve non-represented employees overtime pay structure in case they are requested to work overtime. Work over 40 hours will be paid at time and a half. This motion is needed to memorialize the amounts for the auditors. In addition, it is needed since the position of Operations Foreman became a Board employee and the technology department members have been putting in additional hours, with approval from the Superintendent, due to the pandemic. Staff shared that work has begun on the 2021-2022 budget calendar. As for general fund trends, the 2019-2020 budget closed out relatively similar to prior years in part due to the need to purchase PPE supplies and equipment. Staff shared that the Annual Required Maintenance Budget Amount Worksheet (Form M-1) is required by the DOE and calculates the minimum amount of money that may be spent on the maintenance of the facilities in the coming year. The form also establishes a maximum maintenance reserve amount and calculates what has been budgeted and/or spent in the last 10 years. The Comprehensive Maintenance Plan (CMP) is required by the DOE and shows what was spent in the prior year, shows what is budgeted for the current year, and estimates what is to be budgeted in the coming year. The committee discussed in detail and at length the pros and cons of self-funding the health insurance program. Staff shared that the food service program is continuing with breakfast and lunch meals being distributed each Monday afternoon for a 5-day period. Changes to the Federal program allowing free meals regardless of income will remain in place until June 2021. The changes have resulted in an increase in meals provided. This Monday, nine hundred students accepted the meals. Over the last several months, local service organizations have participated in our food distribution days, helping them gain access to families that are in need of their services. The Committee discussed transportation options in response to a comment made at the last Board meeting regarding efficiency. Due to the pandemic, bus routes cannot be significantly changed due to several

reasons including CDC recommended capacity and State Legislation that would require a vendor to be paid even if you did not run the route. The routes are currently being reviewed to see if there is capacity on the buses that we currently have if Hybrid Week 1 and 2 were consolidated into one schedule

Staff provided the Committee with an update on construction projects. At Community Middle School, one very large, healthy looking tree was cut down over the weekend because it was in the construction zone. This tree was one of the ones that residents commented about not cutting down. An arborist reviewed the trees in question and said that some of them are not healthy even though they look healthy. The tree that was felled this weekend was hollow even though it looked healthy, which is an example of what was found in the arborist's report. Staff provided the Committee with updates on the ESIP projects. Work is moving along nicely. In HS South, the science wing boilers were replaced and are ready to be started. The cold water and hot water pumps were replaced, as were the pumps for the main boilers. The transformers for the building are being replaced. Work on HVAC controls continues and the air handler in the playhouse will be replaced next week. Variable frequency drive installation will begin on HVAC equipment next week as well. In Dutch Neck, only controls work continues. New boilers were installed in Community MS, with final work being completed for an October 15 start-up. New rooftop units for the HVAC system will arrive shortly for installation in late October or early November. HS North computer room cooling work is going out to bid for installation of equipment. Millstone River emergency lighting system work is going out to bid this week. Schneider Electric handles these bids but follows the 18A:18 NJ Statutes. Mechanical work for Grover MS is going out to bid as well. Lighting retrofit work is substantially complete in Village and will begin in Town Center next week. Bi-polar air ionizer installation is complete at Village, Town Center, Maurice Hawk, and Community MS. HS South is complete with respect to where students are located and work has begun on HS North. Installation of a high efficiency transformer has started at HS South. Schneider has been working closely with the technology department for system access for HVAC controls. Solar panel installation continues at Village. Panels are installed on Millstone River and Dutch Neck and are awaiting final connections and approvals. The installer is mobilizing at Grover MS.

Staff reported that more students have opted for virtual instruction since the last report. There are less students in the building. We have had staff that have tested positive, quarantined and returned to work. The number of people in quarantine has remained approximately constant. Employee travel has been a challenge with respect to personal time use as many areas of destination are on New Jersey's quarantine list.

ADMINISTRATION

An addendum was included for a residency matter.

Upon motion by Ms. Zovich, seconded by Mr. Whitfield, and by roll call vote with all Board members present voting yes, the following board actions were approved:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated Oct. 6, 2020, for the following case numbers: 219865-HSS-09232020; 219854-HSS-09212020; 219769-HSN-09112020; and 219852_HSN_09212020.
2. Review the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated Oct. 27, 2020, for the following case numbers: 220004-GMS-10142020; 219895-GMS-09302020; 220011-HSS-10152020; 219962-HSS-10082020; 219898-HSS-10012020.

Policies and Regulations: First Reading

3. First reading of the following policy:

P2464- Gifted and Talented Students

NJ QSAC Comprehensive Maintenance Plan

4. Authorize the submission of the district’s Annual M1 and Comprehensive Maintenance Plan for the West Windsor-Plainsboro Regional School District to the Executive County Superintendent in compliance with the New Jersey State Department of Education requirements, pursuant to *N.J.A.C. 6A:26-20.5*.

Resolution Agreement

5. Approve an agreement dated October 27, 2020, between the West Windsor-Plainsboro Regional School District and the U.S. Department of Education, Office for Civil Rights (OCR) in order to resolve Case No. 02-19-1423.

Nonpublic Grant - Security

6. Accept Nonpublic Grants from the State of New Jersey, Department of Education, Division of Finance, for Nonpublic Security Aid for fiscal year 2020-2021, as follows:

Children’s House of the Windsors	\$ 4,375.00
French American School of Princeton	\$ 27,125.00
Fusion Academy – Princeton	\$ 5,425.00

Revised Extraordinary Aid

7. Accept the revised 2019-2020 Extraordinary Aid grant of \$1,767,199.09, which represents an increase from the original grant of \$1,606,307.00.

Professional Services

8. Whereas the Public School Contracts Law (*N.J.S.A. 18A: 18A-5*) requires a resolution authorizing the award of contracts/agreements for “professional services” without competitive bids; it is recommended that approval be given to adopt the following resolutions for the 2020-2021 school year:

Special Services - Consultants/Evaluators

- a) Life Insight, psychological evaluations not to exceed \$800; psycho-educational evaluations not to exceed \$2,200; comprehensive neuropsychological evaluations not to exceed \$3,500; attendance of an IEP meeting \$100 per hour and not to exceed a total of \$8,000 through June 30, 2021.

Anti-Bullying Software

9. Authorize an annual subscription with Educational Development Software for HIBster anti-bullying software for electronic incident management including access to Anti-Bullying Bill of Rights Act and I&RS/504 training seminars at a cost of \$9,700.

Residency

10. Remove student #326285 from the District's attendance rolls in accordance with *N.J.S.A. 18A:38-1 et seq.* and *N.J.A.C. 6A:22-4.1 et seq.* due to lack of residency within the District.

CURRICULUM AND INSTRUCTION

Upon motion by Ms. McKeown, seconded by Ms. Krug, and by roll call vote with all Board members present voting yes, the following board actions were approved:

Community Education

1. Approve the following Community Education Winter/Early Spring Virtual After-School Enrichment Programs.

Winter After-School Enrichment Programs

Aerospace Engineering
After School Chess Program
Animation & Coding
Civil Engineering
Crazy Chemworks
Creative Canvas Painting
Creative Code
Digital Music
Elementary Drawing & Cartooning (Live)
Elementary Drawing & Cartooning (Pre-recorded)
Industrial Engineering
Introduction to Python Programming
Junior Aerospace Engineering
Junior Civil Engineering
Junior Industrial Engineering
Junior Mechanical Engineering
Learn to Code with Scratch
Let's Dance Bollywood
Let's Make ART!
Lights, Sights and Sounds
Mechanical Engineering
On the Court Basketball
Pottery Painting
Storytelling Lab
Studio 2.0- LEGO Brick & Virtual Building
TGA Premier Cheerleading
TGA Premier Tennis
Theatre Games
Wheels in Motion- Remote Control

Virtual Adult & Youth Programs

Animal Safari through Art
Arts & Crafts Weekend Workshop
Crayola Wild World- The Art of Conservation

Crazy Chemworks
Creative Coding
Electronic Game Design: Racing Cars
Gadgets & Gizmos
Grade Level Band
Grade Level Math
Grade Level Strings
Interesting Inventions
Junior Computer Science & Game Design with Scratch
Let's Dance Bollywood
Math Fun!
On the Court Basketball
TGA Saturday Cheerleading
Weekend Chess Program

Virtual Spring Break Programs

21st Century Fashion
African Safari Drawing Workshop
Chemical & Electrical Engineering
Creative Coding & STEAM Crafts
Junior Chemical & Electrical Engineering
Let's Dance Bollywood
Math Fun!
Mechanics of an Amusement Park with WeDo Robotics
Mixed Media Art- Mythical Creatures
NASA Innovators
On the Court Basketball
Spring Break Chess Camp
TGA Cheerleading
The Storytelling Lab
Tickets to Ride

Disposal of Instructional Materials

2. Disposal of the following obsolete items in accordance with R7300.1:

- 806 books - Millstone River School Media Center
- 962 books - High School North Media Center
- 1,356 books - Community Middle School Media Center

All items meet one or more of the below criteria:

- i. Are so worn and/or damaged as to preclude effective use and economical repair or restoration, OR
- ii. Are so outdated as to no longer serve as worthy instructional tools

FINANCE

An addendum was included for additional transportation bid items. Item #12 was removed from the agenda.

Upon motion by Mr. Cheng, seconded by Ms. Ho, and by roll call vote with all Board members present voting yes, the following board actions were approved:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for October 27, 2020 (run on 10-20-20) in the amount of \$11,775,581.56.
 - b) Bills List Capital for October 27, 2020 (run on 10-19-20) in the amount of \$4,257,979.36.
2. Budget adjustments as follows:
 - a) 2020-2021 school year as shown on the expense account adjustments for September 2020 (run on 10-08-20) (Adjustment Numbers 102–156).
3. Accept the following reports, which will become a permanent part of the Board Minutes:
 - a) A-148 Report of the Secretary to the Board of Education as of August 31, 2020, indicating that no major account is over-expended and the board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district’s financial obligations for the remainder of the year.
 - b) A-149 Report of the Treasurer of School Monies to the Board of Education as of August 31, 2020.

Coronavirus Relief Fund Grant

4. Accept a Coronavirus Relief Fund Grant from the State of New Jersey Department of Education, in the amount of \$267,855 for the purpose of defraying costs associated with reopening schools for the 2020-2021 school year in the wake of the COVID-19 pandemic.

Equipment Disposal

5. The disposal of obsolete equipment that has met the district’s life expectancy. [The age and/or physical condition of the equipment rendered it ineffective.]

Grover Middle School Athletics

Balance Beams - 2
Parallel Bars
Pommel Horse
Spring Board

High School North Media Center

Cable Splitter, Pioneer – 3
Camera, Canon PowerShot - 2
Microphone, Telex – 2
Microphone, VocoPro - 4
Receiver, Microphone, Telex – 2
Remote, Laserdisk, Pioneer – 12
Soundboard/Mixer, Phonic

School Security Grant Projects Submission

6. **BE IT RESOLVED**, that the West Windsor-Plainsboro Regional School District Board of Education approve the following School Security Grant projects:

School Name	Project	FVHD	DOE Number
J.V.B. Wicoff ES	Security Enhancements at Wicoff ES	5279A	5715-050-21-1000
Community MS	Security Enhancements at Community MS	5279B	5715-140-21-1000
Dutch Neck ES	Security Enhancements at Dutch Neck ES	5279C	5715-030-21-1000
WW-P HS North	Security Enhancements at WW-P HS North	5279D	5715-025-21-1000
WW-P HS South	Security Enhancements at WW-P HS South	5279E	5715-020-21-1000
Maurice Hawk ES	Security Enhancements at Maurice Hawk ES	5279F	5715-040-21-1000
Millstone River ES	Security Enhancements at Millstone River ES	5279G	5715-150-21-1000
Thomas Grover MS	Security Enhancements at Thomas Grover MS	5279H	5715-035-21-1000
Town Center ES	Security Enhancements at Town Center ES	5279I	5715-130-21-1000
Village ES	Security Enhancements at Village ES	5279J	5715-160-21-1000

BE IT FURTHER RESOLVED that the district’s architects, Fraytak Veisz Hopkins Duthie, P.C., be authorized to submit on behalf of the Board of Education the above projects for approval by the New Jersey Department of Education.

BE IT FURTHER RESOLVED that the above projects be approved as “other capital projects” as defined in N.J.A.C. 6A:26. The District will not seek funding for the above projects beyond that being allocated through the School Security Grant funded from the Securing Our Children’s Future Bond Act, P.L. 2018, c. 119.

Change Order - State Contract Purchase over the Bid Limit:

7. Authorize a change order utilizing State Contract ##T2989/#88740 for Communications Wiring Services to Millennium Communications Group, Inc., to complete six door swipes at six schools and complete the installation of Aiphones at five schools for projects at Thomas Grover Middle School (Project #5063C), Dutch Neck Elementary School (Project #5063B2), Millstone River Elementary School (Project #5063G4), High School North (Project #5063D2), Town Center Elementary School (Project #5063H2), and Village Elementary School (Project #5063I3), for a total cost of \$27,720.00.

Co-Op Purchases over the Bid Limit:

8. Authorize the following Co-Op purchases over the bid limit:

- a) A purchase utilizing NJ Cooperative Bid – ESCNJ18/19-03, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2022 as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
108	Dell CTO 3410 I7-1051OU 256/8 W10H	\$965.00	\$104,220.00

- b) A purchase utilizing NJ Cooperative Bid – ESCNJ 20/21-01 to Nickerson Corporation, Union Beach, NJ, for wood and steel casework, countertops, sinks, fixtures and equipment at Community Middle School as follows:

Total Item List Cost	\$ 3,083,798.05
Discount 50%	- \$ 1,541,899.03
Total Net	\$ 1,541,899.03
Install 35%	\$ 539,644.66
Total Furnished/Installed	\$ 2,081,563.68
Special Vendor Discount	- \$ 200,000.00
<u>One Time Factory Discount</u>	<u>- \$ 151,001.68</u>
Total Furnished/Installed	\$ 1,730,562.00

Regularly Operating District (ROD) Grants - Concluded

9. West Windsor-Plainsboro Regional School District Board of Education acknowledges the below listed ROD Grant has been completed and the district has received confirmation from the State of New Jersey Schools Development Authority that all requirements of the agreement have been met and final disbursement made and authorizes the return of any unspent funds back to its original funding source.

<u>School Name</u>	<u>Project</u>	<u>Grant</u>	<u>DOE Number</u>
Dutch Neck ES	Roof Replacement	G5-4606	5715-030-10-1006 (G0VS)
Maurice Hawk ES	Roof Replacement	G5-4614	5715-040-10-1033 (G0VA)

Resolution Self-Insuring Group Medical, Prescription Drug, and Dental Benefits

10. The Board of Education hereby resolves, effective January 1, 2021, to self-insure its group medical, prescription drug, and dental benefits programs, as follows:
- a) To terminate the Board’s fully insured Aetna group medical, prescription drug, and dental insurance programs.
 - b) To enter an administrative services contract with Aetna for medical and prescription drug benefits, per their proposal dated September 15, 2020.
 - c) To enter an administrative services contract with Aetna for dental benefits, per their proposal dated October 15, 2020.
 - d) To purchase a stop-loss insurance policy from Gerber Life Insurance Company, per their proposal #176583.
 - e) To designate Brown & Brown Insurance, Inc. as broker of record for these programs, with the following authority:
 - i) To ensure with Aetna that the benefits and provider network offered are equivalent to the Board’s current Aetna fully insured group insurance plans.
 - ii) To monitor and report to the Assistant Superintendent for Finance (or designee) self-insured claim payments and utilization metrics as required by health insurance industry “best practices.”
 - iii) To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by employees first contacting Aetna directly.
 - iv) To ensure all reporting provided to the Board or its administrators is compliant with HIPAA relative to protected health information (PHI).
 - v) To advise the Board of Education relative to compliance with Federal and State regulations regarding self-insured group benefit plans.
 - vi) To accept commission payments from Aetna and Gerber, per the aforementioned proposals.

All appropriate Board of Education staff members are authorized to take such action and affect such documentation as necessary to implement these changes.

Transportation

East Windsor Regional School District Bus Service and Maintenance Agreement

11. Approve a 3-year renewal of the Shared Services Agreement between the District and the East Windsor Regional School district for the service and maintenance of vehicles, effective July 1, 2020 through June 30, 2023. The initial three-year agreement was effective July 1, 2017, through June 30, 2020, and was approved on June 27, 2017.

Quotes – To and From School

12. Omitted

Agreements/Jointures

13. Approve the following agreements/jointures payable by the West Windsor-Plainsboro Regional School District to Trenton Public Schools for the 2020-2021 school year as follows:

<u>Route</u>	<u>Location</u>	<u># Students</u>	<u>Total Expenditure</u>
COAST1	Coastal Learning	1	\$30,933.00

Parental Contract Special Education To and From School

14. Award the 2020-2021 Parental Contract for Student Transportation effective September 1, 2020 to October 15, 2020 as follows:

<u>Route</u>	<u>Destination</u>	<u>Contract Amount</u>
JBRYS	JFK Vocational Rehab. Career Development Program	\$436.80

Cancellation (Renewal)

15. Cancel 2020 – 2021 Student Transportation Contract – Renewal Multi Contract Number RB-PUB19-1, route TGMS awarded to Rick Bus Company on June 23, 2020. Total route cost is \$0.00.

Travel and Related Expenses Reimbursement

16. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) Five district employees to attend the Institute to Support High-Leverage Writing Instruction for Students Learning English as a New Language. Virtual, on November 4, 2020 to November 6, 2020, at a cost not to exceed \$650.00 (partially funded through WWPEA contractual allowance).
- b) Up to five district employees to attend the Culturally Responsive Literature Instruction. Virtual on November 4, 2020 to November 17, 2020, at a cost not to exceed \$149.00.
- c) One district employee to process a notary application and be sworn in on November 19, 2020, at the Middlesex County Clerk's office in New Brunswick, New Jersey, at a cost not to exceed \$65.00, including mileage.

Transportation

Bid Rejections – Transportation – Per: 18A:18A-2.y

- 17. Reject the following bid from the October 21, 2020 bid opening:
PUB20-3 from A-1 Limousine, Inc. for being Non-Responsive to the specifications.

Bid Awards – To and From

- 18. Award the October 21, 2020 Bid Number PUB20-3, 2020 – 2021 Student Transportation Contract as follows:

- a) Multi Contract Number AB-PUB20-3 to ABC Trans Corp.:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
MIDLAND12A	Midland School	\$321.00	139	\$70.00	\$1.00
MHPS5A	Maurice Hawk	\$335.00	134	\$70.00	\$1.00

- b) Multi Contract Number GT-PUB20-3 to Garas Trans, LLC:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
PILLAR12	Pillar School	\$621.00	146	\$80.00	\$2.00

- c) Multi Contract Number RB-PUB20-3 to Rick Bus Company:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
ETMT12A	East Mountain School	\$340.00	140	N/A	\$4.00

PERSONNEL

One personnel addenda was included for item #2 Personnel items as follows: B. Certificated Staff – one appointment; C. Non Certificated Staff – three appointments, one change, and one resignation; D. Substitute/Other – one appointment; and E. Extracurricular/Extra Pay – two additions; E. Stipend Non-Athletic – one change.

Upon motion by Mr. Whitfield, seconded by Ms. Zovich, and by roll call vote with all Board members present voting yes, the following board actions were approved:

Non-Affiliate Overtime

1. Approve overtime rates of pay for hours worked in excess of 40 hours at time and one-half, pursuant to FLSA, collective negotiations agreements, and/or district policies for employees in Non-Affiliate Policies A and B.

Personnel

2. Personnel Items as follows:

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Beesley, Lucas	Appoint	Teacher Health and Physical Education- 68.9%	0BA	\$56,000.00 (prorated)	TC/ WIC	TBD	6/30/21	Appoint as Health and Physical Education teacher - 68.9%, certificate pending, pending employment verification, replacing Kacie Kellerman, who transferred. (Tenure date: TBD)
Meyers, Carly	Appoint	Teacher Elementary	1BA	\$57,000.00 (prorated)	VIL	10/28/20	6/30/21	Appoint as 5th Grade Teacher, replacing Jessica DeNotta, who transferred.
DeRosa, Carley	Appoint- Repl.	Teacher Elementary	0MA	\$58,000.00 (prorated)	VIL	12/7/20	6/30/21	Appoint as leave replacement 4th Grade Teacher, replacing Laura King, who is on leave.
Dignan, Courtney	Appoint- Repl.	Teacher Elementary	0BA	\$56,000.00 (prorated)	VIL	1/4/21	6/30/21	Appoint as leave replacement 5th Grade Teacher, replacing Rachel Shin, who is on leave.
Change								
DeNotta, Jessica	Change	Teacher Basic Skills Mathematics		N/C	VIL	10/28/20	6/30/21	Change start date from TBD to 10/28/20 for change from 4th Grade Teacher to Basic Skills Mathematics Teacher.
Nelson, Shari Ann	Change	School Nurse	2BA	\$58,000.00 (prorated)	CMS	10/21/20	6/30/21	Change start date from TBD to 10/21/20. Change tenure date from TBD to 10/22/24.
Joseph, Elaine	Change	Speech Language Specialist		N/A	MH	9/29/20	6/30/21	Change Intermittent FMLA/NJFLA from 10/1/20-6/30/21 to 9/29/20-6/30/21, unpaid with benefits.
Teeter, Allysa	Change	Teacher Social Studies		N/A	CMS	10/26/20	1/22/21	Change FMLA/NJFLA/CC from 11/18/20-2/12/21 to 10/26/20-1/22/21 unpaid, with benefits. CC: 1/25/21-1/31/21 unpaid, no benefits. (RTW: 2/1/21)

Witkowski, Amanda	Change	Teacher Elementary	N/A	MH	11/16/20	2/12/21	Change FMLA/NJFLA/CC from 11/9/20-2/5/21 to 11/16/20-2/12/21 unpaid, with benefits. (RTW: 2/15/21)
Ahmad, Shehnaz	Change %	Teacher Mathematics-120%	\$62.65/day	HSS	10/19/20	TBD	Additional per diem payment for an extra section.
Grygiel, Donna	Change %	Teacher Special Education-100%, Teacher Mathematics-20%	\$61.05/day	HSS	10/19/20	TBD	Additional per diem payment for an extra section.
McDowell, Kathleen	Change %	Teacher Mathematics-120%	\$95.65/day	HSN/HSS	10/19/20	TBD	Additional per diem payment for an extra section.
Raveendran, Jaina	Change %	Teacher Special Education-100%, Teacher Mathematics-20%	\$66.35/day	HSS	10/19/20	TBD	Additional per diem payment for an extra section.
Vlassenko, Caryn	Change %	Teacher Mathematics-120%	\$97.54/day	HSS	10/19/20	TBD	Additional per diem payment for an extra section.
Hoppe, Sherrie	Change %	Teacher Mathematics-120%	\$72.23/day	GMS	11/4/20	2/1/21	Additional per diem payment for an extra section.
Jensen, Diana	Change %	Teacher Mathematics-120%	\$72.23/day	CMS/GMS	11/4/20	2/1/21	Additional per diem payment for an extra section.
Pena, Jennifer	Change %	Teacher Mathematics-120%	\$59.95/day	CMS/GMS	11/4/20	2/1/21	Additional per diem payment for an extra section.
Pintimalli, Dawn	Change %	Teacher Resource Specialist Mathematics-100%, Teacher Mathematics-20%	\$96.75/day	CMS/GMS	11/4/20	2/1/21	Additional per diem payment for an extra section.
Bard, Jennifer	Change %	Teacher Special Education- 120%	\$95.95/day	HSN	9/8/20	TBD	Additional per diem payment for an extra section.
Colpini, Jana	Change %	Teacher Special Education- 120%	\$99.44/day	HSN	10/5/20	TBD	Additional per diem payment for an extra section.
Levanduski, Cathy	Change %	Teacher Special Education- 120%	\$97.55/day	HSN	10/5/20	TBD	Additional per diem payment for an extra section.
Levanduski, Karen	Change %	Teacher Language Arts-100%, Teacher Special Education- 20%	\$97.54/day	HSN	10/5/20	TBD	Additional per diem payment for an extra section.
McCarthy, Tara	Change %	Teacher Special Education- 120%	\$90.65/day	HSN	10/5/20	TBD	Additional per diem payment for an extra section.
Frankel, Jane	Change Location	School Social Worker	N/C	MH	10/12/20	6/30/21	Change location from 80% TC, 20% WIC to 100% MH.

Leave of Absence							
Keenan Johnston, Jodi	Leave- FMLA/ NJFLA	Teacher Music	N/A	GMS	10/26/20	11/13/20	FMLA/NJFLA: 10/26/20-11/13/20 unpaid, with benefits. (RTW: 11/16/20)
O'Connell, Sarah	Leave- FMLA/ NJFLA/CC	Teacher Elementary	N/A	DN	4/5/21	6/30/21	FMLA/NJFLA/CC: 4/5/21-6/30/21 unpaid, with benefits. (RTW: 9/1/21)
Thompson, Michael	Leave- FMLA/ NJFLA/CC	Teacher Special Education	N/A	CMS	1/11/21	4/9/21	FMLA/NJFLA: 1/11/21-4/9/21 unpaid, with benefits. (RTW: 4/12/20)
Laurence, Marjorie	Leave- EFMLEA/ NJFLA	Speech Language Specialist	\$200.00/day	MR	10/5/20	10/27/20	Intermittent EFMLEA/NJFLA: 10/5/20-10/27/20 paid 2/3 (maximum compensation \$200.00/day), with benefits. (RTW: 10/28/20)
Resignation							
Black, Karen	Resign	Teacher IRLA	N/A	CMS	2/28/21	2/28/21	Resign, after 23.5 years in the district, for the purpose of retirement.
C. Non Certificated Staff							
Appoint							
Rodriguez, Jordany	Appoint	Operations Foreman	\$60,000.00 (prorated)	MR	11/2/20	6/30/21	Appoint as Operations Foreman, pending employment verification, replacing Kenneth Bierman, who resigned.
Saavdra-Pantoja, Jhasmany	Appoint	Instructional Assistant- Dual Language Immersion	1 \$19.11/hr.	DN	1/4/21	6/30/21	Appoint as Instructional Assistant - Dual Language Immersion, pending employment verification, for 6.5 hrs/day, replacing Jennifer Sanic, who resigned.
Bossio, Al	Appoint	Security Officer "Eyes on the Door"- Substitute	\$15.00/hr.	DIST	TBD	6/30/21	Appoint as security officer - "Eyes on the Door", pending employment verification, as needed.
Claudio, Jonathan	Appoint	Security Officer "Eyes on the Door"	\$15.00/hr.	DIST	TBD	6/30/21	Appoint as security officer - "Eyes on the Door", pending employment verification, replacing Tina Lockhart, who transferred.
Change							
Rogers, Frank	Appoint	Security Officer "Eyes on the Door"- Substitute	\$15.00/hr.	DIST	10/23/20	6/30/21	Change start date from TBD to 10/23/20 for substitute security officer - "Eyes on the Door", as needed.
Dimanche, Jean	Change	Bus Driver	N/C	TRAN	10/15/20	6/30/21	Change from 5.0 hrs/day to 6.0 hrs/day, not to exceed 40 hrs/wk.
Lackey, Roxanne	Change	Instructional Assistant	N/C	HSN	9/8/20	6/30/21	Change hours from 7.25 hrs/day to 7.50 hrs/day.
Lee, Kelly	Change	Instructional Assistant	N/C	HSN	9/8/20	6/30/21	Change hours from 7.25 hrs/day to 7.50 hrs/day.

Mansfield, Maryann	Change	Instructional Assistant	N/C	HSN	9/8/20	6/30/21	Change hours from 7.25 hrs/day to 7.50 hrs/day.
Esser, Melissa	Change Location	Secretary To	N/C	B&G	10/28/20	6/30/21	Change location, replacing Marilyn Torres Elizondo, who transferred.
Sherron, Marion	Change Location	Secretary To	N/C	CO	10/28/20	6/30/21	Change location, replacing Bridget Beranek, who resigned.
Torres Elizondo, Marilyn	Change Location	Secretary To	N/C	CO	10/28/20	6/30/21	Change location, replacing Marion Sherron, who transferred.
Palacios, Mario	Change Location	Operations Foreman	N/C	HSS	11/2/20	6/30/21	Change location from MR to HSS.
Lora-Simon, Milagros	Change Location	Instructional Assistant	N/C	VIL	10/9/20	6/30/21	Change location from CMS to VIL, replacing Vaishali Srivastava, who resigned.
Leave of Absence							
Brocker, Donna	Leave- FMLA/ NJFLA	Secretary To	N/A	CO	11/9/20	12/18/20	FMLA/NJFLA: 11/9/20-12/18/20 unpaid, with benefits.
Brocker, Donna	Leave- FMLA/ NJFLA	Secretary To	N/A	CO	12/21/20	1/27/21	Intermittent FMLA/NJFLA: 11/9/20-12/18/20 unpaid, with benefits.
Payment							
Beranek, Bridget	Payment	Secretary To	\$2,298.41	CO	10/28/20	10/28/20	Payment for unused vacation days, as per contract.
Resignation							
Bierman, Kenneth	Resign	Operations Foreman	N/A	HSS	10/30/20	10/30/20	Resign from position.
Bhamre, Sharvari	Resign	Cafeteria Aide	N/A	TC	10/30/20	10/30/20	Resign from position.
D. Substitute / Other							
Appoint							
Andrews, Deborah	Appoint	Substitute Teacher	\$95.00/day	DIST	10/28/20	6/30/21	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Boyce, Robert	Appoint	Substitute Teacher	\$95.00/day	DIST	10/28/20	6/30/21	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Brienza, Bonnie	Appoint	Substitute Teacher	\$95.00/day	DIST	10/28/20	6/30/21	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Bhattacharya, Poulomi	Appoint	Substitute Teacher	\$85.00/day	DIST	10/28/20	6/30/21	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.

Ozmen, Hilal	Appoint	Substitute Teacher	\$85.00/day	DIST	10/28/20	6/30/21	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Saavdra-Pantoja, Jhasmany	Appoint	Substitute Teacher	\$85.00/day	DIST	10/28/20	6/30/21	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Change							
Dignan, Courtney	Change	Substitute Teacher	\$95.00/day	DIST	10/28/20	10/28/20	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
E. Extracurricular / Extra Pay							
Bus Duty							
Edmonds, Melanie	Extra Duty	Bus Duty	\$15.84/hr.	MH	9/1/20	6/30/21	Bus Duty, not to exceed 5.5 hrs/wk.
Farber, Marissa	Extra Duty	Bus Duty	\$15.84/hr.	MH	9/1/20	6/30/21	Bus Duty, not to exceed 5.5 hrs/wk.
Home Programming							
McCormick, Megan	Extra Duty	Home Programming	\$70.00/hr.	DIST	9/8/20	6/30/21	Virtual home programming to address IEP goals, not to exceed 6 hours.
Moving							
Bossio, Deborah	Extra Duty	Moving	\$47.09/hr.	MR	7/1/20	8/31/20	Moving, not to exceed 12 hours
Forkel, Mehgan	Extra Duty	Moving	\$47.09/hr.	MR	7/1/20	8/31/20	Moving, not to exceed 12 hours
Nursing							
Calkin, Brydie	Extra Duty	Extra Duty	\$47.09/hr.	HSN	10/24/20	10/24/20	Covid Nursing Hours, not to exceed 6 hours.
Healey, Moira	Extra Duty	Nurse- Summer Hours	\$47.09/hr.	DIST	7/1/20	8/31/20	Summer Screening Program, not to exceed 20 hours.
Professional Development							
Aconi, Fabio	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Agnella, Laura	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Alley, Wendy	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Anas, Erica	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Barletta, Melissa	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Beste, Steven	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Birrer, Denise	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Bower, Lauren	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.

Burke, Anastasia	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Butterfield, Ruthann	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Camacho, Leniz	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Catizone, Heather	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Colpini, Jana	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Cook, Jaime	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Cruzado, Keri	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Curtis, Stephanie	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
De Sanctis, Caren	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
DeNotta, Jessica	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Episcopo, Kelsey	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Fanning, Kathleen	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Frazier, Briana	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Frost, Amanda	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Gambatese, Jaedi	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Gans, Samantha	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Gerstacker, Warren	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Gray, Lisa	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Gurzau, Vickie	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Haines, Kimberly	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Hart, Shannon	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Haynes, Nicole	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Healy, Samantha	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Hornick, Stephanie	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Hsueh, Susan	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Jensen, Diana	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.

Jones, Michael	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Jones, Nicole	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Joseph, Elaine	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Keeney, Megan	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Kelley, Jennifer	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Kemo, Kerry	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
King, L Rebecca	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Kloutis, Kimberly	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Knoblock, Jennifer	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Knoblock, Richard	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Kumor, Zachary	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Labastida, Megan	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
LaVoie, Amy	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Leibowitz, Jaclyn	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Lipman, Johanna	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Loveland, Eric	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Lyczkowski, Janice	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Maggipinto, Gennifer	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Mallon, Dennis	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Mansfield, Mildred	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Mato, Cristina	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
McClendon, Teresa	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Middlemiss, Patricia	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Moncada, Brandy	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Mulloy Rasheed, Michele	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Murphy, Jessica	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.

Murphy-Fernandez, Maureen	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Nelson, Nicole	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Obst, Alysha	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Oldehoff, Robert	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Orlovsky, Karen	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Park-Pyne, Joanna	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Paul, Julia	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Per, Steven	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Pugh, Phillip	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Radice, Debra	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Regal, Karina	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Rogala, Gwendolyn	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Rokita, Kaitlyn	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Ronen, Pamela	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Savur, Rita	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Scupp, Rachel	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Shio, Michele	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Silva, Samantha	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Singh, Christopher	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Sinha, Kavita	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Small, Lauren	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Smith, Todd	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Smith-Gardinella, Diane	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Stamataros, Fotine	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Stevens, Kayla	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.

Stonaker, Erika	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Suozzo, Erin	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Swartz, Alexa	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Taylor, Danica	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Tomlinson, Petra	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Tucker, Hillary	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Witmer, Barbara	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Young, Janette	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Zarodnansky, Tracy	Extra Duty	Professional Development	\$50.00/day	DIST	9/1/20	9/1/20	Alternative Evaluation Training, .5 day.
Bailin, Lori	Extra Duty	Professional Development	\$80.00/day	CMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Burke, Thea	Extra Duty	Professional Development	\$80.00/day	WIC	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Churinkas, Linda	Extra Duty	Professional Development	\$100.00/day	GMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Colt, Trina	Extra Duty	Professional Development	\$100.00/day	MH	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Crilly, Michelle	Extra Duty	Professional Development	\$100.00/day	DIST	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Decker, Michelle	Extra Duty	Professional Development	\$100.00/day	CMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Efstathios, Ariana	Extra Duty	Professional Development	\$100.00/day	CMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Epifane, Samantha	Extra Duty	Professional Development	\$100.00/day	GMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Frazier, Briana	Extra Duty	Professional Development	\$100.00/day	WIC	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Giambagno, MaryAnn	Extra Duty	Professional Development	\$100.00/day	HSS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Gilchrist, Dawn	Extra Duty	Professional Development	\$100.00/day	GMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Glynn, MaryEllen	Extra Duty	Professional Development	\$100.00/day	VIL	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Goswami, Sukanya	Extra Duty	Professional Development	\$80.00/day	HSN	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Greiner, Melissa	Extra Duty	Professional Development	\$100.00/day	VIL	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Guest, Alice	Extra Duty	Professional Development	\$100.00/day	TC	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Healey, Moira Jean	Extra Duty	Professional Development	\$100.00/day	WIC	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Isnardi, Catherine	Extra Duty	Professional Development	\$100.00/day	MR	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.

Jones, Nicole	Extra Duty	Professional Development	\$100.00/day	MH	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Kellerman, Kacie	Extra Duty	Professional Development	\$100.00/day	WIC	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Kraft, Janey	Extra Duty	Professional Development	\$100.00/day	MR	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Lavan, Brenda	Extra Duty	Professional Development	\$100.00/day	DN	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Lee, Tracey	Extra Duty	Professional Development	\$80.00/day	WIC	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Mallon, Dennis	Extra Duty	Professional Development	\$100.00/day	HSN	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Middlemiss, Patricia	Extra Duty	Professional Development	\$100.00/day	HSN	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Mueller, Devin	Extra Duty	Professional Development	\$100.00/day	GMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Nemeroff, Catherine	Extra Duty	Professional Development	\$100.00/day	CMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
O'Connor, Maureen	Extra Duty	Professional Development	\$100.00/day	HSS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Pinner, Gerald	Extra Duty	Professional Development	\$100.00/day	WIC	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Raveendran, Jaina	Extra Duty	Professional Development	\$100.00/day	HSS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Rosenthal, Wendy	Extra Duty	Professional Development	\$80.00/day	WIC	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Rothbloom, Audrey	Extra Duty	Professional Development	\$100.00/day	HSS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Schanz, Jeanne	Extra Duty	Professional Development	\$80.00/day	GMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Serverson III, William	Extra Duty	Professional Development	\$100.00/day	HSN	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Wachtin, Heidi	Extra Duty	Professional Development	\$100.00/day	GMS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Walsh, Michelle	Extra Duty	Professional Development	\$100.00/day	HSS	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Walsh, Patricia	Extra Duty	Professional Development	\$100.00/day	HSN	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Wonnell, Francis	Extra Duty	Professional Development	\$80.00/day	HSN	7/1/20	9/30/20	John Hopkins University Contact Tracing Course, 1 day.
Professional Development Planning							
Gautieri, Alyssa	Extra Duty	Professional Development Planning	\$47.09/hr.	DIST	11/1/20	11/30/20	Planning and Presenting Professional Development, virtually, "Desmos Code for Real Time Feedback", program not to exceed 4.5 hours.
Title III							
Aconi, Fabio	Extra Duty	Title III: ESL Parent Academy	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL Adult Evening Classes (Parent Academy), not to exceed 4.5 hours per workshop. Paid through Title III grant funds.

Aconi, Fabio	Extra Duty	Title III: ESL Support for English Language Learners and Their Families	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL S.E.L.F. Presenter, not to exceed 3 hours per workshop for planning/presenting. Paid through Title III grant funds.
Bader Roman, Amanda	Extra Duty	Title III: ESL Support for English Language Learners and Their Families	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL S.E.L.F. Presenter, not to exceed 3 hours per workshop for planning/presenting. Paid through Title III grant funds.
Burke, Anastasia	Extra Duty	Title III: ESL Support for English Language Learners and Their Families	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL S.E.L.F. Presenter, not to exceed 3 hours per workshop for planning/presenting. Paid through Title III grant funds.
Jackson-Escogido, Jennifer	Extra Duty	Title III: ESL Support for English Language Learners and Their Families	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL S.E.L.F. Presenter, not to exceed 3 hours per workshop for planning/presenting. Paid through Title III grant funds.
Kravis, Yuko	Extra Duty	Title III: ESL Support for English Language Learners and Their Families	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL S.E.L.F. Presenter, not to exceed 3 hours per workshop for planning/presenting. Paid through Title III grant funds.
Zola, Anna	Extra Duty	Title III: ESL Support for English Language Learners and Their Families	\$47.09/hr.	DIST	10/28/20	6/30/21	ESL S.E.L.F. Presenter, not to exceed 3 hours per workshop for planning/presenting. Paid through Title III grant funds.
Change							
O'Connell, Jill	Change	Curriculum	\$47.09/hr.	DIST	10/1/20	10/31/20	Change Driver's Education Testing, from total program not to exceed 16 hours to total program not to exceed 18 hours.
E. Stipend Athletic							
None							
E. Stipend Non-Athletic							
Community Middle School							
Massih, Devin	Stipend Non-Athletic	End of Year Video	\$3,521.35	CMS	9/1/20	6/30/21	End of Year Video Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Suozzo, Erin	Stipend Non-Athletic	Math Counts	\$3,596.81	CMS	9/1/20	6/30/21	Math Counts Advisor, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Crain, Joanne	Stipend Non-Athletic	Math League	\$2,829.66	CMS	9/1/20	6/30/21	Math League Advisor, 20 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Marsch, Jill	Stipend Non-Athletic	Memory Book	\$6,288.13	CMS	9/1/20	6/30/21	Memory Book Advisor, 11 yrs. exp., paid 1/2 in Dec. and 1/2 in June.

Jones, Christopher	Stipend Non-Athletic	Orchestra	\$2,112.81	CMS	9/1/20	6/30/21	Chamber Orchestra Advisor (6th Grade After School), 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Jones, Christopher	Stipend Non-Athletic	Orchestra	\$2,112.81	CMS	9/1/20	6/30/21	Chamber Orchestra Advisor (7th & 8th Grades After School), 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Sacca, Lisa	Stipend Non-Athletic	Science Olympiad Advisor	\$4,703.52	CMS	9/1/20	6/30/21	Science Olympiad Advisor, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Hornick, Stephanie	Stipend Non-Athletic	Science Olympiad Assistant	\$2,905.11	CMS	9/1/20	6/30/21	Science Olympiad Assistant Advisor, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Collins, Scott	Stipend Non-Athletic	Stage Band	\$2,515.25	CMS	9/1/20	6/30/21	After School Lab Jazz Band Advisor, 14 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Collins, Scott	Stipend Non-Athletic	Stage Band	\$2,515.25	CMS	9/1/20	6/30/21	After School Lab Stage Band Advisor, 14 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Sternotti, Taylor	Stipend Non-Athletic	Standard Club Advisor	\$1,584.61	CMS	9/1/20	6/30/21	AMIGOS Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Wickizer, Genevieve	Stipend Non-Athletic	Standard Club Advisor	\$1,584.61	CMS	9/1/20	6/30/21	AMIGOS Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bhavsar, Priya	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	CMS	9/1/20	6/30/21	Bookworms Club Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Sacca, Lisa	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	CMS	9/1/20	6/30/21	Community CARES Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Suozzo, Erin	Stipend Non-Athletic	Standard Club Advisor	\$1,660.07	CMS	9/1/20	6/30/21	Community CARES Advisor, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Wickizer, Genevieve	Stipend Non-Athletic	Standard Club Advisor	\$1,584.61	CMS	9/1/20	6/30/21	Debate Club Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Costelloe, Jessica	Stipend Non-Athletic	Standard Club Advisor	\$792.30	CMS	9/1/20	12/31/20	Zumba Club Advisor (Fall only), 4 yrs. exp., 1/2 year club, paid 1/2 in FULL in Dec.
Lynch, Kevin	Stipend Non-Athletic	Standard Club Advisor- Shared	\$754.58	CMS	9/1/20	6/30/21	Environmental Club Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bhame, Karen	Stipend Non-Athletic	Standard Club Advisor- Shared	\$754.58	CMS	9/1/20	6/30/21	Environmental Club Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Efstathios, Ariana	Stipend Non-Athletic	Standard Club Advisor- Shared	\$754.58	CMS	9/1/20	6/30/21	GSA Club Advisor - shared 50%, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Backman, Mary	Stipend Non-Athletic	Standard Club Advisor- Shared	\$792.30	CMS	9/1/20	6/30/21	GSA Club Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.

Dratch, Marnie	Stipend Non-Athletic	Standard Club Advisor- Shared	\$754.58	CMS	9/1/20	6/30/21	Panther Press Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Salvador, Edward	Stipend Non-Athletic	Standard Club Advisor- Shared	\$754.58	CMS	9/1/20	6/30/21	Panther Press Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Danch, Alia	Stipend Non-Athletic	Student Council Advisor	\$3,269.83	CMS	9/1/20	6/30/21	Student Council Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Efstathios, Ariana	Stipend Non-Athletic	Student Council Advisor	\$3,269.83	CMS	9/1/20	6/30/21	Student Council Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Salvador, Edward	Stipend Non-Athletic	Student Council Assistant Advisor	\$2,515.25	CMS	9/1/20	6/30/21	Student Council Assistant Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Grover Middle School							
Fitzpatrick, Beth	Stipend Non-Athletic	Eighth Grade Connection	\$2,112.81	GMS	9/1/20	6/30/21	Project Pride / Eighth Grade Connection, 10 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Coppola, Richard	Stipend Non-Athletic	End of Year Video	\$4,049.55	GMS	9/1/20	6/30/21	End of Year Video, 8 yrs.exp., paid 1/2 in Dec. and 1/2 in June.
Harrington, Honour	Stipend Non-Athletic	Future City Advisor	\$4,275.93	GMS	9/1/20	6/30/21	Future City Advisor, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Zola, Anna	Stipend Non-Athletic	Future City Assistant	\$2,766.78	GMS	9/1/20	6/30/21	Future City Assistant, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June .
Frame, Craig	Stipend Non-Athletic	Math Counts	\$3,269.83	GMS	9/1/20	6/30/21	Math Counts, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Pacifico, Lisa	Stipend Non-Athletic	Math League	\$2,829.66	GMS	9/1/20	6/30/21	Math League, 14 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Lipman, Johanna	Stipend Non-Athletic	Memory Book Advisor	\$6,288.13	GMS	9/1/20	6/30/21	Memory Book Advisor, 18 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Haley, Kaitlyn	Stipend Non-Athletic	Memory Book Assistant	\$4,024.40	GMS	9/1/20	6/30/21	Memory Book Assistant, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Caravaglio, Natalie	Stipend Non-Athletic	Orchestra	\$2,012.20	GMS	9/1/20	6/30/21	Chamber Orchestra , 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Vasiliu, Mariana	Stipend Non-Athletic	Orchestra	\$2,012.20	GMS	9/1/20	6/30/21	Chamber Orchestra , 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Per, Steven	Stipend Non-Athletic	Science Olympiad Advisor	\$4,275.93	GMS	9/1/20	6/30/21	Science Olympiad Advisor, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Ricciardi, Jason	Stipend Non-Athletic	Science Olympiad Assistant	\$2,766.78	GMS	9/1/20	6/30/21	Science Olympiad Assistant, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Fultz, James	Stipend Non-Athletic	Stage Band	\$2,515.25	GMS	9/1/20	6/30/21	Stage Band - Grover Pops, 17 yrs. exp., paid 1/2 in Dec. and 1/2 in June.

Ferrara, Shannon	Stipend Non-Athletic	Stage Band	\$2,213.42	GMS	9/1/20	6/30/21	Stage Band - Jazz Band, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Curbishley, Cheryl	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	GMS	9/1/20	6/30/21	Author Club, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Tummillo, Nancy	Stipend Non-Athletic	Standard Club Advisor	\$1,584.61	GMS	9/1/20	6/30/21	Chess Club, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Haley, Kaitlyn	Stipend Non-Athletic	Standard Club Advisor	\$1,584.61	GMS	9/1/20	6/30/21	Debate Club, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Wachtin, Heidi	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	GMS	9/1/20	6/30/21	Environmental Club, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Ricciardi, Jason	Stipend Non-Athletic	Standard Club Advisor	\$754.58 (prorated)	GMS	9/1/20	12/31/20	Film/Movie Club (Fall only), 0 yrs. exp. paid in FULL in Dec.
Haggag, Radwa	Stipend Non-Athletic	Standard Club Advisor	\$754.58 (prorated)	GMS	9/1/20	12/31/20	International Alliance Club (Fall only), 0 yrs. exp. paid in FULL in Dec.
Dowling, Seamus	Stipend Non-Athletic	Standard Club Advisor	\$1,660.07	GMS	9/1/20	6/30/21	KIVA, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Gautieri, Alyssa	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	GMS	9/1/20	6/30/21	Math Problem Solving Club, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Hoeflinger, Kimberly	Stipend Non-Athletic	Standard Club Advisor	\$1,886.44	GMS	9/1/20	6/30/21	Peer Leaders, 11 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Hipple, Tara	Stipend Non-Athletic	Standard Club Advisor	\$1,584.61	GMS	9/1/20	6/30/21	Peer Leaders, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Massih, Devin	Stipend Non-Athletic	Standard Club Advisor	\$754.58 (prorated)	GMS	9/1/20	12/31/20	Playwriting/Screenwriting Club (Fall only), 0 yrs. exp. paid in FULL in Dec.
Harrington, Honour	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	GMS	9/1/20	6/30/21	Project Pride, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Kumor, Zachary	Stipend Non-Athletic	Standard Club Advisor	\$1,584.61	GMS	9/1/20	6/30/21	Project Pride, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Wachtin, Heidi	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	GMS	9/1/20	6/30/21	Shakespeare Club, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Graffin, Valerie	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	GMS	9/1/20	6/30/21	Sign Language, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Pacifico, Lisa	Stipend Non-Athletic	Standard Club Advisor	\$1,509.15	GMS	9/1/20	6/30/21	Stock Market Club, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Frost, Amanda	Stipend Non-Athletic	Standard Club Advisor	\$1,660.07	GMS	9/1/20	6/30/21	Yoga Club, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Dolcimascolo, Justin	Stipend Non-Athletic	Standard Club Advisor- Shared	\$754.58 (prorated)	GMS	9/1/20	6/30/21	GSA Club - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Alley, Wendy	Stipend Non-Athletic	Standard Club Advisor- Shared	\$792.30 (prorated)	GMS	9/1/20	6/30/21	GSA Club - shared 50%, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Delasandro, Michael	Stipend Non-Athletic	Student Council Advisor	\$4,087.28	GMS	9/1/20	6/30/21	Student Council Advisor, 11 yrs. exp., paid 1/2 in Dec. and 1/2 in June.

Micallef, Jamie	Stipend Non-Athletic	Student Council Advisor	\$4,087.28	GMS	9/1/20	6/30/21	Student Council Advisor, 14 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Maurice Hawk Elementary							
Cook, Jamie	Stipend Non-Athletic	School Day Event Coordinator	\$385.00	MH	9/1/20	6/30/21	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Hughes, Anne Marie	Stipend Non-Athletic	School Day Event Coordinator	\$385.00	MH	9/1/20	6/30/21	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Mulhall, Maureen	Stipend Non-Athletic	School Day Event Coordinator	\$385.00	MH	9/1/20	6/30/21	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Piergrossi, Melinda	Stipend Non-Athletic	School Day Event Coordinator	\$385.00	MH	9/1/20	6/30/21	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Change							
Bond, Christopher	Change	National History Day	\$3,043.45 (prorated)	HSN	9/1/20	10/14/20	Change end date from 6/30/21 to 10/14/20 for National History Day Advisor, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Vasiliu, Mariana	Stipend Non-Athletic	Change	\$2,515.25	GMS	9/1/20	6/30/21	Change Chamber Orchestra from 1 yr. exp., to 17 yrs. exp., paid 1/2 in Dec. and 1/2 in June. Change salary from \$2,012.20 to \$2,515.25.
F. Community Education							
Appoint							
Buckle, David	Appoint	CE Instructor	\$30.00/hr.	CE	10/21/20	10/31/20	Appoint as a CE Instructor (Virtual Strings).
Reappoint							
Sampath, Usha	Reappoint	EDP Full Day Instructor	\$36,400.00 (prorated)	VIL	11/1/20	11/30/20	Reappoint as an EDP Full-Day Instructor (full-time).
Beauchamp, Marissa	Reappoint	EDP Site Supervisor	\$36,008.70 (prorated)	VIL	11/1/20	11/30/20	Reappoint as an EDP Site Supervisor (full-time).
Kaplan, Debra	Reappoint	EDP Site Supervisor	\$44,403.45 (prorated)	MR	11/1/20	11/30/20	Reappoint as an EDP Site Supervisor (full-time).
Nita, Daniela	Reappoint	EDP Site Supervisor	\$39,475.80 (prorated)	MH	11/1/20	11/30/20	Reappoint as an EDP Site Supervisor (full-time).
Prabhakar, Girija	Reappoint	EDP Site Supervisor	\$22,181.25 (prorated)	DN	11/1/20	11/30/20	Reappoint as an EDP Site Supervisor (full-time).
Ridzyowski, Dawn	Reappoint	EDP Site Supervisor	\$48,402.90 (prorated)	TC	11/1/20	11/30/20	Reappoint as an EDP Site Supervisor (full-time).
Singh, Bandana	Reappoint	EDP Site Supervisor	\$18,484.38 (prorated)	TC	11/1/20	11/30/20	Reappoint as an EDP Site Supervisor (full-time).
Buckle, David	Reappoint	CE Instructor	\$30.00/hr.	CE	11/1/20	11/30/20	Reappoint as a CE Instructor (Virtual Strings, part-time).
Pak, Mimi	Reappoint	CE Instructor	\$30.00/hr.	CE	11/1/20	11/30/20	Reappoint as a CE Instructor (Virtual Strings, part-time).
Bhamre, Sharvari	Reappoint	EDP Group Leader	\$13.25/hr.	TC	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Cartmill, Cecilia	Reappoint	EDP Group Leader	\$13.00/hr.	VIL	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Devine-Horn, Patricia	Reappoint	EDP Group Leader	\$25.06/hr.	MH	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).

Hughes, Dianna	Reappoint	EDP Group Leader	\$19.54/hr.	DN	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Jones, Maureen	Reappoint	EDP Group Leader	\$20.52/hr.	VIL	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Kesavabhotla, Padmavathi	Reappoint	EDP Group Leader	\$18.54/hr.	MR	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Lackey, Roxanne	Reappoint	EDP Group Leader	\$16.50/hr.	MR	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Lapidus, Elsa	Reappoint	EDP Group Leader	\$24.32/hr.	MR	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Lebowitz, Cynthia	Reappoint	EDP Group Leader	\$13.25/hr.	DN	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Mukhopadhyay, Nandini	Reappoint	EDP Group Leader	\$14.50/hr.	TC	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Nabet, Arshid	Reappoint	EDP Group Leader	\$14.75/hr.	VIL	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Oertel, Linette	Reappoint	EDP Group Leader	\$16.98/hr.	MR	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Reis, Donna	Reappoint	EDP Group Leader	\$13.25/hr.	MH	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Santiago, Catherine	Reappoint	EDP Group Leader	\$13.25/hr.	MR	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Shah, Hetal	Reappoint	EDP Group Leader	\$13.25/hr.	WIC	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Vannatta, Donna	Reappoint	EDP Group Leader	\$13.25/hr.	WIC	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Verma, Sushma	Reappoint	EDP Group Leader	\$13.25/hr.	MH	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Wilson, Nancy	Reappoint	EDP Group Leader	\$13.25/hr.	MR	11/1/20	11/30/20	Reappoint as an EDP Group Leader (part-time).
Lamson, Jenna	Reappoint	EDP Assistant Group Leader	\$13.00/hr.	MH	11/1/20	11/30/20	Reappoint as an EDP Assistant Group Leader (part-time).
Paz, Sophia	Reappoint	EDP Assistant Group Leader	\$12.50/hr.	VIL	11/1/20	11/30/20	Reappoint as an EDP Assistant Group Leader (part-time).
Gamarnik, Aleksandr	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Lackey, Roxanne	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Lapidus, Elsa	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Lee, Kelly Cathleen	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Lupo, Sandra	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Oertel, Linette	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Purohit, Vaishali	Reappoint	EDP 1-to-1 Assistant	\$15.00/hr.	TC	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Singh, Priyadarshini	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).
Warner, Jean	Reappoint	EDP 1-to-1 Assistant	As per contract	CE	11/1/20	11/30/20	Reappoint as an EDP 1-to-1 Assistant (part-time).

Gillette, Kamiah	Reappoint	EDP High School Assistant	\$12.00/hr.	WIC	11/1/20	11/30/20	Reappoint as an EDP High School Assistant (part-time).
Twum-Barima, Maame	Reappoint	EDP High School Assistant	\$12.00/hr.	TC	11/1/20	11/30/20	Reappoint as an EDP High School Assistant (part-time).
Twum-Barima, Nana	Reappoint	EDP High School Assistant	\$12.00/hr.	TC	11/1/20	11/30/20	Reappoint as an EDP High School Assistant (part-time).
Change							
Pak, Mimi	Change	CE Instructor	N/C	CE	10/12/20	10/31/20	Change end date from 6/30/21 to 10/31/20.
Prabhakar, Girija	Change Location	EDP Site Supervisor	N/C	DN	10/1/20	10/31/20	Change location from WIC to DN.
Singh, Bandana	Change Location	EDP Site Supervisor	N/C	TC	10/19/20	10/31/20	Change location from CMS/DN to TC.
Lapidus, Elsa	Change Location	EDP Group Leader	N/C	MR	10/1/20	10/31/20	Change location from CMS to MR.
Nabet, Arshid	Change Location	EDP Group Leader	N/C	VIL	10/1/20	10/31/20	Change location from GMS to VIL.
Rescind							
Segreaves, Emilee	Rescind	CE Instructor	\$30.00/hr.	CE	10/14/20	10/14/20	Rescind appointment as a part-time CE Instructor (Virtual Math).
Resignation							
Baker, Ashley	Resign	EDP Full Day Instructor	N/A	TC	10/15/20	10/15/20	Resign from position.
Garretson, Barbara	Resign	EDP Group Leader	N/A	DN	10/21/20	10/21/20	Resign from position.
G. Emergent Hires							
None							

Ms. Kaish acknowledged the retirement of Karen Black, IRLA Teacher, 23.5 years, and thanked her for her service to the District.

APPROVAL OF MINUTES

Upon motion by Ms. Krug, seconded by Mr. Fleres, and by affirmative voice vote of all present, the following Board of Education minutes were approved: October 6, 2020 Meeting and October 6, 2020 Closed Executive Session.

LIAISON REPORTS (None)

NEW BUSINESS (None)

PUBLIC COMMENT

Board President Kaish opened the second opportunity for public comment and read the following statement:

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who submitted written comments to the Board Secretary prior to the submission deadline for this meeting and from those who have signed up on the form to comment via video and/or audio that

was open and available on the District website up until the start of this Second Opportunity for Public Comment. Any written comments that were submitted prior to the deadline for this meeting will be read aloud by the Board Attorney for three minutes in accordance with Board Policy 0167. Members of the public who did not submit written comments and who have signed up will be offered the opportunity to make their comments via video and/or audio. Members of the public will not be permitted to submit both written comments and make additional comments via video and/or audio. Each comment should be directed to the Presiding Officer, not individual members of the Board, and must be made in accordance with the procedures and three-minute time limit set forth in Board Policy 0167. If the comment extends beyond three minutes, speakers will be asked to conclude their comments and may be muted by the Moderator. Once an individual has finished their comment or their three minutes has expired, their audio and video will be turned off by the Moderator. This public comment period shall be limited to 15 minutes.

Board Attorney Mark Toscano reported that there were no written comments and one member of the public signed up to speak. One member of the public commented via audio and video:

Veronica Mehno, 41 Galston Drive, West Windsor, 08550 posed three questions to the Board. 1) She asked for verification that Dr. Aderhold would not be receiving any more bonuses going forward, 2) She asked why certain student clubs do not have stipends, such Mock Trial and HOSA at High School South, and 3) She asked for clarification regarding whether or not the District follows Common Core.

Board President Kaish closed the second opportunity for public comment.

Ms. Kaish asked Mr. Toscano to clarify the Superintendent's contract. Mr. Toscano clarified that the new Superintendent Contract does not allow for any merit goals or any merit bonus.

SUPERINTENDENT'S COMMENTS

The Superintendent reviewed the approval process for clubs and activities. He explained the difference between clubs with stipend advisors and student-run clubs. Currently, student run clubs work with volunteers, who are asked to be cleared and board approved. He reviewed the process for approval. Mock trial was built into the budget 2 years ago, was posted last year, and went unfilled. Dr. Aderhold asked Dr. Nathan to comment regarding the curriculum questions. Dr. Nathan explained that the district follows the New Jersey Student Learning Standards, not Common Core. She also explained that the Algorithm for grouping is addressed at a later stage in instruction.

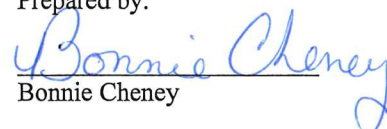
ADJOURNMENT

At approximately 8:56 p.m., by motion of Ms. Juliana, seconded by Ms. McKeown, and by unanimous voice vote of all present, the meeting adjourned.



Dr. Christopher J. Russo, Board Secretary

Prepared by:


Bonnie Cheney

WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
Board of Education Meeting Date: October 27, 2020
Virtual Meeting Attendee Sign-In
PAGE 1 of 1

	First Name	Last Name		First Name	Last Name
1	Vasanti	Anand	34	Jill	Katz
2	Kashif	Anwar	35	Evelyn	Kellogg
3	Eileen	Azzara	36	Patti	Kuczmariski
4	Prasad	Bapatla	37	Vidya	Kulkarni
5	Libby	Barak	38	Joanne	Lasky
6	Andrea	Bean	39	Neha	Loomba
7	Rafael	Beauchamp	40	Lori	Marabella
8	Raji	Bhimireddy	41	Shweta	Marda
9	Makarand	Bidwai	42	Mike	McCune
10	Nicole	Brown	43	Lee	McDonald
11	Arvind	Chopra	44	Khushboo	Mehandru
12	Eileen	Cicero	45	Veronica	Mehno
13	Robert	Corriveau	45	Carly	Meyers
14	Melissa	Corso	47	Christine	Miller
15	TIFFANYE	CUMMINGS	48	Alison	Milone
16	Katharine	Dobinson	49	Shailesh	Mittal
17	tanya	dorfman	50	Sreeman	Mogulothu
18	William	Dory	51	Vinay	Mogulothu
19	Latoya	Edwards	52	Loi	Moliga
20	Laura	Feng	53	Sudha	Narayanaswam
21	THEZA	FRIEDMAN	54	NAM	NGUYEN
22	Theresa	Gagliardo	55	Grace	Odediran
23	Ramon	Garcia	56	Jennifer	Riccards
24	Sonia	Gawas	57	Christine	Robinson
25	avanti	handa	58	Roena	Romero
26	Gaurav	Handa	59	Lisa	Sacca
27	Christine	Hodges	60	Himanshu	Sadana
28	Joy	Horton	61	Gowri	Sannananjaiah
29	Anand	Iyer	62	Ravi	Sheth
30	Michele	Jaworowski	63	Karen	Slagle
31	Ritesh	Kagarana	64	Denia	Smith
32	HARSHAD	KAMAT	65	Geeta	Telang
33	Maya	Kamath	66	G.	White