

Board Agenda May 3, 2023
Public Hearing

Salem City Board of Education
Salem, New Jersey 08079
Board of Education Meeting
May 3, 2023

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

OPEN MEETING: Adequate notice of this meeting has been 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
Kendra Fletcher
Joan Hoolahan

Laquendala Bentley
Yuenge Groce
Daffonie Moore

Christopher Colon
Heidi Holden
Nilda Wilkins

Student Representative:

Hannah Sharp

District Representatives:

Elsinboro: Damian Carlson
Quinton: Joanne Nacucchio
Mannington: Dee DiTeodoro

Administrators:

Dr. Patrick Michel, Superintendent
Herbert Schectman, School Business Administrator
Dr. Meghan Taylor, Director of Special Services
John Mulhorn, Principal Salem High School
Jordan Pla, VP Salem High School
Darryl Roberts, VP Salem High School

Pascale DeVilme, Principal Salem Middle School
Will Allen, VP Salem Middle School
Michele Beach, VP Salem Middle School
Syeda Carter, Principal John Fenwick Academy
Shasharaa Blackshear, VP of Early Childhood
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:

Board Agenda May 3, 2023
Public Hearing

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

PRESENTATION

Students of the month for April 2023

John Fenwick Academy

Arianna Goldston
Antwan Moore

Mr. Hughes
Ms. Ridgway

First Grade
First Grade

Salem Middle School

Rylee Hutton
Jamiira Roots

Mr. Kutzura
Mr. Thomas

Art and Technology
Art and Technology

Salem High School

Anyna Goodwin
Hunter Hogate

Ms. Corbin
Mr. Righter

12th Grade
11th Grade

Staff Member(s) of the month for April 2023

Josiah Hughes

Child Study Team

PRESENTATION

- Sarah's Spanish School – Virtual Spanish Immersion for Salem City Schools

Public Hearing Budget 2023-2024

ANNUAL PUBLIC HEARING ON THE BUDGET 2023-2024

Motion (/) To Approve to Open Public Hearing

A. Recommend that the Board of Education approve the Public Hearing on the 2023-2024 School Budget be opened at _____ PM.

B. Public Hearing Presentation of the 2023-2024 School Budget
Superintendent / Business Administrator presents an overview of the Budget for the 2023-2024 School Year.

C. Audience Questions

Motion (/) To Approve to Close Public Hearing

A. Recommend that the Board of Education approve that the Public Hearing on the 2023-2024 School Budget be closed at _____ PM.

Board Agenda May 3, 2023
Public Hearing

BOARD COMMITTEE REPORTS

Curriculum

Finance

Personnel

PRINCIPALS'/ADMINISTRATORS' REPORTS AND COMMENTARY

SUPERINTENDENT'S COMMENTS/REPORTS

Motion (/) Board to approve the regular minutes of April 12, 2023 Board of Education meeting.

BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS

Board Reports (Exhibit A)

___ Motion (/) To approve the Board Secretary's reports in memo: **#2-A-E-11**.

- A. *Request Board approval of the transfer of the funds pursuant to 18A:22-8.1 for the month of March 2023.

- B. *Pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, I certify for the month ending March 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 March 2023 as follows:

Board Secretary

Date

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

- D. Pursuant to N.J.A.C. 6A: 23A-16.10 (c) 4, the Salem City Board of Education certifies for the month ending March 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. To approve the Payment of Bills and Purchase Report:
From the General Account for Balance as summarized on attached board memo(s)
 To approve Purchases Report for April 2023 \$3,509,140.00

 To approve Payment of Bills for May and balance of April

Board Agenda May 3, 2023

Public Hearing

General Account May \$794,105.17
General Account balance of April \$1,436,292.96

Confirmation of payrolls for April 2023

April 14, 2023 General Acct. Transfer \$710,335.35
April 28, 2023 General Acct. Transfer \$676,873.97

Miscellaneous

Upon the Recommendation of the Superintendent of Schools

Motion (/) Board to Approve: #2-F-11

1. Request Board approval of the 2023-2024 School Year Budget:

BE IT RESOLVED, that the budget be approved for the 2023-2024 School Year and the Secretary to the Board of Education be authorized to submit the budget to the Salem County Executive Superintendent of Schools for approvals as follows:

BE IT RESOLVED to approve the 2023-2024 school district budget:

	Budget	Local Tax Levy
General Fund	\$25,473,829	\$2,641,314
Special Revenue	\$ 6,701,942	
Debt Service	\$ 338,660	\$ 10,800
	\$32,514,431	\$2,652,114

AND BE IT RESOLVED, to approve the 2023-2024 school district budget.

RESOLVED, that taxes should be raised from the City of Salem in the amount of \$2,641,314 for the General Fund for the 2023-2024 school year.

2. Request Board approval to participate in the Special Education Medicaid Initiative Program (SEMI) for the 2023-2024 school year. The purpose of SEMI is to recover a portion of costs for certain Medicaid covered services provided to Medicaid eligible students enrolled in participating LEAs.
3. Resolved, that the Board of Education authorize Herbert Schectman, Business Administrator, to apply for an ERIC Safety Grant in the amount of \$5,033. Grant funds will be used for building safety during the 2023-2024 school year and will be used to correct safety hazards.
4. Resolved, that the Board of Education authorize Herbert Schectman, Business Administrator, to submit the Corrective Action Plan to the NJ Department of Education in response to the Independent Auditor's Annual Comprehensive Financial Report previously submitted. The Independent Auditor will review the action plan as a follow up during the succeeding years' audit.
5. Request Board approval to enter into an agreement with Phoenix Advisors, LLC to serve as a Continuing Disclosure Agent and Municipal Advisor for the Salem City School District. The contract will run from July 1, 2023 to June 30, 2024. Cost for the year not to exceed \$2,500.00
6. Request Board approval to contract with sending districts (Elsinboro, Quinton, Mannington & LAC) for the 2023-2024 school year.

*Board Agenda May 3, 2023
Public Hearing*

7. Resolved, that the Board of Education authorize Dr. A. Patrick Michel to submit the HIB grades for each school and the composite district grade to the NJ Department of Education.

HIB Programs Approaches or Other Initiatives (Max 15)	Training on the BOE Approved HIB Policy (Max 9)	Other Staff Instruction and Training (Max 15)	Curriculum and Instruction on HIB Related Info and Skills (Max 6)	HIB Personnel (Max 9)	School Level HIB Incident Reporting Procedure (Max 6)	HIB Investigation Procedure (Max 12)	HIB Reporting (Max 6)	School Grade (Max 78)
Salem High School (050)								
10	6	10	4	6	4	8	4	52
John Fenwick Academy (070)								
8	6	8	4	6	4	8	4	48
Salem Middle School (090)								
11	7	13	5	7	5	11	5	64

8. Request Board approval for Educational Consultation Services / Teacher of the Deaf for an out of district student who will be returning to the district for the 2023 ESY and 2023-24 school year. The rate will be \$147.00 per hour, not to exceed \$4,000.00
9. Request Board approval to enter into agreement to participate in Gloucester County Special Services School District Choice School Program for the 2023-2024 school year, at a cost of \$4.50 per student and nonpublic student. GCSSSD will coordinate all paperwork, including AIL payments, for any student who attends an out-of-district choice school.

Further, request Board approval to participate in GCSSSD's MVC On-line Abstract Request Program for the 2023-2024 SY at a cost of \$50.00. It is required by all school districts to run a driving abstract on any employee that drives a school district owned vehicle

*Board Agenda May 3, 2023
Public Hearing*

STUDENT MATTERS

Motion (/) Board to Approve: **#4-A-11**

1. Request Board approval for the following field trip requests:

Destination	Date / Students	Staff / Bus / Fees
Salem Community College Davidow Hall (Field House) 460 Hollywood Avenue Carneys Point, NJ 08069 856-299-2100 9:15AM – 2:30 PM	May 25, 2023 County wide competition Approx. 30 students	Ms. Randi Griffith 5 Faculty & Staff TBD 1 bus (F2) 6 substitutes Costs: No cost to students or SCSD Substitutes (3) \$125 x 3 = \$375 Acct 15-120-100-100-101S-02 SMS Substitutes (3) \$125 x 3 = \$375 Acct 15-130-100-100-101S-02 SMS Transportation total: \$243.84 Acct 15-000-270-512-02 SMS
Clementon Park and Splash World 144 Berlin Road Clementon, NJ Margie Ford, Academic Coord. 856-783-0263 X101 9:30AM-4:30PM	June 1, 2023 Eighth Grade PBSIS Trip Physical Science Exploration Approx. 70 students	Ms. Allyson Bey, Ms. Lisa Anderson, Ms. Sharon Montgomery, Ms. Lisa Moore, Mr. William Oberman, Ms. Betsy Tortella 2 buses 1 substitute Costs: \$20.99 per person Substitute x 1 = \$125.00 Acct: 15-130-100-101S-02 SMS Transportation total: \$568.66 (\$284.33 x 2) Acct: 15-000-270-512-02 SMS
Sea Isle City 300 John F. Kenney Blvd. Sea Isle City, NJ 08234 609-263-8687, ext. 106 8:30AM-2:45PM	May 31, 2023 Second Grade Class 90 students + 21 chaperones	Ms. Boyce 9 Faculty and 1 Staff 3 buses Costs: No cost to students or SCSD Transportation: \$852.99 (3 buses x \$284.33) Acct: 15-000-270-512-01 JFA

Board Agenda May 3, 2023
Public Hearing

Destination	Date / Students	Staff / Bus / Fees
Storybook Land 6415 E. Black Horse Pike Egg Harbor Twp., NJ 08234 609-646-01013 8:45AM-2:30PM	May 26, 2023 PreKindergarten Class 144 Students + 21 Chaperones	Ms. Stewart 11 Faculty and 10 Staff 4 buses Costs: Student/Staff Cost: \$3,240.45 Acct: 20-218-100-500-01-JFA Transportation: \$1,137.32 (\$284.33 x 4 buses) Acct: 20-218-100-500-01-JFA
Washington DC Tour of DC – multiple destination	May 23, 2023 17 IB Seniors	Jordan Pla, David Hunt, Kellie Smith, Montrey Wright Costs: All arrangements made through Patten Travel. Costs forthcoming
Cape May County Park & Zoo 707 US 9 North Cape May Court House, Cape May NJ 609-465-5271 8:30AM-2:30PM	May 15, 2023 Grade 4 Science Exploration Approx. 93 students	Ms. Kathryn Reese, Mr. Ramon Bentley, Ms. Rebecca Elder, Ms. Lisa Morris, Ms. Theresa Riccio, Ms. Alicia Seran-Carey, Ms. Lori Weigler 3 buses Costs: No cost to students 2 bus passes \$160 cost to SMS Substitute x 1 = \$125 Acct: 15-130-100-101S-02-SMS Transportation: \$852.99 (\$284.33 x3) Acct: 15-000-270-512-02-SMS

Board Agenda May 3, 2023
Public Hearing

Home Instruction: In/ Out of District/Residential

Motion (/) Board to Approve: **#7-C-11**

1. Request Board approval for the following students to receive home instruction:

Student ID	Hours	Dates	Costs	Teacher
01240015	5 hours per week, or more if needed	Begin immediately, through the end of the 2022-2023 school year	Teacher pay: \$35.00 per hour	Russell Phillips, Jr.
04240006	5 hours per week	Begin immediately, though the end of the 2022-2023 school year	Teacher pay: \$35.00 per hour	Russell Phillips, Jr.
01250020 01230199 01310172 01260225	10 hours per week	Begin immediately, though the end of the 2022-2023 school year	Teacher pay: \$35.00 per hour	Kellie Smith Rosalyn Chieves Sandra Langley Karen Own

2. Request Board approval for the payment of full for educational services provided to the following students #01320131 and #01290070. Instruction required from April 24, 2023 to possibly 30 days at the Inspira Program (partial hospitalization program) at the Inspira Health Center-Elmer, 501 West Front Street, Elmer New Jersey, as confirmed by Salem Middle School personnel. The educational services are being provided by Brookfield School, 333 Irving Avenue, Bridgeton, New Jersey and 525 State Street, Elmer New Jersey, respectively. Student billing in the amount of \$4,200.00 (estimate)
Costs: Tutoring 2 students @35.00/hour x 120 hours=\$4,200.00

3. Request Board approval for the payment in full for educational services provided to student #01320049. Instruction required from May 1, 2023 to possibly 30 days at the Inspira Program (partial hospitalization care program) at the Inspira Health Center-Bridgeton, 333 Irving Avenue, Bridgeton, NJ as confirmed by Salem Middle School personnel. The educational services are being provided by Brookfield School, 525 State Street, Suite 2, Elmer, New Jersey. Student billing in the amount of \$2,100.00 (estimate).
Costs:
Acct #11-150-100-320-00-BUS
Tutoring Student @35.00 per hour x 60 hours=\$2,100.00

Personnel

A. Resignation/Retirement/Non-Renewal (NR) / Increment Withholding (IW)

Upon Recommendation of the Superintendent of Schools

Motion (/) Board to Approve: **#8-A-11**

1. Request Board approval of the retirement of Ms. Jennifer Cascaden, Preschool Teacher at John Fenwick Academy, effective June 30, 2023.

2. Request Board approval of the retirement of Ms. Susan Landolfi, Applied Academics Teacher at Salem High School, effective June 30, 2023.

Board Agenda May 3, 2023

Public Hearing

3. Request Board approval of the resignation of Mr. Dominic Wyshinski, Physical Education / Health teacher at Salem High School, effective June 30, 2023.
4. Request Board approval of the Non-Renewal (NR) and Increment Withholding (IW) list for the 2022-2023 School Year:

First Name	Last Name	Reason	Position
Robert	Baldi	NR	Teacher
Gwen	Norton	NR	Teacher
Tonya	Stewart	IW	Social Worker
Robert	Carpo	IW	Tech. Coordinator
Joseph	Cole	IW	Maintenance

B. Appointments/Assignments/Transfers

Motion (/) Board to Approve: **#8-B-11**

1. Request Board approval for the transfer of the following members of the technology staff for the 2023-2024 school year:

John T. Doubet from Salem Middle School to John Fenwick Academy

Chibuzor Idimaogu from John Fenwick Academy to Salem Middle School

C. Employment

Upon the Recommendation of the Superintendent of Schools

Motion (/) Board to Approve: **#8-C-11**

1. Request Board approval of the employment of Dr. Maisha Bryant as an Elementary School Teacher at John Fenwick Academy at a salary of \$58,318 (Step 4 MA+30). Dr. Bryant’s salary will be prorated to her start date of May 15, 2023.
2. Request Board approval of the following returning substitute teacher for the 2022-2023 school year:

Vienna Taylor-Marshall NJ Substitute Certificate

3. Request Board approval of the following district salaries. Salary indicated is the current salary of the 2022-2023 school year and will be adjusted pending settlement.

Custodian/Maintenance/Security		Job Title	Salary	Longevity	Stipend
CARNEY	NELSON	Custodian	\$38,000.00	\$500.00	\$1,856 Head Cust.
DILKS	MARIE	Custodian	\$38,667.00	\$1,500.00	\$1,000 Fireman
EVANS	MORRIS	Custodian	\$55,646.00	\$1,250.00	\$1,856 Head Cust.

*Board Agenda May 3, 2023
Public Hearing*

JUSTICE	DEREK	Custodian	\$43,433.00	\$1,500.00	\$1,856 Head Cust., \$1,000 Fireman
PALMER	TAMEESHA	Custodian	\$25,000.00	\$500.00	
SMITH	ANDRE	Custodian	\$35,361.00	\$1,250.00	\$1,000 Fireman
SMITH	EDWIN	Custodian	\$45,553.00	\$1,750.00	
TURNER	NEIL	Custodian	\$35,635.00	\$1,000.00	
COLE	JOSEPH (IW)	Maintenance	\$51,463.00	\$1,000.00	\$1,000 Fireman
HAND	ROBERT	Maintenance	\$59,068.00	\$1,000.00	\$1,000 Fireman
RAY	CHARLES	Maintenance	\$51,170.00	\$1,250.00	\$1,969 Main 1, \$1,000 Fireman
WEISS	BARRY	Maintenance	\$60,388.00	\$1,000.00	\$1,000 Fireman
BROWN	LARRY	Security	\$51,048.00	\$1,000.00	\$2,000 Retired Law Enforcement
GULLETT	BONITA	Security	\$31,151.00	\$1,250.00	
MURRAY	JOHN	Security	\$48,551.00	\$500.00	\$2,000 Retired Law Enforcement
NOCK	TYRONE	Security	\$49,811.00	\$500.00	\$2,000 Retired Law Enforcement

Non-Certified Support Staff		Location / Job Title	Salary	Longevity	Stipend
BACON	LISA	SHS Secretary 12-month	\$49,352.00	\$1,250.00	Executive Secretary \$478
BURNS	DONNA	BS Accounts Payable	\$78,897.00	\$2,179.00	
CHAPPELL	LYNNE	JFA Secretary 12-month	\$43,921.00	\$750.00	Executive Secretary \$478
MARCANO	MELINDA	SMS Secretary 11-month	\$37,808.00	\$500.00	
MCCOY-CUFF	ALFREDA	SHS Secretary 11-month	\$37,005.00	\$1,000.00	

Board Agenda May 3, 2023
Public Hearing

MULHORN	NANCY	SMS Secretary 12-month	\$47,739.00	\$1,250.00	Executive Secretary \$478
PITTS	THERESA	SMS Secretary 11-month	\$42,359	\$500.00	
SHUMAN	BOBBIE	CST Secretary 12-month	\$55,960.00	\$1,750.00	Executive Secretary \$478
TEDESCO	PATRICIA	SHS Secretary 11-month	\$37,058.00	\$750.00	
VIERECK	DARLA	JFA Secretary 11 month	\$37,005.00	\$500.00	

Paraprofessionals & One-on-one Aides		Location / Job Title	Salary	Longevity
ABRANTES	DANIELLE	JFA Paraprofessional III Step 4	\$21,305.00	\$500.00
AITKEN	TERESA	JFA Paraprofessional I Step 7	\$21,605.00	\$750.00
BACON	KIMBERLY	JFA Paraprofessional III Step 5	\$21,805.00	\$500.00
BAGBY	SHAKEMA	JFA Paraprofessional IV Step 8	\$24,425.00	\$750.00
BANKS	CHRISTINA	SMS Paraprofessional III Step 9	\$23,805.00	\$500.00
BENTLEY	RAMON	SMS Paraprofessional III Step 1	\$19,805.00	\$500.00
BEST-KEY	LA SHAWN	JFA Paraprofessional IV Step 5	\$23,805.00	\$500.00
BUSCH	THRONNA	SMS ICS Monitor	\$39,737.00	\$1,500.00
CARTER	KATHLEEN A.	JFA Paraprofessional III Step 15	\$28,300.00	\$1,250.00
CARTER	KATHLEEN R.	JFA Paraprofessional III Step 7	\$22,805.00	\$750.00
DAVIS	AIDA	JFA Paraprofessional IV Step 9	\$25,805.00	\$750.00
DEANS	AMY	JFA Paraprofessional IV Step 1	\$21,805.00	\$500.00
DEANS	MICHAEL	SHS Paraprofessional I Step 4	\$20,105.00	\$500.00
FOTHERGILL	CHRISTINA	JFA Paraprofessional III Step 2	\$20,305.00	\$500.00
GREEN-RANSOME	AVONDA	JFA Paraprofessional IV Step 10	\$26,305.00	\$750.00

Board Agenda May 3, 2023
Public Hearing

Paraprofessionals & One-on-one Aides		Location / Job Title	Salary	Longevity
JARRETT	SPENCER	SMS Paraprofessional II Step 1	\$19,105.00	\$500.00
KALYON	LILY	JFA Paraprofessional III Step 2	\$20,305.00	\$500.00
LUSBY	RHONDA	JFA Paraprofessional IV Step 9	\$25,805.00	\$750.00
MILLER	NINA	SMS Paraprofessional I Step 15	\$27,100.00	\$1,500.00
MOORE	LISA	SMS Paraprofessional II Step 11	\$24,105.00	\$500.00
MORRIS	MARY	JFA Paraprofessional IV Step 13	\$27,805.00	\$500.00
NORTON	MICHELE	JFA Paraprofessional III Step 7	\$22,805.00	\$500.00
PARKS-CHOLLIS	BRANDI	JFA Paraprofessional III Step 3	\$20,805.00	\$500.00
ROMAN	ANGELICA	JFA Paraprofessional II Step 5	\$21,105.00	\$500.00
WHITEHEAD	ELIZABETH	JFA Paraprofessional III Step 15	\$28,300.00	\$1,250.00
WILLIAMS	LUZ	JFA Paraprofessional I Step 2	\$19,105.00	\$500.00

Teaching Staff		Location	Job Title	Salary
CHAMPION	LYDIA	CST	Teacher MA18	\$89,221.00
HANN	AMBER	CST	Teacher MA+30 Step 18	\$90,271.00
LONGO	JOSEPH	CST	Teacher MA15	\$76,248.00
LUCIANI	KATIE	CST	Teacher MA02	\$56,668.00
MCCLAVE	ASHLEY	CST	Teacher MA+30 Step 08	\$62,568.00
SECUA	DANIELLE	CST	Teacher MA10	\$64,318.00
BERGMAN	KRISTINA	SHS	Teacher MA14	\$73,248.00
BOONE	VICTOR	SHS	Teacher MA18	\$89,221.00
BOWER	HEIDI	SHS	Teacher MA18	\$89,221.00
BUCK	KENNETH	SHS	Teacher MA18	\$89,221.00
BYRER	REBEKAH	SHS	Teacher BA18	\$87,221.00
BERNADINI	BRIDGET	SHS	Teacher MA08	\$61,518.00
CHIEVES	ROSALYN	SHS	Teacher MA+30 Step 18	\$90,271.00
CORBIN	JANICE	SHS	Teacher BA15	\$74,248.00
DERHAM	THERESA	SHS	Teacher MA+30 Step 18	\$90,271.00
DESTEFANO	EDWARD	SHS	Teacher BA+30 Step 18	\$88,221.00
DIXON	JESSICA	SHS	Teacher MA08	\$61,518.00

Board Agenda May 3, 2023

Public Hearing

Teaching Staff		Location	Job Title	Salary
FARMER	ANTHONY	SHS	Teacher BA03	\$54,968.00
FIZUR	ERIC	SHS	Teacher MA+60 Step 6	\$61,268.00
GAHRS	GREGORY	SHS	Teacher MA15	\$76,248.00
GATSON	REGINA	SHS	Teacher MA16	\$79,748.00
HAUENSTEIN	MICAH	SHS	Teacher BA17	\$81,248.00
HUDOCK	ANNE	SHS	Teacher MA18	\$89,221.00
HUNT	DAVID	SHS	Teacher MA15	\$76,248.00
HUNT	RACHEL	SHS	Teacher BA16	\$77,748.00
IRVINE	ELIZABETH	SHS	Teacher BA18	\$87,221.00
JAMES	JEFFREY	SHS	Teacher BA18	\$87,221.00
KLINE	NICHOLAS	SHS	Teacher BA18	\$87,221.00
LAGAKOS	GREGORY	SHS	Teacher MA15	\$76,248.00
LAMONT	SARA	SHS	Teacher MA13	\$70,248.00
LANGLEY	SANDRA	SHS	Teacher BA06	\$57,068.00
LEVITSKY	SCOT	SHS	Teacher BA16	\$77,748.00
MACE	DIANA	SHS	Teacher BA18	\$87,221.00
MARIONI	KRISTINA	SHS	Teacher MA04	\$57,268.00
MURRAY	RENEE	SHS	Teacher BA07	\$58,293.00, IB Asst. \$2,500
MUTTER	LISA	SHS	Teacher MA18	\$89,221.00, District Web Master \$3,000
NITSHE	SUSAN	SHS	Teacher MA18	\$89,221.00
O'BRIEN	SEAN	SHS	Teacher BA14	\$71,248.00
OWEN	KAREN	SHS	Teacher BA18	\$87,221.00
PERRY	MIRANDA	SHS	Teacher BA12	\$65,653.00
PHILLIPS	RUSSELL	SHS	Teacher BA13	\$68,248.00
RIGHTER	AARON	SHS	Teacher MA08	\$61,518.00
SANTARELLI	BRIANNA	SHS	Teacher MA04	\$57,268.00
SHEFFIELD	STEVEN	SHS	Teacher MA18	\$89,221.00
SKARZYNSKI	TYBERIUSZ	SHS	Teacher MA18	\$89,221.00
UNGER	KRISTIN	SHS	Teacher BA16	\$77,748.00
VAZQUEZ	CHRISTOPHER	SHS	Teacher BA04	\$55,268.00
VENGENOCK	MARISA	SHS	Teacher MA17	\$83,248.00
WOODLOCK	BROOKE	SHS	Teacher BA18	\$87,221.00
ALI	RUQAYYAH	JFA	Teacher BA08	\$59,518.00
ATKINSON	DEBORAH	JFA	Teacher BA18	\$87,221.00
BARRON	TIARA	JFA	Teacher BA06	\$57,068.00

Board Agenda May 3, 2023

Public Hearing

Teaching Staff		Location	Job Title	Salary
BOYCE	KANEISHA	JFA	Teacher MA02	\$56,668.00
DODDS	JASMINE	JFA	Teacher MA01	\$56,368.00
FLITCRAFT	CHERYL	JFA	Teacher BA04	\$55,268.00
FORTI	PASQUALE	JFA	Teacher MA02	\$56,668.00
GALASSO	VICTORIA	JFA	Teacher BA16	\$77,748.00
GRIMES	JOHN	JFA	Teacher BA18	\$87,221.00
HAINES	ELYSSA	JFA	Teacher BA+30 Step 18	\$88,221.00
HEATH	STEPHANIE	JFA	Teacher MA15	\$91,498.00
KRUPSKI	LAURA	JFA	Teacher BA07	\$58,293.00
LIVINGSTON	DEANNA	JFA	Teacher MA18	\$89,221.00
MCCLAREN	PATRICIA	JFA	Teacher BA18	\$87,221.00
MCLAUGHLIN	MELISSA	JFA	Teacher BA17	\$81,248.00
MULLEN	KRYSTLE	JFA	Teacher BA08	\$59,518.00
NOCITO	SARAH	JFA	Teacher MA04	\$57,268.00
OLIVIER-MARTIN	ALBERTE	JFA	Teacher MA10	\$64,318.00
PASTOR	KAREN	JFA	Teacher BA16	\$77,748.00
RIDGWAY	KATIE	JFA	Teacher BA01	\$54,368.00
STEWART	TONYA (IW)	JFA	Teacher MA10	\$64,318.00
STORMS	LAURA	JFA	Teacher MA01	\$56,368.00
SUTTON-PARRIS	JILL	JFA	Teacher BA18	\$87,221.00
TERRELL-PORTER	LISA	JFA	Teacher BA09	\$60,818.00
TRAINI	MARY	JFA	Teacher BA11	\$63,818.00
WALKER	KAREN	JFA	Teacher BA18	\$87,221.00
ANDERSON	LISA	SMS	Teacher BA18	\$87,221.00
BEY	ALLYSON	SMS	Teacher BA18	\$87,221.00
BOYCE	NICOLE	SMS	Teacher BA+30 Step 17	\$82,248.00
CALL	ROGER	SMS	Teacher MA+30 Step 18	\$90,271.00
CAREY	ALICIA	SMS	Teacher BA06	\$57,068.00
CESARIO	NICHOLAS	SMS	Teacher MA02	\$56,668.00
CROWLEY	ANGELA	SMS	Teacher MA14	\$73,248.00
DOUGHERTY	BAILLIE	SMS	Teacher BA02	\$54,668.00
ECK	KATHLEEN	SMS	Teacher BA+30 Step 18	\$88,221.00
ELDER	REBECCA	SMS	Teacher MA05	\$58,068.00
FLAHERTY	JOHN	SMS	Teacher BA05	\$56,068.00
GRAHAM	NICOLE	SMS	Teacher BA14	\$71,248.00
GRIFFITH	RANDI	SMS	Teacher BA15	\$74,248.00
HUGHES	JOSIAH	SMS	Teacher BA09	\$60,818.00

Board Agenda May 3, 2023

Public Hearing

Teaching Staff		Location	Job Title	Salary
HUMENIK	DWAYNE	SMS	Teacher BA18	\$87,221.00
JOHNSON	RANDY	SMS	Teacher BA18	\$87,221.00
KUTZURA	JASON	SMS	Teacher BA18	\$87,221.00
LAUBENGEYER	SANDRA	SMS	Teacher BA08	\$59,518.00
LEE	CHRISTOPHER	SMS	Teacher MA18	\$89,221.00
MCCONATHEY	CATHERINE	SMS	Teacher MA16	\$79,748.00
MCDERMOTT	TARA	SMS	Teacher BA18	\$87,221.00
MONTGOMERY	SHARON	SMS	Teacher MA+30 Step 15	\$77,298.00
MORRIS	LISA	SMS	Teacher BA18	\$87,221.00
NUGENT	MELANIE	SMS	Teacher BA09	\$60,818.00
OBERMAN	WILLIAM	SMS	Teacher BA18	\$87,221.00
PHY	STEPHANIE	SMS	Teacher BA05	\$56,068.00
REESE	KATHRYN	SMS	Teacher BA18	\$87,221.00
RICCIO	THERESA	SMS	Teacher BA01	\$54,368.00
ROOTS	RAMON	SMS	Teacher BA01	\$54,368.00
ROSS	ROXANNE	SMS	Teacher BA18	\$87,221.00
SEYMOUR	SUE	SMS	Teacher BA01	\$54,368.00
SKINNER	MELISSA	SMS	Teacher MA18	\$89,221.00
STARN	KATHERINE	SMS	Teacher MA18	\$89,221.00
THOMAS	TAHJE	SMS	Teacher BA01	\$54,368.00
TORTELLA	BETSY	SMS	Teacher MA18	\$89,221.00
WEIGLER	LORI	SMS	Teacher MA18	\$89,221.00

Non-Unit Staff Salaries		Location / Job Title	Salary	Stipend
BACON	JOHN	Truancy Officer	\$64,188.00	Homeless Liaison \$2,000
CARPO	ROBERT (IW)	Technology Coordinator	\$65,883.00	
DOUBET	JOHN	Technology Coordinator	\$57,849	
HENRY	ROBIN	Treasurer	\$4,424.00	
HILDRETH	NANCY	Confidential Secretary	\$43,386.00	\$612 Confidential Secretary
IDIMAOGU	CHIBUZOR	Technology Coordinator	\$49,411.00	District Data Specialist \$21,020
PRIMAS-GARNER	DALE	Transitional Coordinator	\$76,398.00	
RUSSELL	DEVON	Payroll/HR Accountant	\$60,392.00	

Board Agenda May 3, 2023
Public Hearing

SCHECTMAN	HERBERT	Business Administrator	\$127,142.00	
SCHOFIELD	CURTIS	Youth Development Specialist	\$53,303.00	
SMITH	KELLIE-ANN	SBYS Program Coordinator	\$69,294.00	
SPENCE	DENNIS	Facilities Manager	\$95,242.00	
THOMPSON	JACQUELYN	Mental Health Counselor	\$55,435.00	
WRIGHT	MONTREY	Family Coach Specialist	\$65,882.00	

Administrators		Job Title	Salary	Stipend
ALLEN	WILLIAM	Assistant Principal	\$101,261.00	
BEACH	MICHELE	Assistant Principal	\$101,261.00	
BLACKSHEAR	SHASHARAA	Assistant Principal of Early Childhood	\$100,000.00	
CALTABIANO	RYAN	Director of Curriculum and Instruction	\$130,000.00	
CARTER	SYEDA	Principal	\$119,809.00	
FRANCOIS-DEVILME	PASCALE	Principal	\$113,740.00	
MULHORN	JOHN	Principal	\$147,316.00	
PLA	JORDAN	Assistant Principal	\$100,889.00	IB Coordinator \$5,000
ROBERTS	DARRYL	Assistant Principal	\$101,261.00	Site Management \$10,000
TAYLOR	MEGHAN	Director, Special Services	\$95,945.00	SEMI \$3,000.00

4. Request Board approval for the employment of Mark A. Baker as Vice Principal for the Salem Middle School effective July 1, 2023. Mr. Baker's salary will be \$90,000 per annum.
5. Request Board approval for the employment of Tyra McCombs as a First Grade Teacher at John Fenwick Academy at a salary (pending negotiations) of \$54,368 (BA Step 1) for the 2023-2024 school year beginning September 1, 2023.
6. Request Board approval for the employment of Carolyn Carty as a Preschool Teacher at John Fenwick Academy at a salary (pending negotiations) of \$60,293 (MA Step 7) for the 2023-2024 school year beginning September 1, 2023.

Board Agenda May 3, 2023
Public Hearing

C. Financial Request

Upon the Recommendation of the Superintendent of Schools

Motion (/) Board to Approve: **#8-D-11**

1. Request Board approval to operate the Recovery – Learning Acceleration Program at John Fenwick Academy from June 12 – June 22nd 2023. The program will operate Monday – Thursday from 9:00am to 1:00pm. The program will service all tiered PK4-2nd grade students with eighteen or more absences and/or below current grade reading level to provide the maximum learning experience needed to get them to the next grade level.

Pay rate:

\$35.00 per hour x 4 hours x 8 days x 5 staff = \$5,600 (Account #20-484-100-100-00-DIS)

Teachers:

LaShawn Best-Key
Maisha Bryant
Melissa McLaughlin
Mary Traini

Substitutes:

Mary Morris

2. Request Board approval to operate the Recovery-Learning Acceleration Program at Salem Middle School from June 12 to June 22 2023. The program will operate Monday - Thursday from 9:00am to 1:00pm.

Pay rate:

\$35.00 per hour x 4 hours x 8 days x 5 staff = \$5,600 (Account #20-484-100-100-00-DIS)

Teachers

Alicia Seran Carey (Grade 3&4 ELA and Mathematics)
Kathryn Reese (Grade 5&6 ELA)
John Flaherty (Grade 5&6 Mathematics)
TBD (Grade 7&8 ELA)
Roger Call (Grade 7&8 Mathematics)

Substitutes

Thronna Busch

3. Request Board approval to operate the Recovery – Learning Acceleration Program at Salem High School from June 12 to June 22 2023. The program will operate Monday – Thursday from 9:00AM to 1:00PM.

Pay rate:

\$35.00 per hour x 4 hours x 8 days x 5 staff = \$5,600 (Account #20-484-100-100-00-DIS)

Teachers:

Kenneth Buck
Anthony Farmer
Eric Fizur
Nicholas Kline

Substitutes:

Kristina Bergman
Greg Lagakos

Counselor

Regina Gatson

Board Agenda May 3, 2023

Public Hearing

4. Request Board approval of the following retroactive pay for Winter 2022-2023 Staff position:

Event Staff (MS) As Needed \$33.75/game Ricky Turner

5. Request Board approval for the following Health Waiver payments:

High School				May Payment
Health , Prescription & Dental				
Larry Brown	Security	4,214.08	15-000-291-290-03-SHS	2,107.04
David Hunt	Teacher	5,000.00	15-000-291-290-03-SHS	2,500.00
Kline, Nicholas	Teacher	5,000.00	15-000-291-290-03-SHS	2,500.00
Scot Levitsky	Teacher	5,000.00	15-000-291-290-03-SHS	2,500.00
Alfreda McCoy-Cuff	Secretary	5,000.00	15-000-291-290-03-SHS	2,500.00
John Mulhorn	Principal	5,000.00	15-000-291-290-03-SHS	2,500.00
TOTAL		\$29,214.08		\$14,607.04
Health & Prescription				
Heidi Bower	Teacher	5,000.00	15-000-291-290-03-SHS	2,500.00
Jordan Pla	Vice Principal	5,000.00	15-000-291-290-03-SHS	2,500.00
Darryl Roberts	Vice Principal	5,000.00	15-000-291-290-03-SHS	2,500.00
Kristin Unger	Teacher	5,000.00	15-000-291-290-03-SHS	2,500.00
DENTAL				
Teresa Derham	Teacher	105.00	15-000-291-290-03-SHS	52.50
Edward DeStefano	Teacher	105.00	15-000-291-290-03-SHS	52.50
High School Total		\$49,424.08		\$24,712.04
General Fund				
Health , Prescription & Dental				
Ryan Caltabiano	Director of Curriculum	5,000.00	11-000-291-290-00-BUS	2,500.00

Board Agenda May 3, 2023
Public Hearing

Nelson Carney	Head Custodian	5,000.00	11-000-291-290-00-BUS	2,250.00
Amber Hann	LDTC	5,000.00	11-000-291-290-00-BUS	1,000.00
Katie Luciani	Speech	4,214.08	11-000-291-290-00-BUS	2,107.04
Tameesha Palmer	Custodian	5,000.00	11-000-291-290-00-BUS	2,250.00
Devon Russell	Payroll Accountant	5,000.00	11-000-291-290-00-BUS	2,500.00
Herbert Schectman	Business Administrator	4,214.08	11-000-291-290-00-BUS	2,107.04
Danielle Secula	Speech	5,000.00	11-000-291-290-00-BUS	2,500.00
TOTAL		\$38,428.16		\$17,214.08
Health & Prescription				
Amiot Michel	Superintendent	5,000.00	11-000-291-290-00-BUS	2,500.00
General Fund Total		\$43,428.16		\$19,714.08
John Fenwick School				
Health , Prescription & Dental				
Shakema Bagby	Para-professional	5,000.00	20-218-200-200-01-JFA	2,500.00
Shasharaa Blackshear	Assistant Principal	5,000.00	20-218-200-200-01-JFA	2,500.00
Syeda Carter	Principal	5,000.00	15-000-291-290-01-JFA	2,500.00
Aida Davis	Para-professional	5,000.00	20-218-200-200-01-JFA	2,125.00
Amy Deans	Para-professional	5,000.00	20-218-200-200-01-JFA	2,500.00
Christina Fothergill	Para-professional	5,000.00	20-218-200-200-01-JFA	2,500.00
Laura Krupski	Teacher	5,000.00	15-000-291-290-01-JFA	2,500.00
Patricia McClaren	Teacher	5,000.00	15-000-291-290-01-JFA	1,875.00
Krystle Mullen	Teacher	5,000.00	15-000-291-290-01-JFA	2,500.00
Tyrone Nock	Security	4,214.08	15-000-291-290-01-JFA	2,107.04
Brandie Parks-Chollis	Para-professional	5,000.00	15-000-291-290-01-JFA	2,500.00

Board Agenda May 3, 2023
Public Hearing

Laura Storms	Teacher	4,214.08	20-218-200-200-01-JFA	1,264.22
Jill Sutton-Parris	Nurse	5,000.00	15-000-291-290-01-JFA	2,500.00
Lisa Terrell-Porter	Teacher	5,000.00	15-000-291-290-01-JFA	2,500.00
TOTAL		\$73,428.16		\$32,371.26
Health & Prescription				
Elizabeth Whitehead	Para-professional	5,000.00	20-218-200-200-01-JFA	2,500.00
TOTAL		\$5,000.00		\$2,500.00
John Fenwick Total		\$78,428.16		\$34,871.26
SALEM MIDDLE SCHOOL				
Health , Prescription & Dental				
John Bacon	Truancy Officer	5,000.00	15-000-291-290-02-SMS	2,500.00
Christina Banks	Para-professional	5,000.00	15-000-291-290-02-SMS	2,500.00
Ramon Bentley	Para-professional	4,214.08	15-000-291-290-02-SMS	2,107.04
Alicia Carey	Teacher	5,000.00	15-000-291-290-02-SMS	2,500.00
Nicholas Cesario	Teacher	4,214.08	15-000-291-290-02-SMS	2,107.04
Baillie Dougherty	Teacher	4,214.08	15-000-291-290-02-SMS	2,107.04
Pascale Francois-DeVilme	Principal	5,000.00	15-000-291-290-02-SMS	2,500.00
Theresa Riccio	Teacher	4,214.08	15-000-291-290-02-SMS	2,107.04
Ramon Roots	Para-professional	4,214.08	15-000-291-290-02-SMS	2,107.04
Sue Seymour	Teacher	5,000.00	15-000-291-290-02-SMS	2,500.00
Betsy Tortella	Teacher	5,000.00	15-000-291-290-02-SMS	2,500.00
TOTAL		\$56,070.40		\$26,535.20
Health & Prescription				
John Murray	SRO	5,000.00	15-000-291-290-02-SMS	2,500.00
Dental				

*Board Agenda May 3, 2023
Public Hearing*

Lisa Anderson	Teacher	105.00	15-000-291-290-02-SMS	52.50
TOTAL		\$5,105.00		\$2,552.50
Middle School Total		\$61,175.40		\$29,087.70
TOTAL		\$232,455.80		\$108,385.08

D. Leave of Absence

Motion (/) Board to Approve **#8-E-11**

1. Board to approve the following leave of absence:

Employee ID#	1609
Employee Name	T.B. (REVISED)
Type of Leave	Intermittent – Medical
Leave Requested	09/01/2022 – 09/01/2023
Fed Max Leave (max 90 days)	09/01/2022 – 09/01/2023
Time Usage of FMLA	12 weeks
Time Usage of FLA	N/A
*Use of Sick Days	30.5 days
*Use of Personal Days	3 days
*Use of Vacation Days	N/A
Unpaid Leave	After exceeding all sick and personal days
Intermittent Leave	2x per month 1 day per episode
Extended Leave	N/A
Est. Return Date	N/A

Monthly Reports

Motion (/) Board to Approve: **#13-11**

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

Board Agenda May 3, 2023
Public Hearing

EXECUTIVE SESSION

Motion (/) Board to adopt the following Resolution to go into executive session at _____:

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: _____

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.

RETURN TO REGULAR SESSION

Motion (/) Board to return to open session at _____.

NEW BUSINESS:

Motion (/) Board to Approve:

ADJOURNMENT

Motion (/) Board to adjourn the May 3, 2023 meeting of the Salem City Board of Education at _____.