



State of New Jersey  
 DEPARTMENT OF EDUCATION  
 PO Box 500  
 TRENTON, NJ 08625 0500

PHILIP D. MURPHY  
 Governor

SHEILA Y. OLIVER  
 Lt. Governor

LAMONT O. REPOLLET, ED.D.  
 Commissioner

August 10, 2018

Ms. Laura Hertzog, Board President  
 Montclair Board of Education  
 22 Valley Road  
 Montclair, NJ 07042



Dear Ms. Hertzog:

SUBJECT: Montclair Board of Education – NCLB Title I Audit  
 OFAC Case #SG-0003-17

The New Jersey Department of Education, Office of Fiscal Accountability and Compliance (OFAC), has completed a fiscal audit of federal funds disbursed by the Montclair Board of Education (Montclair). The funding sources reviewed include one or more titled programs under the Elementary and Secondary Education Act of 1965, as amended by the No Child Left Behind Act of 2001 (ESEA). The review covered the period July 1, 2016 through June 30, 2017. The results of the NCLB Title I audit are detailed in the attached report of examination. Please provide a copy to each board member for his/her review.

Utilizing the process outlined in the attached "Procedures for LEA/Agency Response, Corrective Action Plan and Appeal Process," Montclair is required, pursuant to N.J.A.C. 6A:23A-5.6, to publicly review and discuss the findings in this report at a public board meeting no later than 30 days after receipt of the report. Within 30 days of the public meeting, the board must adopt a resolution certifying that the findings were discussed in a public meeting and approving a corrective action plan which addresses the issues raised in the undisputed findings and/or an appeal of any findings in dispute. A copy of the resolution and the approved corrective action plan and/or appeal must be sent to this office within 10 days of adoption by the board. Please direct your response to my attention.

Also, pursuant to N.J.A.C. 6A:23A-5.6(c), you must post the findings of the report and the board's corrective action plan on your district's website. The submission of an appeal does not preclude adherence to the provisions of N.J.A.C. 6A:23A-5.6, et seq. Should you have any questions, please contact Lisa D. McCormick, Manager, Single Grants/Audit Unit at (609) 376-3608.

Sincerely,

Christine A. Soto, Executive Legal Affairs Officer  
 Acting Director, Office of Fiscal Accountability and Compliance

CAS/LDM/hp: Montclair School District Cover Letter  
 Enclosures

**Distribution**

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State of New Jersey  
Department of Education  
Office of Fiscal Accountability and Compliance

PROCEDURES FOR LEA/AGENCY RESPONSE  
CORRECTIVE ACTION PLAN AND APPEAL PROCESS

**Board of Education Response:**

Pursuant to N.J.A.C. 6A:23A-5.6, the following actions shall occur:

- (a) Any school district or county vocational school district that has been subject to an audit or investigation by the Department of Education, Office of Fiscal Accountability and Compliance (OFAC) shall discuss the findings of the audit or investigation at a public meeting of the district board of education no later than 30 days after receipt of the findings.
- (b) Within 30 days of the public meeting required in (a) above, the district board of education shall adopt a resolution certifying that the findings were discussed in a public board meeting and approving a corrective action plan to address the issues raised in the findings. The resolution shall be submitted to the OFAC within 10 days of adoption by the board of education.
- (c) The findings of the OFAC audit or investigation and the board of education's corrective action plan shall be posted on the district's web site, if one exists.

If the board of education disputes any of the findings of the audit or investigation, it may file a written appeal with the OFAC of any disputed finding(s) within 10 days of adoption of the resolution. Seeking an appeal of the findings does not preclude adherence to the provisions of (a), (b), and (c) listed above.

**Corrective Action Plan:**

The corrective action plan is to be used when the LEA/Agency is in agreement with any of the findings. To contest a finding, the appeal process must be used. After the appeal is settled, a corrective action plan must be filed for any finding upheld during the appeal process.

The corrective action plan must be prepared by completing the attached form. The LEA/Agency must submit the following information:

- Recommendation number
- Corrective action (approved by the board)
- Method of implementation
- Person responsible for implementation
- Completion date of implementation

**MONTCLAIR SCHOOL DISTRICT  
NCLB TITLE I AUDIT  
FISCAL YEAR 2016-2017**


**SCHEDULE OF RECOVERY DUE TO SEA**

<u>Audit Finding</u>	<u>Recovery</u>
Number One	\$1,568.00
Number Two	513.67
Number Three	<u>441.00</u>
Total Recovery Due to SEA	<u>\$2,522.67</u>

The check is to be made payable to "Treasurer, State of New Jersey" and mailed with the corrective action plan.

Christine A. Soto  
Executive Legal Affairs Officer and Acting OFAC Director  
Office of Fiscal Accountability and Compliance  
State of New Jersey  
Department of Education  
PO Box 500  
Trenton, NJ 08625-0500

Submitted by:

  
\_\_\_\_\_  
Lisa D. McCormick, Manager  
Office of Fiscal Accountability and Compliance

Approved by:

  
\_\_\_\_\_  
Christine A. Soto, Executive Legal Affairs Officer  
Acting Director, Office of Fiscal Accountability and Compliance

Auditor

Angela Jefferies

STATE OF NEW JERSEY  
DEPARTMENT OF EDUCATION  
OFFICE OF FISCAL ACCOUNTABILITY AND COMPLIANCE  
PO BOX 500  
TRENTON, NJ 08625-0500

MONTCLAIR BOARD OF EDUCATION  
22 VALLEY ROAD  
MONTCLAIR, NJ 07042  
PHONE: (973) 509-4050

REPORT ON EXAMINATION  
NCLB TITLE I AUDIT  
FOR THE PROJECT PERIOD  
JULY 1, 2016 TO JUNE 30, 2017

District: Montclair Board of Education  
County: Essex

AUTHORIZED REPRESENTATIVE: Kendra Johnson, Superintendent

DIRECTOR OF PROGRAM: N/A

PERSONS CONTACTED (Name & Title):  
Emidio D'Andrea, Board Secretary/Business Administrator  
Kendra Johnson, Superintendent

**FUNDING SOURCES**

PROGRAM YEAR	N C L B				TOTAL
	TITLE I PART A	TITLE I PART A C/O	S I A PART A	S I A PART A C/O	
	APPROVED FUNDING				
2016-2017	\$514,087.00		\$0.00		\$514,087.00
2015-2016		\$62,511.00		\$0.00	\$62,511.00
<b>TOTAL</b>	<b>\$514,087.00</b>	<b>\$62,511.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$576,598.00</b>

**MONTCLAIR BOARD OF EDUCATION  
NCLB TITLE I AUDIT  
FISCAL YEARS 2016-2017**

**FINDINGS AND RECOMMENDATIONS**

**1. Adequate documentation was not provided demonstrating that \$1,568.00 charged to the Title I, Part A program represent allowable costs.**

The district disbursed a payment of \$1,470.00 to a teacher, [REDACTED] for 30 hours of work performed throughout the period November 14, 2016 through December 8, 2016. The payment was posted on February 28, 2017 to line item 200-100 under the caption "LEA professional development." The district, however, did not provide proper documentation demonstrating that [REDACTED] worked on Title I activities or supported the Title I program.

In addition, the district allocated payroll costs of \$1,592.50 to line item 100-100 through expenditure transfer number 206. Although timesheets were provided to support the aforementioned figure, \$98.00 was deemed to be unallowable. In particular, [REDACTED] and [REDACTED] received payments of \$120.00 for coverage of other teachers and \$125.00 for extra minutes of teaching, respectively. The job duties performed were unrelated to Title I and their combined payroll costs of \$275.00 should have been charged to local funds. Nonetheless, the disallowed costs will be partially offset by two payments of \$73.50 each (total \$147.00) disbursed to [REDACTED] and [REDACTED] for their participation in Renaissance training held in June 2017.

The Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (UGG), 2 C.F.R. § 200.403 (a) states costs must be necessary and reasonable for proper and efficient performance and administration of federal awards, and be allocable to federal awards in accordance with the provisions of 2 C.F.R. § 200.404. Section C.3.a states a cost is allocable to a particular cost objective if the goods or services are chargeable or assignable to such cost objective in accordance with relative benefits received. As a result, the sum of \$1,568.00 (\$1,470.00 + \$98.00) must be refunded to the SEA (refer to the Schedule of Audit Recovery Due SEA at the end of this report).

**Recommendation**

The LEA must improve the procedures utilized to account for expenditures related to the Title I, Part A program in accordance with the requirements of 2 C.F.R. § 200 et seq.

**2. Title I, Part A funds totaling \$513.67 were improperly expended for ineligible beneficiaries during FY 2016-2017.**

According to Step 4, Title I Eligibility Page of the district's NCLB Consolidated Application, the LEA was approved to operate the following programs during FY 2016-2017:

- a schoolwide program at one elementary school, Rand; and
- targeted assistance programs at three elementary schools - Edgemont, Hillside, Nishuane and two middle schools - Glenfield and Buzz Aldrin.

The district acquired six software licenses for students at Buzz Aldrin Middle School on April 4, 2018 through the issuance of purchase order number 17-2165. The licenses granted students access to math lessons in the content areas of Pre-Algebra, Algebra I, Algebra II,

**MONTCLAIR BOARD OF EDUCATION  
NCLB TITLE I AUDIT  
FISCAL YEARS 2016-2017**

**FINDINGS AND RECOMMENDATIONS**

Geometry, Pre-Calculus and Calculus. Based on a review of the district's 2016-2017 math program, Pre-Calculus and Calculus were part of the *High School* math course sequence. The district's expenditure of Title I, Part A funds on behalf of students at non-Title I schools is impermissible.

UGG, 2 C.F.R. § 200.403(a) states costs must be necessary and reasonable for proper and efficient performance and administration of federal awards, and be allocable to federal awards in accordance with the provisions of 2 C.F.R. § 200.404. Section C.3.a states a cost is allocable to a particular cost objective if the goods or services are chargeable or assignable to such cost objective in accordance with relative benefits received. As a result, the sum of \$513.67 incurred for ineligible beneficiaries must be refunded to the department (refer to the Schedule of Audit Recovery Due to SEA at the end of this report).

**Recommendation**

The LEA must improve the procedures utilized to account for expenditures related to the Title I, Part A program in accordance with the requirements of 2 C.F.R. § 200 et seq.

**3. Expenditures of \$441.00 incurred and charged to the Title I grant supplanted local funding sources and therefore, are deemed to be unallowable program costs.**

The district expended Title I funds totaling \$441.00 for a staff member to provide home instruction to a student. Services of this nature are required in accordance with the provisions of N.J.A.C. 6A:16-10 et seq. and as such, should have been paid with local sources.

Section 1120A(b)(1) of the ESEA requires . . . LEAs to use Title I funds received to supplement and not supplant the funds that would, in the absence of such Federal funds, be made available from non-Federal sources for the education of pupils participating in programs assisted under Title I. The use of Federal funds for local obligations contravenes:

- Section 1120A(b)(1) of the ESEA;
- 2 C.F.R. Part 200, UGG, Appendix XI Compliance Supplement; and
- 34 C.F.R. Part 200.63 of the Title I Regulations.

Based on the foregoing, cost of \$441.00 is deemed recoverable by the SEA (refer to the Schedule of Audit Recovery Due to SEA at the end of this report).

**Recommendation**

The LEA must ensure that Title I program expenditures supplement, not supplant, state and local funds.

**MONTCLAIR BOARD OF EDUCATION  
NCLB TITLE I AUDIT  
FISCAL YEARS 2016-2017**

**FINDINGS AND RECOMMENDATIONS**

**4. Certain records were not maintained in accordance with departmental and Federal guidelines.**

The audit revealed various teachers worked at parental involvement events during the 2016-2017 project period. The related payroll costs were allocated to the Title I, Part A grant under line item 100-100. The Minimum Uniform Chart of Accounts for New Jersey School Districts (Chart of Accounts), as required by N.J.A.C. 6A:23-2.2(g), designates function code 200, Support Services, for recording services provided to enhance or facilitate the instructional program.

**Recommendation**

To facilitate an effective audit, the LEA must revise its coding system to conform to the department's prescribed Chart of Accounts.

**5. Appointments of Title I, Part A instructional personnel recorded in the board of education meeting minutes did not contain all of the required information.**

The board of education meeting minutes evidencing appointments of Title I funded personnel did not properly include funding percentages for Title I employees. Consistent with federal cost principles set forth by 2 C.F.R. § 200.403(g), all costs must be adequately documented. New Jersey Department of Education guidelines also require LEAs to document all program related costs. To achieve compliance with these requirements, the designation of all Title I employees, their salaries, assigned schools and funding percentages must be documented in the board minutes to provide a public record of approval for these expenditures.

**Recommendation**

The LEA must ensure that all appointments of Title I employees, including their salaries and funding percentages, are recorded in the board of education meeting minutes documenting proper authorization of these expenditures.



If the corrective action plan is acceptable, a letter will be sent to the LEA/Agency indicating that it has been accepted.

If the corrective action plan is not acceptable, a letter will be sent to the LEA/Agency indicating whether further clarification is required or further action is necessary.

**Appeal Process:**

The appeal process is used to contest disputed findings.

Within 10 days of the board's adoption of the resolution approving an appeal of the findings of the audit or investigation, a written request by the LEA/Agency to review the disputed finding(s), recommendation(s), or questioned costs must be submitted to the OFAC Director. The Request for Appeal must indicate the finding(s) in question.

The Request for Appeal must be in writing and the LEA/Agency must present any supporting documentation for the appeal. Subsequent to the submission of the Request for Appeal, the OFAC Director will issue a written decision.

If the final determination made by the Director, is still unsatisfactory to the LEA/Agency, the LEA/Agency may file a Petition of Appeal pursuant to N.J.A.C. 6A:3-1.3.



THE PUBLIC SCHOOLS

Montclair, New Jersey

**NCLB TITLE I AUDIT - ACCEPTANCE AND CORRECTIVE ACTION PLAN**

WHEREAS, the Department of Education, Office Of Fiscal Accountability and Compliance, has completed a fiscal audit of federal funds of the Montclair Board of Education's fiscal operations of the Elementary and Secondary Education Act of 1965, as amended by the No Child Left Behind Act of 2001 program for the period July 1, 2016 through June 30, 2017, and

WHEREAS, the Department of Education, Office Of Fiscal Accountability and Compliance, has reported findings and recommendations and has instructed the Montclair Board of Education to publicly review and discuss the findings and issue a corrective action plan to address the findings and recommendations,

BE IT RESOLVED that upon the recommendation of the Superintendent, the Board of Education approves that they have publicly reviewed and discussed the findings and that they approve the attached Corrective Action Plan (Attachment A) and instructs the School Business Administrator to submit a copy the Corrective Action Plan, a copy of this resolution along with a certified copy of the minutes to the Office Of Fiscal Accountability and Compliance.

APPROVED BY ACTION OF THE  
MONTCLAIR BOARD OF EDUCATION

September 5, 2017



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Emidio D'Andrea, Business Administrator



**NEW JERSEY DEPARTMENT OF EDUCATION  
OFFICE OF FISCAL ACCOUNTABILITY AND COMPLIANCE**

**CORRECTIVE ACTION PLAN**

**NAME OF THE SCHOOL DISTRICT:** MONTCLAIR PUBLIC SCHOOLS

**TYPE OF EXAMINATION:** NCLB Title I Audit (OFAC Case #SG-0003-17)

**DATE OF THE BOARD MEETING:** September 5, 2018

**CONTACT PERSON:** Dr. Lisa Rollins, Supervisor – Title I

**TELEPHONE NUMBER:** (973) 509-4000

<b>Recommendation Number</b>	<b>Corrective Action Required By the Board</b>	<b>Method of Implementation</b>	<b>Person Responsible for Implementation</b>	<b>Completion Date of Implementation</b>
1	Ensure all sign-in sheets, agendas, notes and evaluations for each Title I funded event are maintained.	<ul style="list-style-type: none"> <li>• The Supervisor, Title I will provide on-site training and support to each school receiving Title I funding.</li> <li>• A documentation binder will be maintained at each school.</li> <li>• All payroll timesheets will have the appropriate documentation attached prior to processing.</li> </ul>	<ul style="list-style-type: none"> <li>• Supervisor – Title I</li> <li>• Principal - Title I</li> </ul>	August 2018
2	Ensure all vendor invoices will accurately document programs.	<ul style="list-style-type: none"> <li>• The Supervisor, Title I will review all vendor invoices to ensure said invoice accurately reflects grade level programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Supervisor – Title I</li> <li>• Principal – Title I</li> </ul>	August 2018
3	Ensure all expenses charged to the Title I budget are accurate. Institute an accounting cross reference protocol monthly to identify any potential accounting errors.	<ul style="list-style-type: none"> <li>• The Supervisor, Title I will meet monthly with the Accounting Manager to review all expenses charged to the Title I grant. Errors, if any, will be adjusted for posting the following month.</li> </ul>	<ul style="list-style-type: none"> <li>• Supervisor – Title I</li> <li>• Accounting Manager</li> </ul>	August 2018



Recommendation Number	Corrective Action Required By the Board	Method of Implementation	Person Responsible for Implementation	Completion Date of Implementation
4	Ensure all sign-in sheets, agendas, notes and evaluations for each Title I funded event are maintained.	<ul style="list-style-type: none"> <li>The Supervisor, Title I will provide on-site training and support to each school receiving Title I funding.</li> <li>A documentation binder will be maintained at each school.</li> <li>All payroll timesheets will have the appropriate documentation attached prior to processing.</li> </ul>	<ul style="list-style-type: none"> <li>Supervisor – Title I</li> <li>Principal - Title I</li> </ul>	August 2018
5	Ensure all positions funded with Title I will be Board approved.	<ul style="list-style-type: none"> <li>The Supervisor, Title I will ensure that all Title I funded positions are expressly noted on a resolution (name, salaries and funding percentages, if applicable).</li> <li>The Personnel Director, Business Administrator and Superintendent will review the Title I budget and ensure there is a clear understanding of positions assigned to the Title I budget.</li> </ul>	<ul style="list-style-type: none"> <li>Supervisor – Title I</li> <li>Personnel Director</li> <li>Business Administrator</li> <li>Superintendent</li> </ul>	April 2018  Note: This recommendation was addressed via a self-correction (see attached Exhibit One).

Kendra Johnson

CHIEF SCHOOL ADMINISTRATOR

September 6, 2018

DATE

Amber Dicks

BOARD SECRETARY/SCHOOL BOARD ADMINISTRATOR

September 6, 2018

DATE





**EXHIBIT ONE**  
**THE MONTCLAIR PUBLIC SCHOOLS**  
Montclair, New Jersey

**Supplemental Instruction (Title I – SIA and Title I)**

WHEREAS, the Montclair Board of Education is committed to providing high-quality, supplemental instruction to students;

WHEREAS, the Montclair Board of Education approves the full-time (100% grant funded) supplemental support through Title I - SIA funding as outlined below;

School Name	Employee Name	Employee Group	Supplemental Position Title	Salary (Full-time)	Start Date	End Date
Glenfield Middle School	Lindsay Girdwood	Teacher	Supplemental Push-in/Pull-out Teacher (Special Education - All Content Area)	\$55,025.00	3/2/18	6/22/18

WHEREAS, the Montclair Board of Education approves the hourly supplemental support through Title I funding as outlined below;

School Name	Employee Name	Employee Group	Supplemental Position Title	Salary (Hourly)	Start Date	End Date
Buzz Aldrin Middle School	Atara Bernheim	Teacher	Teacher (ELA)	\$49.00	11/8/17	6/22/18
	Eric Polhill	Teacher	Teacher (ELA)	\$49.00	11/8/17	6/22/18
	Jacqueline Brower	Teacher	Teacher (Math)		11/8/17	6/22/18
	Jeffrey Lambert	Teacher	Teacher (Related Services)	\$49.00	11/8/17	6/22/18
	Joy Valentine	Paraprofessional	Paraprofessional		11/8/17	6/22/18
	Jennifer D'Agostino	Teacher	Teacher (Math)	\$49.00	11/8/17	6/22/18
	Kate Megdanis	Teacher	Substitute Teacher	\$49.00	11/8/17	6/22/18
	Leslie Torres	Paraprofessional	Paraprofessional		11/8/17	6/22/18
	Nisha Gandhi	Teacher	Teacher (Math)/Coordinator	\$49.00	11/8/17	6/22/18
	Cheryl Cottle	Secretary	Secretary		11/8/17	6/22/18
District Office/All Title I Schools/Parent Involvement	Roxanne Smith	Secretary	Clerical	\$37.49	1/2/18	6/22/18
	Monica Smith	Secretary	Clerical	\$32.80	1/2/18	6/22/18
	Eustacia Sweatt	Community Engagement Liaison	Community Engagement Liaison	\$25.00	11/1/18	6/22/18
	Renee Townsend	Community Engagement Liaison	Community Engagement Liaison	\$25.00	11/1/18	6/22/18
	Renee Graham	Teacher	Professional Developer	\$49.00	4/9/18	6/22/18
	Nisha Gandhi	Teacher	Professional Developer	\$49.00	4/9/18	6/22/18



School Name	Employee Name	Employee Group	Supplemental Position Title	Salary (Hourly)	Start Date	End Date
District Office/All Title I Schools/Parent Involvement	Carbral Edley	Paraprofessional	Paraprofessional	\$28.45	4/11/18	6/22/18
	Carissa Olivi	Teacher	Professional Developer	\$49.00	4/9/18	6/22/18
	Karja Longmore	Teacher	Professional Developer	449.00	4/9/18	6/22/18
	Janet Villalobos	Teacher	Professional Developer	\$49.00	4/9/18	6/22/18
	Rosaline Marshall Thompson	Teacher	Professional Developer	\$49.00	4/9/18	6/22/18
	Sade Henry	Psychologist	Professional Developer	\$49.00	4/9/18	6/22/18
Charles H. Bullock School	Michelle Mau	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Beth Albert	Secretary	Secretary	\$29.05	11/1/17	6/22/18
	Marty Turlin	Secretary	Secretary	\$33.00	11/1/17	6/22/18
	Beverly D'Andrea	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Beverly Weitzman	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Brenda Coe	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Evelyn Colon	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Jenna Nierstedt	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Kay Whang	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Mariah Jackson	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Jackie Mason	Teacher	Teacher	\$49.00	11/1/17	6/22/18
Edgemont School	Janis Vascimini	Teacher	Teacher	\$49.00	11/1/17	6/22/18
	Avril Fagan	Teacher	Teacher (ELA/Math)/Coordinator	\$49.00	11/1/17	6/22/18
	Angelique Kenny	Teacher	Teacher (ELA)	\$49.00	11/1/17	6/22/18
	Kara Mancini	Teacher	Teacher (Math)	\$49.00	11/1/17	6/22/18
	Regina O'Conner	Teacher	Teacher (Math)	\$49.00	11/1/17	6/22/18
	Smita Dharsi	Teacher	Teacher (ELA)	\$49.00	11/1/17	6/22/18
Glenfield Middle School	Kaitlin Doffont	Teacher	Teacher (ELA/Math)	\$49.00	11/1/17	6/22/18
	Emmett Murphy	Teacher	Teacher (Math)	\$49.00	6/22/18	6/22/18
	Rhonda Smith	Teacher	Teacher (ELA)	\$49.00	10/30/17	6/22/18
	Courtney Anderson	Teacher	Teacher (ELA)	\$49.00	10/30/17	6/22/18
	Teri Landau	Teacher	Teacher (ELA)	\$49.00	10/30/17	6/22/18
	Brad Turner	Teacher	Teacher (Math)	\$49.00	10/30/17	6/22/18
	Brianne Kvetkus	Teacher	Coordinator/Teacher (Math)	\$49.00	10/30/17	6/22/18
	Sarah Kornblum	Teacher	Professional Developer	\$49.00	10/30/17	6/22/18
	Vincent Pelli	Teacher	Professional Developer	\$49.00	10/30/17	6/22/18
	Steven Titus	Teacher	Professional Developer	\$49.00	10/30/17	6/22/18
	Scott Berman	Teacher	Professional Developer	\$49.00	10/30/17	6/22/18
Hillside School	Leigh Ann Fossella	Counselor	Counselor	\$49.00	10/30/17	6/22/18
	Stacey Best	Secretary	Clerical	\$32.67	10/16/17	6/22/18
	Pasquale Lino Martire	Teacher	Coordinator/Teacher (Math)	\$49.00	10/16/17	6/22/18
	Alice Hermida-Jordan	Teacher	Teacher (Math)	\$49.00	2/19/18	6/22/18
	Karja Longmore	Teacher	Teacher (ELA)	\$49.00	10/30/17	6/22/18
Hillside	<b>Employee Name</b>	<b>Employee Group</b>	<b>Supplemental Position Title</b>	<b>Salary (Hourly)</b>	<b>Start Date</b>	<b>End Date</b>
	Heather Johnson	Teacher	Teacher (ELA)	\$49.00	2/26/18	6/22/18



	Ashley Bostic	Teacher	Teacher (Math)	\$49.00	10/30/17	6/22/18
	Denis Hill	Teacher	Teacher (ELA)	\$49.00	10/30/17	6/22/18
	Kari Brantner	Teacher	Teacher (ELA)	\$49.00	2/26/18	6/22/18
	Sally Solo	Paraprofessional	Paraprofessional	\$29.35	10/30/17	6/22/18
	Cabral Edley	Paraprofessional	Paraprofessional	\$28.45	10/30/17	6/22/18
	Alexander Solomon	Paraprofessional	Paraprofessional	\$28.99	10/30/17	6/22/18
	Simone Hayes	Paraprofessional	Paraprofessional	\$23.64	10/30/17	6/22/18
Nishuane School	Candace Covello	Teacher	Co-Coordinator/Teacher	\$49.00	10/10/17	6/22/18
	Dan O'Connor	Teacher	Co-Coordinator/Teacher	\$49.00	10/10/17	6/22/18
	Fern Seaman	Teacher	Teacher	\$49.00	10/10/17	6/22/18
	Jenna DePasquale	Teacher	Teacher	\$49.00	1/9/18	6/22/18
	Keara McMahon	Paraprofessional	Paraprofessional		1/9/18	6/22/18
	Janice Downie	Paraprofessional	Paraprofessional		1/9/18	6/22/18
	Lenore Lawshe	Paraprofessional	Paraprofessional		1/9/18	6/22/18
	Tara Wentzell	Teacher	Substitute teacher	\$49.00	1/9/18	6/22/18
	Amillah Williamson	Counselor	Professional Developer	\$49.00	5/1/18	6/22/18
	Northeast	Maya Morris	Teacher	Teacher (ELA/Math)	\$49.00	11/7/17
Judy Alday		Teacher	Teacher (ELA/Math)	\$49.00	11/7/17	1/10/18
Janet Villalobos		Teacher	Teacher (ELA/Math)	\$49.00	11/7/17	1/10/18
Simona Portella		Teacher	Teacher (ELA/Math)	\$49.00	11/7/17	1/10/18

NOW THEREFORE BE IT RESOLVED that upon the recommendation of the Superintendent, the Montclair Board of Education approves the supplemental work provided above to Montclair Public Schools operating a targeted-assistance and schoolwide Title I programs:



Emidio D'Andrea, Business Administrator

9-5-18

