

Board Minutes September 13, 2023

**Salem City Board of Education
Salem, New Jersey 08079
Board of Education Meeting
September 13, 2023**

CALL TO ORDER: A meeting of the Salem City Board of Education is called to order at 6:00 p.m. in the Salem High School Library located at 219 Walnut Street in Salem, New Jersey 08079.

OPEN MEETING: Mrs. Yuenge Groce, President, announced that adequate notice of this meeting was provided in accordance with the Open Public Meetings Act, Chapter 231, P.L. 1975. The Salem City Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in the South Jersey Times, the Courier Post, on the school website, with Salem City and Salem County Clerks and in a place of public notice located at the Salem City Board of Education Office, 205 Walnut Street, Salem, New Jersey

FLAG SALUTE

Board Members

| | | |
|--------------------|-------------------------------------|------------------------|
| Sister Carol Adams | Laquendala Bentley (Arrived 6:05PM) | Christopher Colon |
| Kendra Fletcher | Yuenge Groce | Heidi Holden |
| Joan Hoolahan | Daffonie Moore (Arrived 6:02PM) | Nilda Wilkins (Absent) |

Student Representative:

District Representatives:

Elsinboro: Damian Carlson
Quinton: Joanne Nacucchio
Mannington: Dee DiTeodoro (Absent)

Administrators:

| | |
|--|--|
| Dr. Patrick Michel, Superintendent | Pascale DeVilme, Principal Salem Middle School |
| Herbert Schectman, School Business Administrator | Mark Baker, VP Salem Middle School |
| Dr. Meghan Taylor, Director of Special Services (Absent) | Michele Beach, VP Salem Middle School (Absent) |
| John Mulhorn, Principal Salem High School | Syeda Carter, Principal John Fenwick Academy |
| Jordan Pla, VP Salem High School (Absent) | Shasharaa Blackshear, VP of Early Childhood |
| Darryl Roberts, VP Salem High School | Ryan Caltabiano, Director of Curriculum, Instruction, and Grants |

OTHERS: Mr. Corey Ahart, Esq.

AUDIENCE PARTICIPATION

Audience members attending Board of Education Meetings are permitted to voice their opinions on school related topics at specified times during the regular meeting. These times are included in the printed agenda for the meeting. Members of the public are encouraged to speak during the public portion of the meeting. Complaints stated, or actions requested by the public, will be taken under advisement by the Board for investigation, discussion, and action or disposition at a later time/date.

When addressing the Board of Education, please respect the following procedure:

1. Be recognized by the Board President.
2. State your full name and address before commenting.

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3. Identify the resolution on which you will be commenting.
4. Wait to be recognized before making your comment(s).
5. Limit your comments to the specific resolution.
6. Time is limited to three (3) minutes per person.
7. If your questions or comments pertain to litigation, student or personnel items or negotiations, we would ask that you see the Superintendent after the meeting since we do not discuss these items in public.

Audience Participation:

Ms. Jill Sutton Parris
32 Newell Road, Salem NJ
Representing SCEA
Ongoing Concerns:

- 29 members left the District last year
- Buildings are understaffed
- Staff is overworked and underpaid
- Lacking special education teachers

PRESENTATION

Mr. Ryan Caltabiano presented the NJSLA & NJGPA Test Results Spring 2023
Learning Assessment
Proficiency Assessment
Growth is great but we need to be proficient

BOARD COMMITTEE REPORTS

Curriculum – No report

Finance – No report

Personnel – Met on 9/11 and accepted all of the Superintendent's recommendations

PRINCIPALS'/ADMINISTRATORS' REPORTS AND COMMENTARY

Salem High School (SHS):

- Salem High School enjoyed a positive start to the 2023-2024 school year
- 102 Freshman, 93 Sophomores, 99 Juniors and 85 Seniors enrolled for a total school population of 379 students; students continue to register daily.
- The ACT Test was administered at Salem High School on Saturday Sept. 9th; 50 SHS students took the test
- Back to School Night will be held Wednesday September 20th at 6PM. All are welcome!
- Fall 2023 Sports Season officially opened on August 18th
- Salem High's Annual Homecoming will be held on Saturday October 14th; Parade: 11 AM; Football Game: 12 PM; Dance: 7PM
- IB enrollment: 30 Seniors and 22 Juniors for a total of 52 for the 2023-2024 school year
- Club Rush is an organized and streamlined way for pupils to sign up for our 20 in-house club offers at Salem High.

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Salem Middle School (SMS):

- We have had an amazing start to the school year. Our enrollment as of today is 452 students.
- We received many donations to assist with the start of school for our families.
 - Ms. Groce, President of the BOE, donated uniform shirts
 - Pastor Rhonda Hart and Mt. Zion AME Church of Woodstown donated book bags and school supplies
 - The Development Group, Offshore Wind, donated 100 school supply kits
- Our 100 Book Challenge will begin on September 20th. Scholastic Book Fair has been confirmed to bring an array of diverse books as well as favorite authors/book series requested by students and staff.
- Benchmark testing will be administered to all students within the next two weeks
- Our Back to School Night to be held on September 21st from 6:00-9:00pm.

John Fenwick Academy (JFA):

- Teachers prepared classrooms from August 28th to September 1
- Teacher Celebration for Student Reading Level Gains (with B-Side Band/DiPaolo's Buffet) on September 6
- The custodians/maintenance did an excellent job preparing the school for opening day (N. Carney, N. Turner, I. Turner, C. Ray, R. Steward) Kudos to them!
- Demolition taking place for new playground equipment by Greenlane Contractors
- Current enrollment: 393 students: PK: 150, K: 83, 1st: 79, 2nd: 81

SUPERINTENDENT'S COMMENTS/REPORTS

- Dr. Michel announced the Board member Mrs. Nilda Wilkins had her knee replaced yesterday
- Mr. Spence discussed today's issue at Salem Middle School

Motion (CC/KF) Board approved the regular minutes of August 9, 2023 Board of Education meeting.


Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS

Board Reports (Exhibit A)

____ Motion (CC/KF) Board approved the Board Secretary's reports in memo: **#2-A-E-3.**

- A. *Board approved the transfer of the funds pursuant to 18A:22-8.1 for the month of July 2023.
- B. *Pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, I certify for the month ending July 2023 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the Salem City Board of Education pursuant to N.J.S.A. 18A:22-8.1 and N.J.S.A. 18A:22-8.2 and no budgetary line item account has been over-expended in violation of N.J.A.C. 6A:23A-16.10 (a) 1
In accordance with N.J.A.C. 6A:23A-16.10 (c) 2, it is certified that anticipated revenue has changed for the month ending August 2023 as follows:



Board Secretary

10/6/23
Date

- C. *Treasurer's Report in accordance with 18A:17-36 and 18A:17-9 for the month of July 2023. The Treasurer's Report and Secretary's Report are in agreement for the month of July 2023 pending audit.

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D. Pursuant to N.J.A.C. 6A: 23A-16.10 (c) 4, the Salem City Board of Education certifies for the month ending July 2023 and after review of the Secretary's Monthly Financial Report and the Treasurer's Monthly Financial Report and upon consultation with the appropriate district officials, to the best of the Boards' knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10 (a)1 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

E. Board approved the Payment of Bills and Purchase Report:

From the General Account for Balance as summarized on attached board memo(s)

Board approved Purchases Report for August 2023 \$4,543,641.93

Board approved Payment of Bills for September 2023: \$2,924,052.24

Confirmation of payrolls for August 2023:

General Acct. Transfer \$281,492.53

General Acct. Transfer \$193,336.00

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

Miscellaneous

Upon the Recommendation of the Superintendent of Schools

Motion (CC/HH) Board Approved: **#2-F-3**

1. The Salem City Board of Education approved a contract with Herbert Schectman to serve as the School Business Administrator for the contract period July 1, 2023 through June 30, 2024. This contract has been reviewed and approved by the Executive County Superintendent.

2. Board approved the following resolution:

The Board of Education of Salem City School District, County of Salem, State of New Jersey, as provided for in Chapter 172 Laws 1979 (*N.J.S.A. 18A:11-3, et seq.*) hereby enrolls Salem High School as a member of the New Jersey Interscholastic Athletic Association to participate in the approved interschool athletic program sponsored by the NSJIAA. This resolution to continue in effect until or unless rescinded by the Board of Education and shall be among the policies adopted annually by the Board *Pursuant to N.J.S.A. 18A:11-3 in adopting this resolution, the Board of Education adopts as its own policy and agrees to be governed by the Constitution, Bylaws and Rules and Regulations of the NJSIAA.*

3. Board approved for Salem City School District to enter into a Memorandum of Understanding (MOU) with Rowan University for the Men of Color Hope Achievers (MOCHA) Program. MOU attached.

4. Board approved for the following staff members to serve on the Administrative Association Liaison Committee (AALC).

Dr. Patrick Michel
Jill Sutton-Parris
Kathleen Eck

Superintendent
School Nurse (JFA)
Resource Gr. 5-8 (SMS)

Union President
Head Building Representative

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| | | |
|-------------------|------------------------------|------------------------------|
| Katherine Starn | Special Ed./MD Gr. 6 (SMS) | Building Representative |
| Sharon Montgomery | Literacy (SMS) | Building Representative |
| Miranda Perry | Mathematics (SHS) | Head Building Representative |
| Vicki Galasso | PreSchool (JFA) | Head Building Representative |
| Pascale DeVilme' | Principal (SMS) | |
| John Mulhorn | Principal (SHS) | |
| Syeda Carter | Principal (JFA) | |
| Dr. Meghan Taylor | Director of Special Services | |

Alternates:

| | | |
|------------------|----------------------------|-------------------------|
| Kristina Bergman | Special Education (SHS) | Building Representative |
| Anne Hudock | Math (SHS) | Building Representative |
| Ken Buck | Humanities (SHS) | Building Representative |
| Kristina Marioni | Science (SHS) | Building Representative |
| Roger Call | Technology (SMS) | Building Representative |
| Elyssa Haines | Special Education (JFA) | Building Representative |
| Morris Evans | Custodian (SHS) | Building Representative |
| Krystle Mullen | Kindergarten (JFA) | Building Representative |
| Joseph Longo | School Social Worker (CST) | Building Representative |

5. Board approved the Salem City Mentoring Plan for the 2023-2024 school year.
6. Board approved the 2023 Spring NJSLA and NJGPA test results. These results were presented to the Board during this meeting.
7. Board approved the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period of July 1, 2022 to June 30, 2023 for Salem High School, Salem Middle School, and John Fenwick Academy. Board approved the certification of the Statement of Assurances for each school's Self-Assessment and submission to DOE.
8. Board approved the NJQSAC District Placement Letter.
9. Board approved the compensation of Mr. Geoff Haines as a Mentor for Salem Middle School Vice Principal Mr. Mark Baker, effective April 1, 2023 to April 1, 2025. Mr. Haines compensation will be \$3,300.00. Tracking #00611037.
10. Board approved the submission of an application to receive the High Impact Tutoring Grant for grade 3 and grade 4. The application due date is September 20, 2023.

Motion approved by unanimous roll call vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

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STUDENT MATTERS

Motion (CC/KF) Board Approved: **#4-A-3**

1. Board approved the following field trips:

| Destination: | Date/Students: | Staff/Bus/Fees: |
|---|--|--|
| YMCA Camp of The Pines 1303 Stokes Road, Medford, NJ TEEN PEP | September 25, 2023 through September 27, 2023 12 Students 2 Chaperones | Ms. Woodlock Mr. Levitsky 1 bus \$ cost per participant forthcoming (12 pupils) <u>*Money to be reimbursed through Salem Health and Wellness grant.</u> <u>Acct#: 20-005-200-800-03-SHS</u> Two Substitutes – \$750.00 (3 days) (Acct. 15-140-100-101a-03-SHS) *Transportation – as per contract rate (Acct. 20-005-200-800-03-SHS) |
| Christiana Skating Center 801 Christiana Road Newark, DE 19713 8:30 am -11:30 am 302-366-0473 | VIP Program October 27, 2023 December 8, 2023 February 23, 2024 May 31, 2024 Approx. 150-180 students | Ms. Michele Beach 5 Faculty and Staff TBD 5 bus FD2 x 4 1 bus (wheelchair accessible and restraints) FD 2* x 4 4 substitutes x4 Admission costs to district = \$7,200.00 (Acct 15-190-100-800-02-SMS) Substitutes \$125.00 x4 (4 trips)=\$2,000.00 (Acct #s 15-120-100-101S-02-SMS; 15-130-100-101S-02-SMS; 15-212-100-101S-02-SMS; 15-212-100-106S-02-SMS; 15-000-270-512-02-SMS) Transportation \$300.98 x 6 buses x 4 trips=\$7,223.52 |
| Longwood Gardens Kennet Square, PA | Salem High School Self contained Special Education students October 5, 2023 | Maria Bellia Kristina Bergman Janine Champion Anthony Farmer Jeffrey James Karen Owen The only cost for the District will be transportation. |

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

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Home Instruction: In/ Out of District/Residential

Motion (CC/KF) Board Approved: **#7-C-3**

1. Board approved the following Out of District placement:

| Student ID | HealthCare / Teacher | Costs | Dates | Account # |
|------------|----------------------|----------------------------|--------------------|-----------------------|
| 01270196 | Ranch Hope, Inc. | \$88.00 per hour / 7 hours | 5/2/2023-5/11/2023 | 11-150-100-320-00-BUS |

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

Miscellaneous

Motion (CC/KF) Board Approved: **#7-D-3**

1. Board approved the following students to attend Salem High School as 9th grade Choice Pupils.

Nevaeh Hickman – resident district school Woodstown-Pilesgrove

Tymear Lecator – resident district school Winslow Township

2. Board approved for student Hadassah Bryant, daughter of Dr. Maisha Bryant (2nd grade teacher at John Fenwick Academy), to attend John Fenwick Academy for the 2023-2024 school year based on availability of enrollment. Salem City residents will have priority.
3. Board approved for student Romando Johnson Jr. (resident district school Woodstown/Pilesgrove) to attend Salem High School as an 11th grade pupil. Romando is under the legal care/educational custody of Mr. Daniel Mendoza (Teacher of PE/Health at SHS). Mr. Mendoza will provide transportation.

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

Personnel

A. Resignation/Retirement/Transfer

Upon Recommendation of the Superintendent of Schools

Motion (CC/KF) Board Approved: **#8-A-3**

1. Board approved that Ms. Lori Weigler, Special Education Teacher at Salem Middle School be transferred to John Fenwick Academy as a Special Education Teacher, effective September 1, 2023.
2. Board approved the resignation of Nicole Graham, Language Arts Teacher at Salem Middle School, effective November 3, 2023.

Motion approved by unanimous roll call vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

B. Employment

Upon the Recommendation of the Superintendent of Schools

Motion (CC/KF) Board Approved: **#8-C-3**

1. Board approved the employment of Kaitlyn Holland as a 2nd Grade Teacher at John Fenwick Academy effective September 1, 2023 through June 30, 2024. Kaitlyn Holland's salary will be \$54,368 (BA Step 01) per annum. Salary indicated is from the 2022-2023 school year and if applicable will be adjusted upon settlement of contract.
2. Board approved the employment of Brenda Fowler as a Kindergarten Paraprofessional at the John Fenwick Academy effective September 1, 2023 through June 30, 2024. Brenda Fowler's salary will be \$28,300 (Tier III/Step 15) per annum. Salary indicated is from the 2022-2023 school year and if applicable will be adjusted upon settlement of contract.
3. Board approved the employment of Christina Banks as a Fifth Grade Science Teacher for the Salem Middle School effective September 1, 2023 through June 30, 2024. Christina Banks' salary will be \$54,368 (BA Step 01) per annum. Salary indicated is from the 2022-2023 school year and if applicable will be adjusted upon settlement of contract.
4. Board approved the following returning substitute teachers for the 2023-2024 school year:

| | |
|----------------------------|----------------------------------|
| Francis Ponti | NJ Standard Teaching Certificate |
| Evelyn Porter | NJ Standard Teaching Certificate |
| Suzanne Stell | NJ Standard Teaching Certificate |
| William Nelson | NJ Standard Teaching Certificate |
| Crystalle Marshall Sorrell | NJ Substitute Certificate |
| Wendelin Dublin | NJ Standard Teaching Certificate |
| Vienna Taylor Marshall | NJ Substitute Certificate |
| Donna O'Leary | NJ Standard Teaching Certificate |
| Sharen Cline | NJ Standard Teaching Certificate |
5. Board approved the following new substitute teacher for the 2023-2024 school year:

| | |
|---------------------------|---------------------------|
| Jimesha Moorehead Telfair | NJ Substitute Certificate |
|---------------------------|---------------------------|
6. Board approved the employment of Calvin Schaefer as a Paraprofessional for the Salem Middle School effective September 20, 2023 through June 30, 2024. Mr. Schaffer's salary will be \$20,805.00 (Tier III Step 1) per annum (prorated). Salary indicated is from the 2022-2023 school year and if applicable will be adjusted upon settlement of contract.

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7. Board approved the below staff assignments at John Fenwick Academy for the 2023-2024 school year:

| | | |
|---|---|---|
| <p>Administration (2) Syeda Carter Shasharaa Blackshear</p> | <p>Student Services (5) Tonya Connor – SW PK-K Dale Garner – Transition Coach 1-2 Danielle Secula – Speech Jill Sutton-Parris – Nurse Stephanie Heath – PK Instructional Coach</p> | <p>Technology (1) Tim Doubet</p> <p>Security (1) Tyrone Nock</p> |
| <p>Secretaries (2) Lynne Chappell Darla Viereck</p> | <p>Grade Two (5) Ruqayyah Ali-White Kaneisha Boyce Pasquale Forti Kendra Massie Kaitlyn Holland/Patricia McClaren</p> | <p>Special Subjects (5) LaShawn Best-Key – World Language Facilitator Brittany Bryant – P.E./Health Jack Grimes – Music Melissa McCaughlin – P.E./Health Mary Traini - Art</p> |
| <p>Pre-School (10) Deborah Atkinson Jasmine Dodds Victoria Galasso Alberte Martin Laura Storms Karen Walker OPEN (4)</p> | <p>Reading Specialist (2) OPEN (2)</p> | <p>PreKindergarten Paraprofessionals (11) Teresa Aitken/New PreK Shakeema Bagby/Martin Kathleen A. Carter/New PreK Kathleen R. Carter/Galasso Aida Davis/Atkinson Amy Deans/Dodds Simone Jordan/Walker Christina Fothergill/Storms Avonda Green-Ransome/New PreK Elizabeth Whitehead/Galasso Angelica Roman/Storms</p> |
| <p>Kindergarten (5) Laura Krupski Deanna Livingston Krystle Mullen Karen Pastor Lisa Terrell-Porter</p> | <p>Special Education (3) Elyssa Haines – PSD Carolyn Carty – MD/K-1 Lori Weigler – MD/1-2</p> | <p>PSD/MD/1-1 Paraprofessionals (3) Kimberly Bacon 1-1/MD K-2 Weigler Brandi Parks-Chollis 1-1/MD K-2 Carty Michelle Norton PSD /Haines</p> |
| <p>Grade One (5) Tiara Barron Dr. Maisha Bryant Cheryl Flitcraft Tyra McCombs Katie Ridgway</p> | <p>Kindergarten Paraprofessionals (5) Luz Williams/Krupski Lily Kalyon/Pastor Danielle D'Amico (Abrantes)/Mullen Brenda Fowler/Terrell-Porter Brandon Taylor/Livingston</p> | <p>Administration – 2 Secretaries – 2 Faculty – 33 Technology – 1 Security – 1 Paraprofessionals – 19 Student Services – 7 TOTAL: 65</p> |

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8. Board approved the below staff assignments at Salem Middle School for the 2023-2024 school year:

| | | |
|--|--|--|
| Administration (3) Pascale DeVilmé Mark Baker Michele Beach | Grade 6 (4) Roger Call – Mathematics OPEN – Literacy Lauren Maulo – SS Melanie Nugent – Science | Student Services (4) Thronna Busch – ISS Gary Crowe – Counselor Sandra Laubengeyer – Nurse Kaitlin Weidner – Counselor |
| Other (2) Katie Luciani – Speech/Language Catherine McConathey – Reading Specialist | Grade 7 (4) Nicole Boyce – Literacy OPEN – Mathematics Randy Johnson – SS Christopher Lee – Science | Information Technology (1) Chibuzor Idimaogu |
| Secretarial Support (3) Tatiana Mulhorn Melinda Marcano Theresa Pitts | Grade 8 (4) Allyson Bey – Science Sharon Montgomery – Literacy William Oberman – SS OPEN – Mathematics | Operations (6) Marie Dilks (Night) Bonita Gullett (Security) Derek Justice (Day) John Murray (SRO) Andre Smith (Night) Barry Weiss (Day) |
| Grade 3 (4) Angela Crowley Tara McDermott OPEN Sue Seymour | Instructional Aides (6) OPEN Ramon Bentley Spencer Jarrett Nina Miller Lisa Moore Ramon Roots | |
| Grade 4 (4) Alicia Carey Lisa Morris Kathryn Reese Theresa Riccio | Special Education (5) OPEN Kathleen Eck – MD Josiah Hughes – MD Katherine Starn Betsy Tortella – MD | |
| Grade 5 (4) John Flaherty – SS Stephanie Fredhoff (Phy) – Literacy Randi Griffith – Mathematics Christina Banks - Science | Special Subjects (7) OPEN – Technology Nicholas Cesario – Music Dwayne Humenik – PE/Health Jason Kutzura – Art Rhonda Lusby – World Language Facilitator Roxanne Ross – PE/Health Carleigh Toogood - Music | Administration – 3 Administrative Support – 3 Faculty – 36 Other – 2 Instructional Aides – 5 Student Services – 4 IT – 1 Operations - 6 |

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9. Board approved the below staff assignments at Salem High School for the 2023-2024 school year:

| | | |
|--|---|---|
| <p><u>Administration (3)</u> John Mulhorn Jordan Pla Darryl Roberts</p> | <p><u>Humanities (5)</u> Kenneth Buck Eric Fizur Micah Hauenstein Christopher Lambert Rebecca Schaller</p> | <p><u>Security (1)</u> Larry Brown</p> |
| <p><u>Others (5)</u> Heidi Bower – Athletic Trainer Lisa Mutter – Librarian Susan Nitshe – Nurse Montrey Wright – Family Coach Specialist Dione Alston- ISS Proctor</p> | <p><u>Paraprofessional (1)</u> Michael Deans</p> | <p><u>Special Education (5)</u> Kristina Bergman Anthony Farmer Jeffery James Karen Owen Steve Sheffield</p> |
| <p><u>Secretaries (3)</u> Lisa A. Bacon Alfreda McCoy-Cuff Trish Tedesco</p> | <p><u>Language Arts (6)</u> Victor Boone Sara Lamont Diana Mace Brianna Santarelli Kristin Unger Christopher Vazquez</p> | <p><u>Counseling/Special Services (2)</u> Regina Gatson David Hunt</p> |
| <p><u>Applied Academics (3)</u> Janice Corbin Aaron Righter OPEN-</p> | <p><u>Mathematics (5)</u> Rosalyn Chieves Miranda Clour Gregory Gahrs Anne Hudock Gregory Lagakos</p> | <p><u>Technology (1)</u> Robert Carpo</p> |
| <p><u>Fine Arts (5)</u> Jessica Dixon Elizabeth Irvine Nicholas Kline Renee Murray Tyberiusz Skarzynski</p> | <p><u>Science (5)</u> Rebekah Byrer Bridget Cheeseman Theresa Derham Kristina Marioni Russell Phillips, Jr.</p> | <p><u>World Languages (3)</u> Rachel Hunt-Spanish Sandra Langley-Spanish OPEN</p> |
| <p><u>Health/Phy. Ed. (4)</u> Scot Levitsky Daniel Mendoza Sean O'Brien Brooke Woodlock</p> | <p><u>School Based Youth Services (3)</u> Kellie Smith – Director Curtis Schofield – Youth Development Specialist Jacquelyn Thompson-Mental Health Counselor</p> | <p>3 – Administration 5 – Other 3 – Secretaries 1 – Paraprofessionals 3 – School Based Youth Services 1 - Security 2 – Counselors 1 - Technology 41 - Teachers Total= 60</p> |

Motion approved by unanimous roll call vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

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C. Financial Request

Upon the Recommendation of the Superintendent of Schools

Motion (CC/KF) Board Approved: **#8-D-3**

1. Board approved the below stipend positions for the 2023-2024 school year. Stipends indicated will, if applicable, be adjusted upon settlement of contract.

Department Chairpersons

| | | |
|----------------------------|---------------------------------------|---------------|
| Regina Gatson & David Hunt | Co-Chairs Counseling/Guidance | \$550/ea |
| Aaron Righter | Applied Academics (4) | \$1101 |
| Renee Mizger (Murray) | Fine Arts (5) | \$1101 + \$33 |
| Scot Levitsky | Health/Physical Education (4) | \$1101 |
| Kenneth Buck | Humanities (5) | \$1101 + \$33 |
| Victor Boone | Language Arts (6) | \$1101 + \$66 |
| Miranda Perry | Mathematics (5) | \$1101 + \$33 |
| Theresa Derham | Science (5) | \$1101 + \$33 |
| Steve Sheffield | Special Education (5) | \$1101 + \$33 |
| Rachel Hunt | World Languages (2) | \$1101 |
| Nicholas Kline | Band Advisor | \$3762 |
| Renee Mizger (Murray) | Choral Advisor | \$1745 |
| -OPEN- | Choreographic Director | \$771 |
| -OPEN- | Class Advisor- Freshman | \$369 |
| Lisa Mutter | Class Advisor – Sophomore | \$368.50 |
| Renee Mizger (Murray) | Class Advisor – Sophomore | \$368.50 |
| Rachel Hunt | Class Advisor – Junior | \$1284 |
| Heidi Bower | Class Advisors – Senior | \$1558 |
| Lisa Mutter | Director of Audio/Visual Services | \$1103 |
| Susan Nitshe | District Chairperson of School Health | \$857 |
| Kristin Unger | National Honor Society Advisor | \$276 |
| Lisa Mutter | Student Council Advisor | \$895 |
| Anne Hudock | Theatre Arts Co-Advisor | \$3460 |
| Renee Mizger (Murray) | Theatre Arts Music Director | \$1730 |
| Brianna Santarelli | Theatre Business Manager | \$333 |
| Sara Lamont | Walnut Street Journal | \$847 |
| Patricia Tedesco | Yearbook Advisor | \$1958 |
| Alfreda McCoy-Cuff | Yearbook Business Advisor | \$1546 |
| Brianna Santarelli | Assistant to Band Director | \$771 |
| Victor Boone | After School Detention- Teacher | \$23.30/hour |
| Diana Mace | After School Detention- Substitute | \$23.30/hour |
| Kellie Smith | After School Detention- Substitute | \$23.30/hour |
| Rachel Hunt | After School Detention- Substitute | \$23.30/hour |
| Miranda Perry | After School Detention- Substitute | \$23.30/hour |

2. Board approved the stipend change for Gary Crowe (Boys Soccer Assistant JV Coach). The previously approved stipend of \$1,697 is being changed to \$2,761. Stipend is from the 2022-2023 school year and will, if applicable be adjusted upon settlement of contract.

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3. Board approved the below Fall 2023 Coaching Staff positions. Stipend is from the 2022-2023 school year and if applicable will be adjusted upon settlement of contract.

| | | | |
|----------------------|----------------------|---------|---------------------|
| Soccer (Boys) | Head Coach (Varsity) | \$3,346 | Tyberius Skarzynski |
| Football | Assistant Coach (JV) | \$3,822 | Shane Bigalow |

4. Board approved the following Fall 2023 Athletic Support Staff position. Stipend is from the 2022-2023 school year and will if applicable will be adjusted upon settlement of contract.

| | | | |
|--------------------------------|-----------|-----------------|--------------------|
| Substitute Ticket Seller/Taker | As Needed | \$73.11/\$55.70 | Jacquelyn Thompson |
|--------------------------------|-----------|-----------------|--------------------|

5. Board approved the following staff members to provide home instruction for the Salem City School District on an as needed basis for the 2023-2024 school year. The cost for instruction will be the teacher pay rate of \$35.00 per hour. Not to exceed \$25,000.00. The teacher pay rate is from the 2022-2023 school year and if applicable will be adjusted upon settlement of contract.

Dwayne Humenik
Rachel Hunt
Sandra Langlely
Karen Owen
Russell Phillips
Katie Starn
Betsy Tortella
Kellie Smith - Substitute

6. Board approved Devon Russell to serve as District Substitute Call in Clerk for the 2023-2024 school year. Salary will be \$32.00 per day for 180 days = \$5,760.00. Substitute: Nancy Hildreth.
Account #15-000-211-100X-01-JFS; 15-000-211-100X-02-SMS; 15-000-211-100X-03-SHS

7. Board approved the below rates of pay for substitute teachers for the 2023-2024 school year:

Substitutes holding NJ Teaching Certificates: \$125.00 per day
Substitutes holding NJ Substitute Certificates: \$80.00 per day

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

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D. Leave of Absence

Motion (CC/KF) Board Approved **#8-E-3**

1. Board approved the following FMLA leaves of absence:

| | | | | | |
|------------------------------------|-------------------------|--|---|--|--|
| Employee ID# | 1209 | 644 | 1244 | 828 | 1420 |
| Employee Name | T.S. | J.P. | J.C. | A.C. | R.A. |
| Type of Leave | Medical | Intermittent – Medical | Intermittent – Medical | Intermittent - Medical | Maternity |
| Leave Requested | 09/01/2023 - 11/28/2023 | 09/01/2023 – 11/06/2023 | 07/11/2023 – 01/11/2024 | 09/01/2023 – 06/30/2024 | 09/13/2023 – 11/09/2023 |
| Fed Max Leave (max 90 days) | 09/01/2023 - 11/28/2023 | 09/01/2023 – 11/06/2023 | 07/11/2023 – 01/11/2024 | 09/01/2023 – 06/30/2024 | 09/13/2023 – 11/09/2023 |
| Time Usage of FMLA | 12 weeks | 10 weeks | 5 weeks | 12 weeks | 7 weeks |
| Time Usage of FLA | N/A | N/A | N/A | N/A | N/A |
| *Use of Sick Days | 10 days | 44 days | 9.5 days | 17.25 days | 10 days |
| *Use of Personal Days | 3 days | N/A | 3 days | 3 days | 3 days |
| *Use of Vacation Days | N/A | N/A | 15 days | N/A | N/A |
| Unpaid Leave | 09/21/2023 – 11/28/2023 | N/A | After all sick, personal, and vacation days are exhausted | After all sick and personal days are exhausted | After all sick and personal days are exhausted |
| Intermittent Leave | N/A | Up to 3 hours per day, 5 days per week | Up to 6 days per month, 1 day per episode | 1 – 3x per month 1 – 5 days per episode | N/A |
| Extended Leave | N/A | N/A | N/A | N/A | N/A |
| Est. Return Date | 11/29/2023 | N/A | N/A | N/A | 11/14/2023 |

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

Curriculum/Professional Development

Motion (CC/KF) Board Approved: **#11-3**

1. Board approved the below staff member be added to the American Reading Workshop referenced below.

| Staff Member | Building | Admin Approving | Title | Date of Program | Location | Registration/Mileage Cost |
|---------------------|-----------------|------------------------|--------------------------|------------------------|-----------------|--|
| Kaitlyn Holland | JFA/SMS | Mr. Caltabiano | American Reading Company | 8/15-8/16/23 | JFA | Teacher Pay: \$35*/hr x 12 hours \$420 Funds available 20-231-100-100-00-DIS (ESSA 23-24) |

*Teacher pay is the rate of the 2022-2023 school year and if applicable will be adjusted upon settlement of contract.

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

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Monthly Reports

Motion (CC/KF) Board Approved: **#13-3**

1. Board approved the monthly reports for filing: (attached)

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

Policies / Calendars

Motion (CC/KF) Board Approved: **#14-3**

1. Board approved upon the first reading the following revised policy: Board Policy 5131.5 – Vandalism, Violence. Please see highlighted language in the attached policy.
2. Board approved upon the second reading the following revised Board policies: 5141 – Health (screening students for depression) and 9110 Membership and Terms of Office (process for selecting a student representative to the Board). Please see highlighted language in the attached policies.
3. Board approved upon the second reading the IB Admissions Policy (attached).

Motion approved by unanimous roll call vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

Miscellaneous

Motion (CC/KF) Board Approved: **#15-3**

1. Board approved the below individual as a Volunteer Coach for the Fall 2023 season:

Girls Tennis Amelia Salinas

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

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EXECUTIVE SESSION

Motion (SCA/CC) Board adopted the following Resolution to go into executive session at 6:55PM.

R E S O L U T I O N

BE IT RESOLVED by the Board of Education of Salem City that in compliance with "The Open Public Meeting Act", P.L., 1975, C. 173, NJSA 10:4-6 et seq., that the Board shall move to a closed portion of this meeting from which the public is excluded for the purpose of discussing a matter or matters permitted to be so discussed by that Act.

The general nature of the matter(s), which the Board intends to discuss, is: Personnel.

Minutes of such discussions shall be taken and released as soon as permitted by law in accordance with the specific individual topic discussed.

The Board shall take action as a result of such discussions only in an open to the Public session unless there is an express provision of law authorizing or requiring that such action be taken in a closed to the Public portion of a Board Meeting.

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

RETURN TO REGULAR SESSION

Motion (CC/KF) Board returned to open session at 7:28PM.

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

NEW BUSINESS:

Motion (CC/KF) Board Approved:

1. Board recommended that Derek Justice be suspended without pay effective September 18th through September 22nd.
2. Board recommended that John T. Doubet be suspended without pay effective September 18th through September 29th.

Motion approved by unanimous roll call vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio

ADJOURNMENT

Motion (CC/KF) Board adjourned the September 13, 2023 meeting of the Salem City Board of Education at 7:30PM.

Motion approved by unanimous voice vote of 10-0-0: Adams, Bentley, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Carlson, Nacucchio