

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Skillman, New Jersey 08558

Meeting, Tuesday, November 24, 2009
7:00 p.m. Executive Session
7:30 p.m. Public Session
Upper Middle School Media Center

AGENDA FOR REGULAR BUSINESS MEETING

OPENING OF THE MEETING

Call to Order – Board President

Statement of Open Meeting and Public Participation - In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on April 29, 2009 and November 18, 2009. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Posting, PTSA Officers, Courier News, Princeton Packet, Trenton Times, The Spectator and The Star Ledger.

The Board reserves the right to enter into Executive Session during all meetings of the Board of Education.

This meeting is being tape-recorded for the purpose of Board review and future reference and to assist in the preparation of minutes.

It is the School Board's intention to conclude this meeting no later than 10:00 p.m.

SALUTE THE FLAG

ROLL CALL

EXECUTIVE SESSION

It is recommended that the Board convene in Executive Session for the purpose of discussing employment of personnel matters and the high school construction litigation. When the need for confidentiality no longer exists, the matter will be disclosed to the public.

RECONVENE IN OPEN SESSION

APPROVAL OF MINUTES – It is recommended that the Board of Education approve the minutes of the following Board Meeting(s):

October 13, 2009 Executive Session Meeting
October 13, 2009 Workshop and Special Public Meeting
October 27, 2009 Executive Session Meeting
October 27, 2009 Business Meeting

ACCEPTANCE OF CORRESPONDENCE – It is recommended that the Board of Education approve the correspondence as follows:

1. E-mail from A. Wirsul dated 11/11/2009 regarding request to Mr. Venanzi
2. E-mail from A. Wirsul dated 11/19/2009 regarding request for football information
3. E-mail from R. Cavalli dated 11/13/2009 regarding referendum

NEW BUSINESS FROM BOARD/PUBLIC

Members of the public are allotted one opportunity to bring any **new/old business** to the Board for a maximum of five (5) minutes per speaker. The board president may need to refer an issue to the superintendent if the particular issue has not been handled through the appropriate chain of command within the school district before coming to the Board for a response.

SUPERINTENDENT’S REPORT

- Assessment and Attainment Report
- Orchard Hill Elementary School Recognition and Referendum
- Energy Star Award Presentation

ACTION AGENDA

PUBLIC COMMENTS

Members of the public are allotted one opportunity to address the Board regarding the **Superintendent’s Report** and the **Action Agenda** for a maximum of five (5) minutes during this period of the meeting.

1.0 ADMINISTRATIVE

The Superintendent recommends that the Board of Education approve the administrative items as follows:

1.1 Routine Monthly Reports - as attached

1. Student Care and Control Report
2. Teacher Absences Report
3. Fire Drill Report
4. Timeline of Critical Activities

1.2 Policy First Reading – Approve the following new and revised policy and regulation as a first reading:

1220	Employment of Chief School Administrator (revised)
2110	Mission Statement (revised)
3159	Teaching Staff Member/School District Reporting Responsibilities (new)
3212 & R3212	Teaching Staff Attendance (revised)
4211 & R4211	Support Staff Attendance (revised)
5512.01& R5512	Harassment, Bullying and Intimidation
8760	Pupil Accident Insurance (revised)

2.0 CURRICULUM & INSTRUCTION

The Superintendent recommends that the Board of Education approve the curriculum and instruction agenda as follows:

2.1 Uniform State Memorandum of Agreement -

WHEREAS, pursuant to NJAC 6A:16-6.1 and 6A:16-6.2(b)14, the Superintendent and local law enforcement officials must meet annually to discuss the implementation of the “Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials” and update it as necessary ; be it therefore

RESOLVED, that the Board of Education adopt the 2007 Revision of “A Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials” and

RESOLVED, that the Board of Education approve the Memorandum of Agreement and recognize that the Memorandum of Agreement continues to be in effect between the Montgomery Township Police Department and the Montgomery Township Board of Education.

2.2 Grant Submission and Acceptance – Approve the submission and accept the award of the Elementary Science: A Focus on Science as a Practice grant from Bristol-Myers Squibb in the amount of \$8,000, awarded to Erin Peacock, Director of Science.

2.3 Acceptance of Donations – The Board of Education accepts the following donations to the District:

<u>Item</u>	<u>From</u>	<u>Use</u>
Pearl Championship Series Tenor Drums	M/M Miller	MHS Music Dept.
Pearl Championship Series Backbar and Carrier	M/M Miller	MHS Music Dept.
Yamaha 4-valve Euphonium	Ms. Logothetis	MHS Music Dept.

2.4 Rescind the following Out-of-District placements for the 2009/10 school year:

<u>Pupil ID#</u>	<u>Class.</u>	<u>School</u>	<u>TUITION</u>			<u>Reason</u>
			<u>ESY</u>	<u>RSY</u>	<u>Total for Year</u>	
55206	REG	Somerset Cty Alt HS	NA	\$18,860.00	\$18,860.00	Attending the TOPS Program

2.5 Out-of-District Placements – Special Education 2009/2010 as follows:

Approve the following Out-of-District placements for the 2009/10 school year.

<u>Pupil ID#</u>	<u>Class.</u>	<u>School</u>	<u>TUITION</u>		
			<u>ESY</u>	<u>RSY</u>	<u>Total for Year</u>
234983	ED	NuView Academy	NA	\$54,810.00 (pro-rated)	\$54,810.00 (pro-rated)

2.6 Consultant Approvals 2009/2010 –

Approve the following consultants for the 2009/10 school year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Invo Healthcare Associates	School Psychologist	\$95.00/hour
Morris-Union Jointure Commission	Adaptive Physical Education Occupational Therapy Services Physical Therapy Services Speech Therapy Services Behavior Management Services CST Services (LDTC/Social Worker/School Psychologist) Counseling Services CST Evaluations (LDTC/Social/Psychological)	\$210.00/hour \$210.00/hour \$235.00/hour \$250.00/hour \$240.00/hour \$250.00/hour \$225.00/hour \$870.00/Evaluation
Robin Pidany	Home Instruction	\$47.15/hour
Vivianne Rodroquez-Silverstein	Bilingual Psychological Evaluations (Spanish/English)	\$500.00/evaluation

3.0 FINANCE

The Superintendent recommends that the Board of Education approve the finance agenda as follows:

3.1 Financial Reports - As prepared by the School Business Administrator and Treasurer of School Moneys which are in agreement, and presented by the Superintendent, approve the following reports as of October 31, 2009:

- Board Secretary's Report
- Treasurer's Report
- Investment Report
- Food Services Report

3.2 Ratification of Transfers - ratify the transfer of funds among the general, special revenue and capital projects funds' line items as of October 31, 2009.

3.3 Receipt of Certification from Board Secretary - Pursuant to NJAC 6A:23-2.12 (c) 3, I, Thomas M. Venanzi, certify that as of October 31, 2009 no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of 6A:23-2.12 (a).

Board Secretary

Date

3.4 Certification of Board of Education - Pursuant to NJAC 6A:23-2-12 (c) 4, we certify that as of October 31, 2009 after review of the Board Secretary's and Treasurer's monthly financial reports, in the minutes of the board each month that no major account or fund has been over expended in violation of NJAC 6A:23-2.12 (b).

3.5 Approval of Monthly Bills for November – approve the monthly bills as follows:

General Operating	\$7,363,089.93
Food Services	\$ 129,274.10
Lease Purchase	\$ 201,449.74

- 3.6 Travel Reimbursement – 2009/2010 – approve the Board member and/or staff conference and travel expenses as per the attached list.
- 3.7 Resolution authorizing the purchase of Electric Generation Services through the Alliance for Competitive Energy Services (“ACES”) Bid Cooperative Pricing System ID#E8801-ACESCPS

WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as “ACES”), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as “NJSBA”), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from electric power suppliers for electric generation services through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the “Public School Contracts Law”, N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* (“EDECA”) and the regulations promulgated thereunder; and

WHEREAS, the Montgomery Township School District is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain electric generation services for its own use through one or more contracts to be awarded to electric power suppliers following said bids for electric generation services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2014 hereinafter referred to as “Effective Period”) issue one or more Requests for Bids for electric generation services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale electric market, Participating Members will preauthorize the Lead Agency to award contracts for Electric Generation Service in each service territory to one or more electric power suppliers that submit bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous electric usage and utility provided Basic Generation Service rates; and

WHEREAS, the Lead Agency will only award contracts for said electric generation services to electric power suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic generation service; and

WHEREAS, the District agrees to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period through any electric power supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law;

WHEREAS, the Lead Agency will notify the Department of Community Affairs’ Division of Local Government Services by mail prior to the issuance a Request for Bids for electric generation services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, therefore, be it

RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period from the electric power supplier or suppliers awarded a contract for electric generation services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase electricity at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the Districts relative to the price charged for basic generation service by the electric public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain electric generation services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 *et seq.*) shall be valid until May, 2014 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission or expiration of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

3.8 Resolution authorizing the purchase of Natural Gas Services through the Alliance for Competitive Energy Services (“ACES”) Bid Cooperative Pricing System ID#E8801-ACESCPS

WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as “ACES”), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as “NJSBA”), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from natural gas suppliers for retail natural gas supply services including interstate transportation to the local natural gas distribution utility company (Natural Gas Supply Services) through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the “Public School Contracts Law”, N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* (“EDECA”) and the regulations promulgated thereunder; and

WHEREAS, the Montgomery Township School District is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain natural gas services for its own use through one or more contracts to be awarded to natural gas suppliers following said bids for natural gas services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2014, hereinafter referred to as “Effective Period”) issue one or more Requests for Bids for natural gas services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale natural gas market, Participating Members will preauthorize the Lead Agency to award contracts for Natural Gas Supply Service in each service territory to one or more natural gas suppliers that submits bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous natural gas usage and utility provided Basic Gas Supply Service rates; and

WHEREAS, the Lead Agency will only award contracts for said Natural Gas Supply Services to natural gas suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic gas supply service; and

WHEREAS, the District agrees to purchase all Natural Gas Supply Services for its own use during the Effective Period through any natural gas supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law; and

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for natural gas supply services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, therefore, be it

RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all natural gas supply services needed for its own use during the Effective Period from the natural gas supplier or suppliers awarded a contract for natural Gas supply services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase natural gas at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the districts relative to the price charged for basic gas supply service by the natural gas public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain natural gas services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2014 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

3.9 Resolution authorizing the Settlement of the Litigation against Edma Steel, Inc. which arose out of the construction of the new high school

WHEREAS, the Montgomery Township Board of Education (“Board”) is engaged in litigation pending in the Superior Court of New Jersey, Law Division, Somerset County, under the captions Donald C. Rodner, Inc. v. Montgomery Township Board of Education, et al., Docket No. SOM-L-234-06 and Mid-Atlantic Mechanical, Inc. v. Montgomery Township Board of Education, et al. Docket No. SOM-L-1795-06 (the “Litigation”); and

WHEREAS, in the Litigation, which arises out of the construction of the new high school and related renovations to existing buildings (“Project”), claims have been asserted by and among various parties including The Board, Edma Steel, Inc. (“Edma”), and International Fidelity Insurance Company (“IFIC”) which issued a performance and payment bond in connection with Edma’s contract to perform work in connection with the Project; and

WHEREAS, the Board has determined that it is in its best interest and in the best interest of the taxpayers of the district to resolve the portion of the Litigation that involves issues pertaining to Edma and IFIC by a voluntary settlement on terms that include the following:

1) IFIC shall pay the Board the sum of \$200,000 upon the Board furnishing a Stipulation of Dismissal With Prejudice to IFIC’s counsel, which shall be filed after receipt of the aforesaid payment from IFIC by the Board.

2) Edma shall cooperate with the Board by making documents and persons with knowledge of issues pertaining to the Litigation available to the Board’s counsel, and IFIC will cooperate with the Board by making documents pertaining to the Litigation available to the Board’s counsel.

3) The parties shall release all claims that they have brought against one another in the Litigation, including, without limitation, the Board’s claims against Edma and IFIC, and Edma’s claim to recover the balance on its contract being held by the Board.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. The Board hereby approves the settlement of the portion of the Litigation as described above, under a form of agreement to be approved by the Board’s special counsel and consistent in all material respects with the terms set forth above.

2. The Superintendent, the Business Administrator/Board Secretary, and the Board’s staff and counsel are hereby authorized to take all actions and execute all documents necessary to effectuate the settlement authorized by this Resolution.

This Resolution shall take effect immediately.

3.10 Approval of a Settlement Agreement between Montgomery Township Board of Education and Terry Sautters and the Communication Workers of America (CWA), AFL-CIO, Local 1040 – Approve the following resolution:

BE IT RESOLVED by the Montgomery Township Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement between the Board, Terry Sautters and the Communication Workers of America,

AFL-CIO, Local 1040, which is annexed to this Resolution, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement, and any other documents necessary to effectuate the settlement.

- 3.11 Approval of a Settlement Agreement between Montgomery Township Board of Education and S.S. and L.C. o/b/o J.S. – Approve the settlement agreement which is attached hereto and made a part of this Resolution that Montgomery Township School District will pay the tuition for the 2009-2010 school year in an amount not to exceed \$35,800 as well as the cost of the specified services described in the settlement agreement.
- 3.12 Acceptance of Annual Audit for the Rocky Hill School District - accept the Comprehensive Annual Financial Report for the Rocky Hill School District for the period ending June 30, 2009 as submitted by Nisivoccia & Co.

Recommendations

None

- 3.13 Receipt and Award of Bid – Purchase of One (1) 54 Passenger Bus-Type D (#B10-10) – It is recommended that the Board of Education receive B10-10 for one (1) 54 passenger bus-type D opened on November 17, 2009 as follows:

<u>Vendor</u>	<u>Base Bid</u>
American Bus & Coach, LLC Trenton, NJ	\$92,364.00

It is recommended that the Board of Education award bid #B10-10 for the purchase of one (1) 54 passenger bus-type D as follows:

<u>Vendor</u>	
American Bus & Coach, LLC Trenton, NJ	\$92,364.00

- 3.14 Sale of Surplus Equipment - That the Board of Education authorize the Business Administrator to conduct a sale of surplus equipment with sealed offers due by 11:00 A.M. on December 15, 2009 with payment and removal of items by the person/firm submitting the highest offer by December 18, 2009. Surplus equipment consists of the following:

Vehicles
Copy/Fax Machines
Custodial Equipment
Misc. Instructional Equipment and Supplies

4.0 PERSONNEL

The superintendent recommends that the Board of Education approve the personnel agenda as attached.

ANNOUNCEMENTS BY THE PRESIDENT

ADJOURNMENT

4.1 PERSONNEL

Appointments/Reinstatements

Location	Name	Position	Replacing	Step	Salary	To Be Prorated	Dates of Employment/Notes
VES	Diane Mallon	Teacher/Grade 3/ICS (Leave Replacement)	Erika Fedo	BA Step 2-3	\$51,225.00	yes	12/14/09 – 06/30/09
VES	Kathleen Roder	Teacher /Grade 2 (Leave Replacement)	Heather Lilly	BA Step 1	\$50,190.00	yes	11/16/09 – 06/30/10

Co-Curricular Assignments

Location	Name	Position	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Kristopher Grundy	Basketball, Boys Head coach	\$8,004		2009 2010 Winter Season
MHS	Molly Creamer	Basketball, Girls Head coach	\$8,004		2009 2010 Winter Season
MHS	James Avallone	Basketball, Boys JV coach	\$5,417		2009 2010 Winter Season
MHS	Norman Gebhart	Basketball, Girls JV coach	\$5,417		2009 2010 Winter Season
MHS	Pat Youreneff	Basketball, Boys Freshman coach	\$4,542		2009 2010 Winter Season
MHS	Erin Reynolds	Basketball, Girls Freshman coach	\$4,542		2009 2010 Winter Season
MHS	Joseph Bassford	Basketball, Boys Volunteer coach	-----		2009 2010 Winter Season
MHS	Cristina Venetucci	Basketball, Girls Volunteer coach	-----		2009 2010 Winter Season
MHS	Fred Godett	Basketball, Boys Clock Operator	\$1,796	50%	2009 2010 Winter Season
MHS	Cristina Venetucci	Basketball, Girls Clock Operator	\$1,796	50%	2009 2010 Winter Season
MHS	Elizabeth Wittmann	Cheerleading, Head Coach	\$5,370		2009 2010 Winter Season
MHS	Tiffany Scuderi	Cheerleading, JV Coach	\$4,667		2009 2010 Winter Season
MHS	Timothy Sullivan	Fencing, Boys Head Coach	\$6,104		2009 2010 Winter Season
MHS	Johanna Snedeker	Fencing, Girls Head Coach	\$6,104		2009 2010 Winter Season
MHS	Robert Scarpa	Ice Hockey, Head Coach	\$7,170		2009 2010 Winter Season
MHS	James Washburn	Ice Hockey, JV Coach	\$4,867		2009 2010 Winter Season
MHS	Kevin Armstrong	Ice Hockey, Assistant Coach	\$4,867		2009 2010 Winter Season
MHS	Jon Jacey	Ice Hockey, Volunteer Coach	-----		2009 2010 Winter Season
MHS	Noelle Keller	Swimming, Head Boys Coach	\$6,379		2009 2010 Winter Season
MHS	Claire Scarpa	Swimming, Head Girls Coach	\$6,379		2009 2010 Winter Season
MHS	Shannen Kahler	Swimming, Assistant Coach	\$2,196	50%	2009 2010 Winter Season
MHS	Lauren Smith	Swimming, Assistant Coach	\$2,196	50%	2009 2010 Winter Season
MHS	James Griffin	Weight Room Supervisor	\$2,374		2009 2010 Winter Season
MHS	Zoran Milich	Winter Track, Head Boys Coach	\$6,204		2009 2010 Winter Season
MHS	Tim Bartholomew	Winter Track, Head Girls Coach	\$6,204		2009 2010 Winter Season
MHS	Vincent Figueroa	Winter Track, Assistant Coach	\$4,471		2009 2010 Winter Season

MHS	Kevin Jacoutot	Wrestling, Head Coach	\$7,482		2009 2010 Winter Season
MHS	Kurt Franey	Wrestling, JV Coach	\$5,278		2009 2010 Winter Season
MHS	Vincent Ingraffia	Wrestling, Volunteer Coach	-----		2009 2010 Winter Season
UMS	Peter Mueller	Basketball, Boys Head coach	\$4,107		2009 2010 Winter Season
UMS	Michael Girvan	Basketball, Girls Head coach	\$4,107		2009 2010 Winter Season
UMS	Kristen Ciosek	Cheerleading, Head Coach	\$3,609		2009 2010 Winter Season
UMS	Karen Merritt	Enrichment Debate	\$2,856	50%	Revise Stipend from 10/27/09
UMS	Laura Dempsey	Enrichment Debate	\$2,856	50%	Revise Stipend from 10/27/09

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
DISTRICT	Ronnie Allen	Bus Driver	Medical Leave	09/24/2009 – 12/10/2009 (unpaid w/benefits)

Other

Location	Name	Position	Step	Salary/Stipend	Pro-Rated	Dates of Employment/Notes
DISTRICT				\$450.00		Payment for CJ PRIDE Minority Recruitment Consortium Agreement 2009 – 2010 School Year