

**Montague Township Board of Education Meeting
Special Meeting Minutes
May 13, 2020
8:00 pm**

I. Call to Order - 8:00PM

II. Roll Call

	Present	Absent
Dale Bouma	X	
Paul Brislin	X	
Jennifer Caramucci	X	
Danielle Christmann	X	
Billy Underwood	X	
Charles Teufert, Vice President	X	
Glen Plotsky, President	X	

Others Present:

Timothy Capone - Chief School Administrator
Maria Costa – Board Secretary

BE IT RESOLVED, at the recommendation of the Montague Township Board of Education conduct an emergency meeting on May 13, 2020 at 8:00PM located in the cafeteria at the Montague Township School- 475 Route 206, Montague, N.J. 07827 for the purpose of taking necessary personnel action and other emergent, necessary action.

Moved: Paul Brislin

Seconded: Charles Teufert

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X	X	X	X	7
NO								
ABSTAIN								
ABSENT								

III. Flag Salute

IV. The mission of the Montague Township School District is to provide the best educational experience and opportunities resources allow, in order to realize the potential of every child.

V. In accordance with the New Jersey Sunshine Law, a legal notice of this meeting has been posted on the official bulletin board at the school and advertised in the New Jersey Herald and the Sunday New Jersey Herald.

VI. Announcement of Executive Session

VII. BE IT RESOLVED, that the Montague Township Board of Education recess and proceed to executive session to discuss personnel matters and legal issues. Action may or may not be taken.

Motion to open Executive Session at 8:03pm
Motion Charles Teufert 2nd Danielle Christmann
All in Favor

Motion to close Executive Session at 9:03pm
Motion Charles Teufert 2nd Dale Bouma
All in Favor

Motion to reopen Regular Meeting at 9:03pm
Motion Paul Brislin 2nd Charles Teufert
All in Favor

VIII. CSA Report

- Mr. Capone recommended 5 calendar dates to move up the end of the school year.
- Discussion
 - Mr. Bouma inquired regarding the relevance of this recommendation.
- Mr. Capone's response is that it will end the school year earlier to accelerate school preparation for ESY and the 20/21 school year.
 - Mr. Romano is pricing out the cost of a 100% online program in anticipation of the students' needs in the 20/21 school year.
- Per Mr. Capone, The Board passed a 4.2% budget at the last meeting. The County Office will not approve the board budget at 4.2%. They will only approve a 2.52% budget. They excluded the lighting project from this year's budget. Mr. Capone stated that there may be another state aid cut end of August, beginning of September.
 - The board discussed cost saving measures if there is a cut in state aid.
 - The board discussed the renovation to the office space at the school.
 - Mr. Plotsky explained the benefit of the renovation for the students. It is related to the needs of the student so they have a private area to speak to counselors, etc.
- Mr. Capone explained this is a more efficient use of the building and there is a need for confidential spaces.

IX. SBA Report

X. Correspondence

XI. Approval of Minutes

BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education approve the minutes of the May 5, 2020 board meeting.

Moved: Charles Teufert

Seconded: Paul Brislin

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X	X	X	X	7
NO								
ABSTAIN								
ABSENT								

XII. Public Session – Agenda Items Only

Public comment is invited on all matters pertaining to the school district. All participants shall be permitted to speak one time for four (4) minutes and shall state their name, place of residence, and group affiliation, if appropriate.

Board meetings are a meeting of the Board conducted in public, NOT a meeting of the public conducted in the presence of the Board.

The Board uses the public comment period as an opportunity to listen to citizen concerns, but please be aware that not all issues brought to a board meeting will be resolved this evening; rather, the Board will, in appropriate cases, delegate the authority to investigate the matter to the Superintendent or his designee.

Please let the record reflect that the BOE does not endorse your comments nor will the BOE be held liable for comments you make about a staff member, or other person, which the staff member, or other person, may consider defamatory and/or libelous, as that individual retains all rights to pursue any legal remedies against you.

Motion to open public comment at 9:30pm

Motion Charles Teufert 2nd Dale Bouma

All in Favor

Motion to close public comment at 9:55pm

Motion Charles Teufert 2nd Jennifer Caramucci

All in Favor

John Mannion

- Stated he does not agree with Action Item A-1 - renovation of the district vestibule, offices, and the Board conference room.

Krista Mikulski

- Stated she does not agree with cutting the late bus and after school program.

Eleanor Murphy

- Stated she had a complaint about the audio.

Stephanie Guida

- Stated she is hopeful the school will try to evolve with virtual learning, more interaction between student and teacher.

Brent Runne

- Teacher and Co- President of the Montague Education Association.
- He responded to statements from the last meeting regarding questioning the Paraprofessionals’ full time status with benefits.
- Proudly stated that the paraprofessionals hired at Montague have been in front of the pack, and always full time with benefits because of their integral role with students.
 - They are there for students that require extra attention and keep them with their peers.
 - Paraprofessionals help beyond classroom walls. They are integral to student’s physical and emotional needs.

Andre Campbell

- Stated that in regards to the cuts to the budget, feels that the school is top heavy in administration.

Motion to close public comment at 9:55pm

Motion Charles Teufert 2nd Jennifer Caramucci
All in Favor

Danielle Christmann made a motion to not do block voting for tonight’s meeting.

2nd Paul Brislin

All in Favor

- Discussion
 - Jennifer Caramucci recommended to continue with block voting.

XIII. Action Items

A-1 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education approve the renovation plans of the Montague Township School District Office by Parette Somjen Architects and authorize solicitation of bids.

- A1 Discussion
 - Paul Brislin stated that there are 6 offices and a conference room – to put this out to bid with these specifications. The architect is interested in a flat fee for 12, 200 + other expenses billed separately.
 - Charles Teufert stated that schools are required to appoint an architect of record.
 - Mr. Capone stated that this is the architect of record approved by the board for the 2019-2020 school year.
 - Jennifer Caramucci stated that the prior board selected this architect of record.

Moved: Charles Teufert

Seconded: Billy Underwood

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES			X		X	X	X	4
NO	X	X		X				3
ABSTAIN								

ABSENT								
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A-2 BE IT RESOLVED, that the Montague Board of Education approve a 1st reading of School Policy 9322 (Public and Executive Sessions, Virtual).

- A-2 Discussion
 - Paul Brislin asked what is the significance on voting on this tonight?
 - Mr. Plotsky stated in order to not be in the building for a board meeting and utilize a program, you will need to adopt a policy. It requires two readings.

Moved: Dale Bouma

Seconded: Charles Teufert

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X		X	X	6
NO					X			1
ABSTAIN								
ABSENT								

A-3 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education approve the District’s program of virtual or remote instruction to meet the 180-school day requirement, which was previously submitted to the Department of Education on March 13, 2020, and implemented since the District’s closure on March 16, 2020.

- A-3 Discussion
 - Paul Brislin asked if there is a plan to review.
 - Mr. Capone responded it was in the Board packet.
 - The board discussed the plan.
 - Mr. Capone stated what is special at the Montague Township School is the individualized instruction. He stated that we are trying to keep that in place. Teachers are in contact with students via emails, calls.

Moved: Paul Brislin

Seconded: Dale Bouma

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X	X	X	X	7
NO								
ABSTAIN								
ABSENT								

XIV. Financial Items

F-1 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education approve April 14, 2020 thru May 11, 2020 - Bill List attached and listed below:

	Check Numbers	Amount
Regular Bill List	#A:N0415-N0504	
	A:25572-A:25592	\$742,351.36
Lunch Program	F: N1722	\$15,678.25

- F1 Discussion
 - Paul Brislin doesn't understand why one item on the bill list is a charge. Check number A25576 Date May 11, 2020- \$3,586- services rendered for the month of April 2020. The question is to why there is a bill for the month of April from this vendor?
 - Mr. Capone stated there was an extended conversation vendors and contracts. Even though the buses weren't running, you still had to maintain the contracts. All of the requirements stay in place, no waiver from the federal government.

Moved: Charles Teufert

Seconded: Jennifer Caramucci

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X	X	X	X	7
NO								
ABSTAIN								
ABSENT								

F-2 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education approve the attached SUSSEX REGIONAL TRANSPORTATION COOPERATIVE – RESOLUTION FOR PARTICIPATION IN JOINT AGREEMENT for Athlete / Field Trip transportation for 2020-2021 school year, at a four percent (4%) administration fee.

Moved: Paul Brislin

Seconded: Dale Bouma

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X	X	X	X	7
NO								
ABSTAIN								
ABSENT								

F-3 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education approve the attached SUSSEX REGIONAL TRANSPORTATION COOPERATIVE – RESOLUTION FOR PARTICIPATION IN JOINT AGREEMENT for

Special Education transportation for 2020-2021 school year, at a four percent (4%) administration fee.

Moved: Dale Bouma

Seconded: Jennifer Caramucci

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X	X	X	X	7
NO								
ABSTAIN								
ABSENT								

F-4 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education approve an Agreement to provide Professional Services in accordance with the 2020 / 2021 fiscal year agreement at the following rates:

Service	Rate
Occupational, and/or Speech Therapy	\$93.00/hour
Physical Therapy	\$93.00/hour
Educational Support Services (LDTC)	\$93.00/hour
Psychologist Services	\$93.00/hour
as provided by BCBA/Behavioral Supervisor	\$93.00/hour (3 hours/ week minimum)
Behavioral Plans & Functional Behavior Assessments#	\$93.00/hour
Behavioral Support Services as provided by a Behaviorist	\$93.00/hour
Reading Specialist	\$82.50/hour
Home Instruction	\$65.00/hour
Social Work Services	\$82.50/hour
*ABA Paraprofessional Services	\$35.00/hour
*Paraprofessional Services	\$28.00/hour
Teacher of the Deaf Services	\$135.00/hour
Administrative Fee 1%	

*Includes, but is not limited to, evaluations for Occupational Therapy, Physical Therapy, Speech Therapy, Educational Assessments, and Psychological Evaluations. Each evaluation includes but is not limited to: student record review, staff/teacher interview and consultation, parent interview, student observation, direct administration of assessments, therapist observation, completed report (with goals and objectives, as applicable). This charge is applicable regardless of whether the professional has regularly scheduled time for other student contact.

#Behavioral Plans are not to exceed ten (10) hours per plan; Functional Behavior Assessments are not to exceed eighteen (18) hours per assessment

Notice of Contract Award

The Board of Education of the Township of Montague in the County of Sussex, New Jersey (the “Board”) has awarded an Agreement to Provide Professional Services pursuant to N.J.S.A. 18A:18A-5. The Board

retained the J and B Therapy, LLC to provide professional services in accordance with the 2020/2021 fiscal year agreement. The amount charged for these services shall be determined in accordance with the agreement on file with the Board Secretary. **This Contract will be in effect until either party gives written notice to the other of termination in accordance with the Agreement or until.**

- F4 Discussion
- Mr. Brislin questioned whether a word was missing at the end of the notice of contract award.
 - Glen Plotsky clarified that this ends June 30, 2021 or earlier if one of the parties gives notice.
 - Jennifer Caramucci explains everything has to be voted on every single year.
 - Charles Teufert made a motion to amend the words above after the word until, “the end of the fiscal year.”
 - Billy Underwood Seconded.

Moved: Charles Teufert

Seconded: Billy Underwood

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES			X		X	X	X	4
NO	X	X		X				3
ABSTAIN								
ABSENT								

F-5 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education accept the proposal (AERO-0325-20) submitted by AERO ENVIRONMENTAL SERVICE, INC. to perform the following asbestos inspection & designated person services during the next 12-month period:

A. Perform One (1) Semi-Annual Period Asbestos Surveillance Inspection -July 2020	\$ 550
B. Perform One (1) Semi-Annual Period Asbestos Surveillance Inspection-January 2021	<u>\$ 550</u>
TOTAL	\$1100

Moved: Dale Bouma

Seconded: Charles Teufert

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X	X	X	X	7
NO								
ABSTAIN								
ABSENT								

F-6 WHEREAS, N.J.S.A. 18A:28-9 provides that a board of education may “reduce the number of teaching staff members employed in the district whenever, in the judgment of the board, it is advisable to abolish any such positions for reasons of economy or because of reduction in the number of pupils or of change in the administrative or supervisory organization of the district or for other good cause;”

WHEREAS, for reasons of economy, and position and staffing restructuring in light of current District operational needs and student enrollment the following existing full time

employee (“FTE”) positions are recommended for abolishment: Director of Curriculum, Instruction, and Assessment/Director of Early Childhood Education

WHEREAS, based foregoing and information provided by the Superintendent, the Board finds it advisable to reduce the total number of positions in the District for the 2020-2021 school year through a reduction in force;

IT IS HEREBY RESOLVED by the Board of Education as follows:

That (1) Director of Curriculum, Instruction, and Assessment/Director of Early Childhood Education

1. positions are hereby eliminated as a result of a reduction in force;
2. That affected employees will promptly receive appropriate notification of their respective employment status; and
3. That the Superintendent or his/her designee is authorized to provide the necessary notification to affected employees.

➤ Discussion

- Paul Brislin asked if it is appropriate to find out this individual’s job title.
- Dale Bouma thought we weren’t letting anyone go.
- Glen Plotsky responded that there is a reduction in force.
- Mr. Capone stated that this is the budget approved by the county office.

Moved: Dale Bouma

Seconded: Billy Underwood

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES			X		X	X	X	4
NO	X	X		X				3
ABSTAIN								
ABSENT								

P-1 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Board of Education approve the following reappointments for the 2020/2021 school year:

ADMINISTRATION & NON-UNION SUPPORT STAFF (Individual Contracts)

Name Position

- Erkan Gumustekin School Business Administrator
- Rene Metzgar Treasurer of School Monies
- Gene Meli Supervisor of Instruction (Max. 60 Days Per Year)
- Alvinna Mheiny Confidential Secretary to the Business Administrator
- Aldijana Reckovic Confidential Main Office Secretary/Nutrition Coordinator
- Mark Romano IT Specialist/Project Manager
- Maria Costa Confidential District Office Secretary/Board Secretary
- Darrell Stewart Transportation/Facilities/Custodial Manager
- James Andriac Director of Student Activities/Social Studies Teacher/Elementary School Teacher

TEACHERS (Collective Agreement) - TENURED

Name Position

- Linda Willeford Elementary School Teacher
- Taffy Banghart Elementary School Teacher
- Dawn Marion Elementary School Teacher

Debra Vigorito Elementary School Teacher
Jody Taylor Teacher of Music
Nancy Wright Teacher of Health and Physical Education/Elementary School Teacher
Lorie Jeskey Special Education Teacher/Elementary School Teacher
Jennifer Battikha Elementary School Teacher
Carl Ferriere Teacher of Mathematics/Elementary School Teacher
Michelle Visco Elementary School Teacher
Brenten Runne Elementary School Teacher
Stacey Blasdell Special Education Teacher/Elementary School Teacher
Denise Bellini Elementary School Teacher
Leslie Coolong Teacher of English/Special Education Teacher

TEACHERS (Collective Agreement) - NON TENURED

Name Position

Clancey Lane Teacher of Spanish/ Elementary School Teacher
Kelly Edsall School Psychologist
Rebecca Dann Science, Technology, Engineering and Math Teacher/ Special Education Teacher
Danielle LaStarza School Guidance Counselor/School Social Worker
Marta Baez Teacher of Health and Physical Education/Teacher of Science
Chandler Howard Special Education Teacher/Elementary School Teacher
Christina DeCola Speech Therapist
Rebecca Lehmkuhl Science, Technology, Engineering and Math Teacher/Special Education
Teacher/Social Studies Teacher
Melissa Neamand Teacher of Art/Elementary School Teacher
Melissa Martinique Preschool Teacher
Kayla Paolillo School Nurse
Megan McElhaney Preschool Master Teacher
Rachel Van Gorden Teacher of Agriculture/ Science, Technology, Engineering and Math Teacher
Jamie Sivertsen Special Education Teacher/Elementary School Teacher
Anna Dawson Special Education Teacher/Elementary School Teacher

CUSTODIANS / BUS DRIVERS (Collective Agreement)

Name Position

Penny Snook Full-Time bus Driver/Custodian
Karen Moriarty Part Time Bus Driver/Custodian

Cafeteria Staff (Collective Agreement)

Name Position

Tracy Greco Part Time Cafeteria

PARAPROFESSIONALS (Collective Agreement)

Name Position

Kim Hart Paraprofessional
Victoria Razumov Paraprofessional
Juliet Myers Paraprofessional
Allysa Donadio Paraprofessional
Andrea Conklin Paraprofessional
Megan Putera Paraprofessional

Moved: Paul Brislin

Seconded: Charles Teufert

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES			X		X	X	X	4
NO	X	X		X				3
ABSTAIN								
ABSENT								

XV. Public Session

Public comment is invited on all matters pertaining to the school district. All participants shall be permitted to speak one time for four (4) minutes and shall state their name, place of residence, and group affiliation, if appropriate.

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Please let the record reflect that the BOE does not endorse your comments nor will the BOE be held liable for comments you make about a staff member, or other person, which the staff member, or other person, may consider defamatory and/or libelous, as that individual retains all rights to pursue any legal remedies against you.

Motion to open public comment at 10:33pm

Motion Dale Bouma 2nd Charles Teufert

All in Favor

Stephanie Guida

- Stated that she doesn't understand how Mr. Nittolo is a reduction in workforce.
- Stated her child loved Mrs. Castellana and thanked both for their contribution.
- Originally she questioned Mr. Nittolo and Mrs. Castellana being hired.
- As she was preparing to make a public comment for the kudos both Mr. Nittolo and Mrs. Castellana deserved, after being critical for their hiring, Mr. Capone decided to let them go. Mrs. Guida stated that "Here we go again positive contributors in my view gone"
- Questioned the availability of the Chrome Books.

John Mannion

- Stated that Mr. Capone made a remark on Facebook that Mr. Mannion and Eric Obenhauer make a coordinated effort to bring negative press about Montague Township, the school, and that it is well documented. Mr. Mannion stated that this is a lie and there are no documents.
- Mr. Mannion inquired about the trips of our board member.

Ellie Murphy

- Addressed Mr. Capone about his comments on NJ Herald about John Mannion and Barbara Holstein.

Krista Mikulski

- Stated to not make it about High Point but about the kids that go there.

Barbara Holstein

- Does not believe this system is conducive to public comment.
- Stated there are talks about cutting programs for students and a late bus. Board then voted to spend money renovating offices that she believes do not need to be renovated.
- Stated that the board voted 4-3 to cut student programs.

Andree Campbell

- Stated that taxpayers are Mr. Capone's boss and are paying his salary.

Motion to close public comment at 10:56pm

Motion Billy Underwood 2nd Danielle Christmann

All in Favor

XVI. Unfinished Business

- Mr. Capone addressed Barbara Holstein's public comment where on a 4-3 vote that this board cut programs. That is not true. No programs were cut tonight. No busing or programs were cut tonight based on a vote tonight.
- Mr. Capone does not believe that the general population in Montague agree with John Mannion's position that the Montague Township School should be shut down and turned into a firehouse.
- Mrs. Mikulski's comments about success rate of High Point and how are our students are doing? Mr. Capone responded that 73% have D's and F's on report cards at High Point. This does not show a good measure of success.
- Mr. Plotsky responded to Mr. Mannion's comment about board member trips. Mr. Plotsky's trip was related to fighting for impact aid. It was successful. He did not extend vacation there and in fact came home immediately after.

XVII. New Business

A-4 BE IT RESOLVED, at the recommendation of the Superintendent, that the Montague Township Board of Education approve adjusting the school calendar to include Saturday, May 16, Saturday, May 23, Saturday, May 30, Saturday, June 6, and Saturday, June 13th as school days terminate the school day five days earlier. This makes the last day of school for students June 18 and the last day of school for staff on June 19.

Moved: Paul Brislin

Seconded: Charles Teufert

Roll Call	Bouma	Brislin	Caramucci	Christmann	Underwood	Teufert	Plotsky	Total
YES	X	X	X	X	X	X	X	7
NO								
ABSTAIN								

ABSENT								
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XIX. Adjournment

Motion Paul Brislin 2nd Dale Bouma

All in Favor

Time of Adjournment: 11:09pm