

Board Minutes May 1, 2019

Salem City Board of Education Salem, New Jersey 08079 Board of Education Meeting May 1, 2019

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:

Adequate notice of this meeting has been provided in the local news media and a place of public notice located at the Salem City Board of Education Office, 205 Walnut Street, Salem, New Jersey as required in the Open Public Meeting Act, Chapter 231, P.L. 1975.

FLAG SALUTE

Board Members

Carol Adams	Laquendala Bentley (Arrived 6:07pm)	Christopher Colon
Yuenge Groce	Joan Hoolahan	Julian LeFlore (Absent)
Rebecca Livingston	Daffonie Moore (Absent)	Veronica Wright

District Representatives:

LAC: Laura Tice Crane (Arrived 6:10pm)
Mannington: Eric Buzby (Arrived 6:02pm)
Quinton: William McDonald

Administrators:

Dr. Patrick Michel, Superintendent	Pascale DeVilmé, Principal Salem Middle School
Herbert Schectman, School Business Administrator	Pamela Thomas, Director of Special Services
Michele Beach, VP Salem Middle School	Syeda Carter, Principal John Fenwick Academy
John Mulhorn, Principal Salem High School	Gia Sparacio Scarani, VP of Early Childhood
Jordan Pla, VP Salem High School	Darryl Roberts, VP Salem High School

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.
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.

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PRESENTATION

Students of the month for April 2019:

John Fenwick Academy	Jayon Thompson	Grade 1	Ms. Persicketti
	Zahriya Fletcher	Grade 1	Ms. Thompson
Salem Middle School	Ta'saun Evans	Grade 4	Mr. Kutzura
	Jennifer Griffiths	Grade 3	Mr. Call
Salem High School	Haylee Reyes	Grade 9	Ms. Corbin
	Eunique Cooper	Grade 10	Mr. Bartholomew

Staff Member(s) of the month for April 2019:

Adrienne Brown	Learning Disabilities Teacher Consultant	Child Study Team
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Public Hearing Budget 2019-2020

ANNUAL PUBLIC HEARING ON THE BUDGET 2019-2020

Motion (Colon/Bentley) Board approved to Open Public Hearing

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

- A. The Board of Education approved the Public Hearing on the 2019-2020 School Budget to be opened at 6:28 P.M
- B. Public Hearing Presentation of the 2019-2020 School Budget.
Superintendent/Business Administrator presented an overview of the Budget for the 2019-2020 school year.
- C. Audience Questions: There were no audience questions.

Motion (Colon/Bentley) Board approved To Close Public Hearing

- A. The Board of Education approved the Public Hearing on the 2019-2020 School Budget to be closed at 6:40 P.M

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

BOARD COMMITTEE REPORTS

Curriculum Committee

- The curriculum committee is okay with recommendations

Personnel Committee

- The personnel committee support recommendations

Finance Committee

- There were no reports from the Finance Committee

PRINCIPALS'/ADMINISTRATORS' REPORTS AND COMMENTARY

Salem High School (SHS) Commentary/Event Activities:

- ❖ NJSLA testing has concluded. AP and IB testing will begin next week
- ❖ ACT Prep classes are going very well and are nicely attended. The 3rd ACT practice test was administered on 4/27/2019
- ❖ The annual SHS prom date is May 3, 2019. The theme is "Crystal Gala." Prom-goers will enjoy a beautiful night of dinner and dancing at the Savoy Inn, Vineland from 7PM-11PM. A pre-prom celebration in the SHS auditorium will begin promptly at 5:15PM
- ❖ Plans for the 144th Commencement Ceremony are in full swing! Graduation this year is slated for Wednesday, June 12, 2019.
- ❖ SHS Coffee House was held on Thursday, April 25th. Participants showcased their outstanding singing and instrumental skills. The event was very well attended and everyone had a good time. Mr. Kline debuted our very own SHS orchestra! Students who have never played a string instrument WOW'D the crowd with their musical talents
- ❖ On May 23rd at 7PM, SHS will once again, host our Spring Arts Festival and concert. All are welcomed to attend this fantastically arranged annual event! Come out to see our very own orchestra, LIVE!
- ❖ Aariyana Gould, and D'Angelo Maldonado, were the recipients of the Salem County Brass Society's Scholarships at a ceremony held in Salem Community College's Davidow Hall on Sunday, April 28th. Congratulations go out to our artistic and very talented scholars!
- ❖ Our Student College Board continues to grow! Stop by and check it out in the main entry. It's BIGGER than EVER!

Salem Middle School (SMS) Commentary/Event Activities:

- ❖ The enrollment stands at 406 students
- ❖ The month of May will be filled with planning for our end-of-year events and celebrations
- ❖ NJSLA testing continues for grades sixth, seventh, and eighth. Many members of the faculty received praise for our students who have tested. The SMS Administration will be offering rewards later in the month after all testing is completed for students who have achieved tremendous growth on their benchmark tests
- ❖ The Eighth Grade Team and Middle School Administration have begun to review and plan for this year's graduation exercises. Letters will be sent to eighth grade parents outlining the upcoming events and deadlines
- ❖ You can see our students at work solving mathematical problems while competing at the Annual PSE&G Math Showcase in the DuPont Field House of the Salem Community College on May 30th. Students from grades fourth through eight will represent the middle school
- ❖ Please mark your calendars for Tuesday, June 11th at 6:00pm. We will host the commencement exercises for our eighth grade in the SHS Auditorium.

John Fenwick Academy (JFA) Commentary/Event Activities:

- ❖ April 9th -11th- Parent/Teacher conferences: Attendance-Pre-K 61% (163 students), Kindergarten – 52% (122 students), First Grade – 61% (64 students), Second Grade – 61% (79 students); overall 58%. Total enrollments: 435
- ❖ April 16th - Assembly "Aesops Bops" presented by Young Audiences, for all grade levels
- ❖ April 17th - Akmad Nichols/PTO hosted an Egg Hunt for JFA students
- ❖ April 24th - Ms. McLaughlin hosted Family Fitness Night; parents and students came out to enjoy a night of fitness and fun
- ❖ May 3rd - Assembly "Dr. Recess" for all grades
- ❖ May 9th – Mom's and muffins hosted by Ms. Connor for Pre-K students
- ❖ May 9th - Author visit, Kimberly Garvin will visit 1st and 2nd grade students/Ms. Kelley/Ms.Barbara event
- ❖ May 10th - 5pm-7:30pm, Daddy Daughter Dance, at SHS hosted by Ms. Wright
- ❖ May 16th - 6:30pm, Spring Arts Festival hosted by Mr. Grimes at SHS
- ❖ May 24th- 2:15pm, Readers Challenge Assembly
- ❖ May 28th- Field Day hosted by Ms. Laughlin (rain date May 29th)

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SUPERINTENDENT'S COMMENTS/REPORTS

- Mr. Roberts discussed track update
 - Actual size vs. blueprint view, very different when you see the actual work
- William McDonald
 - Prevailing wage issue, has it been resolved? Answer is not yet
- Laquendala Bentley
 - Can the field be used as an all purpose field? Answer is yes, but only after the field has matured through two (2) growing seasons

Motion (Colon/Bentley) Board approved regular and executive minutes of April 10, 2019 Board of Education meeting.

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS

Board Reports (Exhibit A)

Motion (Colon/Bentley) Board approved the Board Secretary's reports in memo: #2-A-E-11*.

- A. *Board approved of the transfer of the funds as previously approved by the Superintendent pursuant to 18A:22-8.1 for the month(s) of March 2019.
- B. *Pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, I certify for the month ending March 2019 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

Robert Schutma
Board Secretary

6/6/19
Date

- C. *Treasurer's Report in accordance with 18A:17-36 and 18A:17-9 for the month of March 2019. The Treasurer's Report and Secretary's Report are in agreement for the month of March 2019 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 2019 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 the Purchases Report for April 2019: **\$1,296,458.99**

Board approved Payment of Bills for May 2019
General Account & Food Service: **\$431,929.50**

Confirmation of payrolls for April 2019
April 15, 2019 General Acct. Transfer **\$718,779.18**

April 30, 2019 General Acct. Transfer **\$664,852.54**

- a.) The Board of Education authorized the Business Administrator to process additional invoices for payment for the current month with Board confirmation at the next regular Board meeting.

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

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Miscellaneous

Motion (Colon/Bentley) Board approved: **#2-F-11/DIST**

1. The Board of Education authorized Herbert Schectman to apply for an ERIC Safety Grant in the amount of \$7,666.91. Grant funds will be used for building safety during the 2019-2020 school year and will be used to correct safety violations as presented in the Fire Marshall's pending report.
2. Board approved to contract with the sending districts (Elsinboro, Quinton, Mannington, & LAC) for the 2019-2020 school year.
3. Board approved to renew the contract with Business Communication Strategies, LLC for continued policy consultation services for the District Policy Manual for the 2019-2020 school year. The annual fee for these services is \$500.00 and the hourly rate is \$50.00.
4. Board approved the 2019-2020 budget.

BE IT RESOLVED, that the budget be approved for the 2019-2020 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 approval as follows:

BE IT RESOLVED Board approved the 2019-2020 school district budget:

	Budget	Local Tax Levy
General Fund	\$21,785,267	\$2,440,167
Special Revenue	\$ 3,651,574	
Debt Service	\$ 301,944	\$103,967
	<u>\$25,738,785</u>	<u>\$2,544,134</u>

AND BE IT RESOLVED, Board approved the 2019-2020 school district budget.

RESOLVED, that taxes should be raised from the City of Salem in the amount of \$2,440,167 for the General Fund for the 2019-2020 school year.

WHEREAS, the District needs to appropriate money from the excess surplus for the 2019-2020 budget in the amount of \$590,551 and

WHEREAS, the District makes the following assurances: 1.) No other line item balances are or will be available, 2.) No other emergency reserves or maintenance reserves (for maintenance purposes) are available for transfer, 3.) The transfer is for T&E purposes OR to ensure health and safety of students\or staff, 4.) any unbudgeted or under-budgeted revenue or excess (under projected) unreserved undesignated fund balance has been utilized, and

NOW, Therefore, be it resolved that Salem City School District shall appropriate excess surplus the amount of \$590,551 to be used for the 2019-2020 school year.

5. Board approved to participate in GCSSSD's MVC On-line Abstract Request Program for the school year 2019-2020 (which period shall not exceed twelve (12) months) at a cost of \$30.00. It is required by all school districts to run a driving abstract on any employee that drives a school district-owned vehicle.
6. Board approved to enter into agreement to participate in Gloucester County Special Services School District Choice School Program for the 2019-2020 school year, at a cost of \$3.50 per Choice Student. GCSSSD will coordinate paperwork for any student who attends an out-of-district choice school.
7. Board approved to enter into agreement with GCSSSD to provide Aid-in-Lieu services to the district at a yearly cost of \$3.50 per nonpublic student. GCSSSD will provide the district with a list of students who are eligible to receive ALL payments for the 2019-2020 school year.

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8. Board approved of the Annual NJSIAA Membership for 2019-2020 School Year:

The Board of Education of the 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.) herewith 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 NJSIAA. 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.

9. Board approved to renew the contract with Linda Jones for district Treasurer, for the 2019-2020 school year, salary not to exceed \$4,029.

Motion approved by roll call voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

STUDENT MATTERS

A. Field Trips #4-A-11

Motion (Colon/Bentley) Board approved: **#4-A-11**

1. Board approved the following field trips:

Annenberg Center, Philadelphia, PA Attend a performance of Parsons Dance company	May 10, 2019 12 students	Ms. Dixon, Ms. Murray \$220.00 x 1 Bus= \$220.00 Acct: 15-000-270-512-03-SHS After school hours- no subs needed (Students paid own entrance fees through fundraising)
Newlin Grist Mill, Glen Mills, PA Students participate in fishing, macro-invertebrate study, nature walk	May 17, 2019 30 students	Ms. Derham, Ms. LoMonico, Mr. Bartholomew Bus fee: \$220.00 Acct: 15-000-270-512-03-SHS 3 subs- \$375.00 Acct: 15-140-100-101-03-SHS
Temple University, Philadelphia, PA 10 th Annual Math Olympiad	May 20, 2019 8 students	Mr. Lagakos Bus fee: \$220.00 Acct: 15-000-270-512-03-SHS Substitute fee: \$125.00 Acct: 15-140-100-101-03-SHS
Kean University, Union, NJ Work with FBLA NJ state board to prepare for upcoming year	May 20, 2019 1 Student	Ms. Landolfi Bus fee: \$220.00 Acct: 15-000-270-512-03-SHS Substitute fee: \$125.00 Acct: 15-140-100-101-03-SHS

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Toms River HS and Six Flags Great Adventure Music in the Parks Competition	May 24, 2019 64 Students	Mr. Kline, Ms. Murray, Ms. Hudock, and 9 parent chaperones Bus fee: 2 buses \$440.00 Acct: 15-000-270-512-03-SHS Substitute fees: \$125.00 x 2=\$250.00 Acct: 15-401-100-101-03-SHS Student Entry fees: \$75.00 per student- paid by parent/guardian
Washington, DC Tour and presentation at IBO Americas in Bethesda, MD also: tours of Newseum, White House, Capital and other points of interest IB Senior Trip (required for IB)	May 28 & May 29, 2019 20 Students	Ms. Hall, Ms. Gatson, Mr. Hunt, Ms. Murray Bus fee: \$1900.00 Acct: 15-000-270-512-03-SHS Hotel: \$2856.23 Meals: Approx. \$1500.00 Activities/Admissions: \$3125.00 Acct: 15-213-100-800-03-SHS
Museum of Math New York City, NY	June 4, 2019 20 Students	Mr. Lagakos, Ms. Hudock, Ms. Chieves Bus fee: \$220.00 Acct: 15-000-270-512-03-SHS 3 Subs: \$375.00 Acct: 15-401-100-101-03-SHS
Salem County Vo-Tech School Most Improved Student	May 16, 2019 7 Students	Ms. Gatson, Ms. Hall, Mr. Hunt, Ms. Thompson Bus fee: \$220.00 Acct: 15-000-270-512-03-SHS
SBYS trip to Chesapeake City Water Tours Private Charter/Chesapeake Inn	June 26, 2019 28 Students & Adults	Kellie Smith School Based will cover all cost to include activity and transportation
Salem County Vo-Tech School Most Improved Student	May 16, 2019 1 student	Mr. Pszwaro, Ms. Elder Transportation costs to be shared with SHS's Guidance Department Acct: 15-000-270-512-02-SMS
Salem Community College Davidow Hall 460 Hollywood Avenue Carney's Point, NJ SC Math Showcase	May 30, 2019 35 Students from Grade 4-8	Ms. Cocca, Ms. Griffith, Ms. McFadden, Ms. Morris, Ms. Welch Bus fee: \$243.84 Acct: 15-000-270-512-02 1 Sub: \$125.00 Acct: 15-130-100-101-02

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		Team Shirts: \$352.00 Acct: 15-190-100-800-02
The College of New Jersey Ewing Township, NJ Unified Game Day	June 7, 2019 25 Students	Mrs. Bacon, Mr. Humenik, Ms. Skinner Bus fee: \$0 1 Sub: \$125.00 Acct: 15-212-100-101S-02-SMS

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

Home Instruction: In/ Out of District/Residential

Motion (Colon/Bentley) Board approved: **#7-C-11**

- Board approved the following students for home instruction:

Student ID	Health Care/Teacher	Costs (Prorated)	Dates	Account #
01260050	A Step Ahead Bridgeton, NJ	\$34.00/hr. 30 hrs.	03/05/19 - 6 weeks	11-150-100-320-00-BUS
01260147	A Step Ahead Bridgeton, NJ	\$34.00/hr. 24 hrs./wk	01/14/19 – 01/29/19	11-219-100-320-00-CST
01270163	A Step Ahead Bridgeton, NJ	\$34.00/hr. 94 hrs.	02/08/19 – 04/15/19	11-219-100-320-00-CST

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

Miscellaneous

Motion (Colon/Bentley) Board approved: **#7-D-11**

- Board approved the enrollment of A.B., daughter of Ms. Stefanie Crawford, Second Grade teacher at JFA, to attend John Fenwick Academy for the 2019-2020 school year, as an Inter-District Choice Student.

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

PERSONNEL

A. Retirement/Resignation/Non-Renewal (NR) Increment Withholding (IW) and Reduction in Force (RIF) for 2019-2020

Motion (Colon/Bentley) Board approved: **#8-A-11/DIST**

- Board approved the Salem City School District Non-Renewal (NR); Increment Withholding (IW); Reduction in Force (RIF) List for the 2019-2020 year.

First Name	Last Name	Reason	Position
Tracy	Raines	NR	Grade 5 Social Studies
Jennifer	McFadden	NR	Grade 6 Mathematics
Christine	Pratt	NR	Grades 5-8 Resource Room/Mathematics
Daille	Kettrell	NR	Choral Music
Sharon	Montgomery	IW	Grade 8 Literacy

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Nikolai
Sharon

Dubowski
Gross

NR
IW

1-to-1 Aide
Executive Secretary

2. Board approved the resignation of Mr. Edward Vanaman, paraprofessional at John Fenwick Academy, effective May 10, 2019.

Motion approved by roll call voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

B. Employment

Motion (Colon/Bentley) Board approved: **#8-C-11/HS**

1. Board approved the following salaries for the 2019-2020 School Year

1. Administrative Salaries 2019-2020

Last Name	First Name	Stipend	Salary
Allen	William		\$92,220
Beach	Michele		\$92,220
DelRossi	Linda		\$114,285
Francois-DeVilme'	Pascale		\$102,274
Mulhorn	John		\$134,163
Pla	Jordan		\$91,881
Roberts	Darryl	Site Management 10,000	\$92,200
Sparacio Scarani	Gia		\$87,635
Thomas	Pamela		\$118,750
Woods-Carter	Syeda		\$107,801

2. Non-Unit Staff Salaries 2019-2020

Last Name	First Name	Stipend	Salary
Allison	Talisha	Business Admin. 1,000 Exec. Secy 612	\$40,340
Bacon	John	Homeless 2,000	\$58,457
Carp	Robert		\$44,679
Doubet	John Timothy	District Data Specialist \$21,020	\$56,055
Henry	Robin	Accounting 2,500	\$57,542
Keen	David		\$104,369
Wright	Montrey		\$48,316
Pitts	Theresa		\$42,084
Primas-Garner	Dale	SEMI 3,000	\$69,576
Russell	Devon	Exec Secy 1,209	\$41,455
Smith	Cameron		\$69,460
Smith	Kellie-Ann		\$58,767
Spence	Dennis		\$86,738

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Thompson	Jacquelyn		\$40,209
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3. Maintenance/Operations Staff Salaries 2019-2020

Last Name	First Name	Stipend	Salary
Alston	Francine	\$750 Longevity	\$24,406
Cole	Joseph	\$731 Fire \$750 Longevity	\$48,415
Dilks	Marie	\$731 Fire \$1,250 Longevity	\$35,215
Evans	Morris J.	\$1,856 Head Cust \$1,000 Longevity	\$50,677
Hand Jr.	Robert	\$731 Fire \$750 Longevity	\$53,794
Justice	Derek	\$1,856 Head Cust \$731 Fire \$1,250 Longevity	\$39,555
Ray	Charles	\$1,969 Maint 1 \$731 Fire \$1000 Longevity	\$45,805
Smith	Andre	\$731 Fire \$1,000 Longevity	\$32,204
Smith	Edwin V.	\$1,750 Longevity	\$41,486
Turner	Neil	\$1,000 Longevity	\$32,453
Weiss	Barry	\$731 Fire \$1,000 Longevity	\$54,996
Woods	Joe	\$1,856 Head Cust \$1,750 Longevity	\$46,154

4. Teaching Staff 2019-2020

SHS			
Last Name	First Name	Step	Salary
Bartholomew	Paul	MA18	\$86,221
Bergman	Kristina	MA11	\$64,307
Boone	Victor	MA16	\$78,237
Bower	Heidi	MA17	\$81,737
Buck	Kenneth	MA18	\$86,221
Carney	Glenn	MA14+30	\$72,787
Cheeseman	Bridget	MA05	\$56,557
Chieves	Rosalyn	MA16+30	\$79,287

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Clour	Miranda	BA09	\$59,307
Corbin	Janice	BA12	\$64,142
Davis	Janice	BA08	\$58,007
Derham	Theresa	MA17 +30	\$82,787
DeStefano	Edward	BA16+30	\$77,237
Dixon	Jessica	MA03	\$56,557
Farina-LoMonico	Tracie	BA08+30	\$59,007
Favat	Drew	MA04	\$57,557
Ferguson	Bruce	BA08	\$58,007
Gahrs	Gregory	MA12	\$66,142
Gatson	Regina	MA13	\$68,737
Hauenstein	Micah	BA14	\$69,737
Hibbard	Kathleen	BA18	\$84,221
Hudock	Anne	MA18	\$86,221
Hunt	David	MA12	\$66,142
Hunt	Rachel	BA13	\$66,737
Ilaria	Regina	BA12+30	\$65,142
Irvine	Elizabeth	BA18	\$84,221
Jakub-Cerro	Louise	MA18	\$86,221
James	Jeffery	BA17	\$79,737
Kline	Nicholas	BA16	\$76,237
Lagakos	Gregory	MA12	\$66,142
Lamont	Sara	MA10	\$62,807
Landolfi	Suzanne	BA18+30	\$85,221
Langley	Sandra	BA02	\$52,957
Levitsky	Scot	BA13	\$66,737
Lord	Christina	BA05	\$54,557
Lynard	Shikeena	BA05	\$54,557
Mace	Diana	BA15	\$72,737
Merritt	Steve	BA18	\$84,221
Murray	Renee	IB CAS Coordinator \$2,500 BA04	\$53,757
Mutter	Lisa B	Dist Web Master, \$3,000 MA18	\$86,221

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Nitshe	Susan	MA18	\$86,221
O'Brien	Sean	BA11	\$62,307
Owen	Karen	BA18	\$84,221
Poole	Maerena	MA10	\$62,807
Salandria	Ryan	BA07	\$56,782
Sheffield	Steve	MA16	\$78,237
Unger	Kristin	BA13	\$66,737
Vengenock	Marisa	MA14	\$71,737
Woodlock	Brooke	BA17	\$79,737
Yurchenko	Irina	MA13	\$68,737
SMS			
Bacon	Jamie	BA10	\$60,807
Bey	Allyson	BA18	\$84,221
Boyce	Nicole	BA14+30	\$70,737
Braun	Karen	BA13	\$66,737
Call	Roger	MA15+30	\$75,787
Cocca	Alicia	BA03	\$53,257
Crowley	Angela	MA11	\$64,307
Dixon	Hugh	MA08+30	\$61,057
Eck	Kathleen	BA18+30	\$85,221
Elder	Rebecca	MA02	\$54,957
Graham	Nicole	BA11	\$62,307
Griffith	Randi	BA12	\$64,142
Hughes	Josiah	BA06	\$55,557
Humenik	Dwayne	BA18	\$84,221
Johnson	Randy	BA18	\$84,221
Kutzura	Jason	BA18	\$84,221
Laubengeyer	Sandra	BA05	\$54,557
Lee	Christopher	MA15+30	\$74,737
Lindsay	Christopher	BA05	\$54,557
McConathey	Catherine	MA13	\$68,737
McDermott	Tara	BA16	\$76,237
Montgomery	Sharon	MA12+30	\$66,860 (IW)
Morris	Lisa	BA16	\$76,237
Nugent	Melanie	BA06	\$55,557
Oberman	William	BA16	\$76,237
Osman	Kimberly	MA18	\$86,221
Pino	Stacey	BA14	\$69,737

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Pszwaro	Adam	MA09	\$61,307
Reese	Kathryn	BA18	\$84,221
Ricker	Christa	BA13+30	\$67,737
Seran	Alicia	BA03	\$53,257
Skinner	Melissa	MA18	\$86,221
Starn	Katherine	MA17	\$81,737
Stewart	Patricia	MA03	\$55,257
Tortella	Betsy	MA15	\$74,737
Weigler	Lori	MA18	\$86,221
Welch	Megan	BA02	\$52,957
JFA			
Ali	Ruqayyah	BA05	\$54,557
Atkinson	Deborah	BA15	\$72,737
Baker	Eyde	MA18+60	\$88,421
Barbara	Linda	MA18	\$86,221
Barron	Tiara	BA03	\$53,257
Bey	Valerie	MA14	\$71,737
Cascaden	Jennifer	MA18	\$86,221
Cohen	Rebekah	MA18	\$86,221
Colon	Regina	BA05	\$54,557
Connor	Tonya	MA07	\$58,782
Crawford	Stefanie	BA07	\$56,782
Garvine	Debra	BA18	\$84,221
Grimes	John	BA17	\$79,737
Haines	Elyssa	BA16+30	\$77,237
Holland-Paris	Sharon	MA18	\$86,221
Hughes	Michael	BA04	\$53,757
Kelley	Carla	MA09	\$61,307
Krupski	Laura	BA04	\$53,757
Livingston	Deanna	MA18	\$86,221
Luzzo	Jane	BA18	\$84,221
Maccarone	Michelle	BA12	\$64,142
McClaren	Patricia	BA18	\$84,221
McLaughlin	Melissa	BA14	\$69,737
Meehan	Heather	BA05	\$54,557
Mullen	Krystle	BA05	\$54,557
Olivier-Martin	Alberte	MA07	\$58,782
Parsons	Cheri	BA11	\$62,307
Pastor	Karen	BA13	\$66,737

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Persicketti	Debra	BA03	\$53,257
Sholders	Cassandra	BA14	\$69,737
Sutton-Parris	Jill	BA16	\$76,237
Terrell-Porter	Lisa	BA06	\$55,557
Thompson	Kerry	BA04	\$53,757
Tulini	Dawn	BA07	\$56,782
Vengenock-Galasso	Victoria	BA13	\$66,737
Vernon	Ashley	BA11	\$62,307
Walker	Karen	BA15	\$72,737
Wright	Karen	MA18+30	\$87,271
CST			
Brown	Adrienne	MA18+30	\$87,271
Champion	Lydia	MA16	\$78,237
Longo	Joseph	MA12	\$66,142
Slaughter	Dr. Billie	MA18+60	\$88,421

5. Non-Certified Support Staff Salaries 2019-2020

Support Staff			
Last Name	First Name	Step	Salary
Bacon	Lisa	Exec. Secy \$478 \$1,000 Longevity	\$44,946
Bundy	Esther	\$1,500 Longevity	\$33,429
Burns	Donna C	\$2,179 Longevity	\$71,853
Busch	Thronna	\$1,250 Longevity	\$36,189
Chappell	Lynne	\$500 Longevity	\$33,749
Gross	Sharon	Exec. Secy \$478 \$750 Longevity	\$37,372 (IW)
McCoy-Cuff	Alfreda	\$1,000 Longevity	\$33,701
Mulhorn	Tatiana	Exec. Secy \$478 \$1,000 Longevity	\$43,477
Peltz	Christine	\$500 Longevity	\$33,749
Sanders	Tenyatta	\$500 Longevity	\$33,749
Shuman	Bobbie	\$1,750 Longevity Exec. Secy \$478	\$50,964
Tedesco	Patricia	\$500 Longevity	\$33,749

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Brown	Larry	\$750 Longevity Retired Law Enforcement \$2,000	\$46,490
Gullett	Bonita	\$1,250 Longevity	\$28,370
Nock	Tyrone	\$500 Longevity Retired Law Enforcement \$2,000	\$45,364

6. Paraprofessional/One-on-one Aide Staff Salaries 2019-2020

SMS				
Lusby	Rhonda	\$750 Longevity	St 6 Tier 4	\$23,594
Micalizzi	Deanna	\$500 Longevity	St 2 Tier 4	\$21,593
Miller	Nina	\$1,250 Longevity	St 15 Tier 1	\$26,100
Moore	Lisa	\$500 Longevity	St 8 Tier 2	\$21,893
Green-Ransome	Avonda	\$500 Longevity	St 7 Tier 4	\$24,094
JFA				
Aitken	Teresa	\$500 Longevity	St 4 Tier 1	\$19,393
Bacon	Kimberly	\$500 Longevity	St 3 Tier 3	\$20,093
Bagby	Shakema	\$750 Longevity	St 6 Tier 4	\$23,594
Boyce	Kaneisha	\$750 Longevity	St 7 Tier 4	\$24,094
Carter	Kathleen A.	\$1,250 Longevity	St 14 Tier 3	\$25,594
Carter	Kathleen R.	\$500 Longevity	St 4 Tier 3	\$20,593
Davis	Aida	\$750 Longevity	St 6 Tier 4	\$23,594
Davis	Diedra	\$500 Longevity	St 2 Tier 3	\$19,593
Flitcraft	Cheryl	\$750 Longevity	St 10 Tier 4	\$25,593
Gilmore	Susan	\$500 Longevity	St 7 Tier 4	\$24,094
Norton	Michelle	\$500 Longevity	St 4 Tier 3	\$20,593
Morris	Mary	\$500 Longevity	St 10 Tier 4	\$25,593
Pankok	Kimberly	\$1,500 Longevity	St 14 Tier 4	\$27,594
Porch	Barry	\$500 Longevity	St 4 Tier 4	\$22,593
Suah	Elton	\$500 Longevity	St 5 Tier 4	\$23,093
Whitehead	Elizabeth	\$1,250 Longevity	St 14 Tier 3	\$25,594

Motion approved by roll call voice vote of 6-0-4; Ayes: Adams, Buzby, Crane, Hoolahan, McDonald, and Groce Nays: 0
Abstain: Bentley, Colon, Livingston, and Wright

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C. Financial Request

Motion (Colon/Bentley) Board approved #8-D-11

1. Board approved Health Waivers for 2019-2020 June payment.

High School			June Payment	
Health , Prescription & Dental				
Kristina Bergman	Teacher	\$4,892.00	15-000-291-290-03-SHS	4,892.00
Larry Brown	Security	\$3,893.00	15-000-291-290-03-SHS	1,946.50
David Hunt	Teacher	\$9,784.00	15-000-291-290-03-SHS	4,892.00
Kline, Nicholas	Teacher	\$5,707.34	15-000-291-290-03-SHS	4,892.00
Scott Levitsky	Teacher	\$9,784.00	15-000-291-290-03-SHS	4,892.00
Alfreda McCoy-Cuff	Secretary	\$9,784.00	15-000-291-290-03-SHS	4,892.00
John Mulhorn	Principal	\$13,045.00	15-000-291-290-03-SHS	6,522.50
TOTAL		\$56,889.34		\$32,929.00
Health & Prescription				
Christina Lord	Teacher	\$8,424.00	15-000-291-290-03-SHS	4,212.00
Jordan Pla	Vice Principal	\$12,905.00	15-000-291-290-03-SHS	6,452.50
Darryl Roberts	Vice Principal	\$12,905.00	15-000-291-290-03-SHS	6,452.50
Kristin Unger	Teacher	\$9,679.00	15-000-291-290-03-SHS	4,839.50
DENTAL				
Teresa Derham	Teacher	\$105.00	15-000-291-290-03-SHS	52.50
High School Total		\$100,907.34		\$54,938.00
General Fund				
Health , Prescription & Dental				
Avonda Green-Ransome	Para-professional	\$ 9,784.00	11-000-291-290-00-BUS	4,892.00
Devon Russell	Superintendent Secretary	\$ 9,784.00	11-000-291-290-00-BUS	4,892.00
Herbert Schectman	Business Administrator	\$ 5,191.00	11-000-291-290-00-BUS	2,595.50
Kari Silvers-Vazquez	Para-professional	\$6,522.68	11-000-291-290-00-BUS	2,038.35
TOTAL		\$31,281.68		\$14,417.85
Health & Prescription				
Amiot Michel	Superintendent	\$ 5,000.00	11-000-291-290-00-BUS	2,500.00
Health				
Edye Baker	Teacher	\$ 6,302.00	11-000-291-290-00-BUS	3,151.00
General Fund Total		\$42,583.68		\$20,068.85
John Fenwick School				

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Health , Prescription & Dental				
John Bacon	Truancy Officer	\$ 8,424.00	20-218-200-200-01-JFA	4,212.00
Tiara Barron	Teacher	\$ 3,893.00	20-218-200-200-01-JFA	1,946.50
Syeda Carter	Principal	\$ 7,488.00	15-000-291-290-01-JFA	5,616.00
Aida Davis	Para-professional	\$ 5,636.00	20-218-200-200-01-JFA	2,818.00
Sharon Holland-Paris	Teacher	\$ 9,784.00	15-000-291-290-01-JFA	4,892.00
Laura Krupski	Teacher	\$ 6,318.00	15-000-291-290-01-JFA	4,212.00
Marcia Ledford	Para-professional	\$ 8,424.00	20-218-200-200-01-JFA	4,212.00
Patricia McClaren	Teacher	\$ 9,784.00	15-000-291-290-01-JFA	2,038.33
Krystle Mullen	Teacher	\$ 9,784.00	15-000-291-290-01-JFA	4,892.00
Tyrone Nock	Security	\$ 1,135.47	15-000-291-290-01-JFA	973.25
		\$ 1,135.47	20-218-200-200-01-JFA	973.25
Michele Norton	Para-professional	\$ 8,424.00	20-218-200-200-01-JFA	4,212.00
Tenyatta Sanders	Secretary	\$ 9,784.00	15-000-291-290-01-JFA	4,892.00
Lisa Terrell-Porter	Teacher	\$ 9,784.00	15-000-291-290-01-JFA	4,892.00
TOTAL		\$99,797.94		\$50,781.33
Health & Prescription				
Stefanie Crawford	Teacher	\$ 5,531.00	15-000-291-290-01-JFA	2,765.50
Jill Sutton-Parris	Nurse	\$4,839.50	15-000-291-290-01-JFA	2,419.75
		\$4,839.50	20-218-200-200-01-JFA	2,419.75
Elizabeth Whitehead	Para-professional	\$8,319.00	20-218-200-200-01-JFA	4,159.50
TOTAL		\$23,529.00		\$11,764.50
John Fenwick Total		\$123,326.94		62,545.83
SALEM MIDDLE SCHOOL				
Health , Prescription & Dental				
Thronna Busch	Para-professional	\$ 8,424.00	15-000-291-290-02-SMS	4,212.00
Hugh Dixon	Teacher	\$ 5,636.00	15-000-291-290-02-SMS	2,818.00
Deanna Micalizzi	Para-professional	\$ 3,893.00	15-000-291-290-02-SMS	1,946.50
Tracy Raines	Teacher	\$ 9,784.00	15-000-291-290-02-SMS	-
Betsy Tortella	Teacher	\$ 9,784.00	15-000-291-290-02-SMS	4,892.00
TOTAL		\$37,521.00		\$13,868.50
Health & Prescription				
Francois-DeVilme, Pascale	Principal	\$ 12,905.00	15-000-291-290-02-SMS	6,452.50

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Lori Weigler	Teacher	\$ 4,852.75	15-000-291-290-02-SMS	693.25
Megan Welch	Teacher	\$ 3,804.00	15-000-291-290-02-SMS	1,902.00
TOTAL		\$21,561.75		\$9,047.75
Salem Middle School Total		\$59,082.75		\$22,916.25
TOTAL		\$325,900.71		\$160,468.93
Difference				
Preschool Aid		\$ 49,094.97		\$ 24,953.00
JFA		\$ 74,231.97		\$ 36,317.49
		\$123,326.94		\$ 61,270.49

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

C. Leave of Absence

Motion (Colon/Bentley) Board approved: **#8-E-11**

- Board approved the following leave(s) of absence:

Employee ID#	346	1489	160	433
Employee	K.O.	C.P.	K.E.	K.R.
Type of Leave	Intermittent-Medical	Intermittent-Medical	Medical	Medical
Leave Requested	04/16/18 – 04/16/19	04/17/19 – 04/16/20	05/08/19 - 06/12/19	05/15/19 - 06/30/19
Fed Max Leave (max 90 days)	04/16/18 – 04/16/19	04/17/19 – 04/16/20	05/08/19 - 06/12/19	05/15/19 - 06/30/19
Time Usage of FMLA	12 weeks	12 weeks	5 weeks	6 weeks
NJ Family Leave (max 90 days)	N/A	N/A	N/A	N/A
Time Usage of FLA	N/A	N/A	N/A	N/A
*Use of Sick Days	0.5 days	20.5 days	20 days	20 days
*Use of Personal Days	3 days	2.25 days	2 days	2 days
*Use of Vacation Days	N/A	N/A	N/A	N/A
Unpaid Leave	N/A	N/A	N/A	N/A
Intermittent Leave	N/A	N/A	N/A	N/A
Extended Leave	N/A	N/A	N/A	N/A
Est. Return Date	N/A	N/A	06/24/19 (FMLA Expired)	09/01/19

***all time is accrued up to the date of leave**

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2. Board approved the extension of the following Non-FMLA leave of absence:

Employee	Requested Period	Return Date
Kathleen Eck	6/13/19 to 6/30/19 2 weeks	9/01/2019

***all time is accrued up to date of leave**

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

E. Miscellaneous

Motion (Colon/Bentley) Board approved: #8-F-11

1. Board approved the following updated job descriptions:

- Administrative Assistant to the Superintendent of Schools
- Accountant/Payroll Administrator

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

Curriculum /Professional Development

Motion (Colon/Bentley) Board approved: #11-11/DIST

1. Board approved the following out of district professional developments:

Staff Member	Building	Admin. Approving	Title	Date of Program	Location	Registration and Mileage Cost
Diana Mace (Revised)	SHS	John Mulhorn	Advanced Placement Summer Institute in Literature and Composition development core training at Goucher College APSI	06/17/19-06/21/19	Baltimore, Maryland	Registration and Training: \$1016.00 Mileage and Tolls: \$289.56 REVISED Teacher Pay: 32 hours x \$34.00 = \$1088.00 Total Costs: \$2396.56 Acct # 15-000-223-500-03-SHS
Dale Garner	CST	Pamela Thomas	Open House for Supportive Housing and Mentoring	05/17/19	Glassboro, NJ	-0-

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Karen Wright	JFS	Syeda Carter	Salem County School Counselors Annual Most Improved Student Luncheon	5/16/19	Salem County Vocational-Technical School	-0-
Christina Lord	SHS	John Mulhorn	Josten's Spring Yearbook Workshop	5/10/19	GCIT Deptford Twp, NJ	-0-
Dawn Tulini	JFS	Syeda Carter	Advanced FLIP IT! Transforming Behavior	05/02/19-05/09/19	Webinar	Registration: \$99.00 Acct: 15-190-100-610-01-JFS

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

Policies/Calendars

Motion (Colon/Bentley) Board approved: #14-11

1. Board approved the 2nd reading and adoption of the following policies:

- i. 4151.5 Earned Sick Leave Law (Instructional Personnel)
- ii. 4251.5 Earned Sick Leave Law (Support Personnel)

Motion approved by roll call voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

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EXECUTIVE SESSION

Motion (SCA/Colon) Board adopted the following Resolution to go into executive session at 7:10 P.M.:

RESOLUTION

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; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

RETURN TO REGULAR SESSION

Motion (Colon/Buzby) Board returned to open session at 7:27 P.M.

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

NEW BUSINESS:

Motion (Colon/Bentley) Board appointed the Ad Hoc Committee.

1. Board of Education Members:

- Sister Carol Adams
- Chris Colon
- Julian Leflore

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0

ADJOURNMENT

Motion (Colon/Hoolahan) Board adjourned the May 1, 2019 meeting of the Salem City Board of Education at 7:31 P.M.

Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Hoolahan, Livingston, McDonald, Wright and Groce Nays: 0 Abstain: 0



Herbert Schectman
Business Administrator/Board Secretary
HS/ta