

Board Minutes November 9, 2022

**Salem City Board of Education
Salem, New Jersey 08079
Board of Education Meeting
November 9, 2022**

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. This meeting was chaired by Ms. Heidi Holden.

OPEN MEETING: Ms. Heidi Holden, chair of this meeting, announced that 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 (Absent)	Laquendala Bentley	Christopher Colon
Kendra Fletcher	Yuenge Groce (Absent)	Heidi Holden
Joan Hoolahan	Daffonie Moore	Nilda Wilkins

Student Representative:

Hannah Sharp

District Representatives:

LAC: Jenni Eber (Absent)
Quinton: Joanne Nacucchio
Mannington: Dee DiTeodoro (Absent)

Administrators:

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

OTHERS: Mr. Corey Ahart

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.

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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.

AUDIENCE PARTICIPATION

- Mr. Paul Haney – Child Evangelism
 - Would like to start a Bible Club at Salem Middle School for Grades 3-5, 6-8

PRESENTATION

Students of the month for October 2022:

John Fenwick Academy

Junhao Huang	1 st Grade	Ms. Barron
Na'Syra Rogers	1 st Grade	Ms. Ridgway

Salem Middle School

Destyni Trinkle	4 th Grade	Ms. Riccio
Jeremiah Buitrago	4 th Grade	Ms. Riccio

Salem High School

Richard Nichols	11 th grade	Ms. Vengenock
Laura Hassler	12 th grade	Ms. Vengenock

Staff Member(s) of the month for October 2022:

Ms. Tara McDermott Salem Middle School

BOARD COMMITTEE REPORTS

Curriculum – Everything is OK

Finance – Everything is OK

Personnel – Did not have to meet

PRINCIPALS'/ADMINISTRATORS' REPORTS AND COMMENTARY

- Dr. Michel, with the assistance of Mr. Ryan Caltabiano, presented the New Jersey Student Learning Assessments Learning Loss (NJSLA) Spring 2022 results. There were no questions.

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Salem High School (SHS) Commentary / Events / Activities

- College Applications Update – 34 of our 40 Collegewise students have completed their submission of early action applications. The remainder continue to work diligently with Mr. LaBounty and they will be completed this month.
- The National Honor Society annual induction ceremony is planned for Wednesday November 16th at 6PM in the SHS Auditorium. After the induction takes place, SHS will have a total of 30 student members of the National Honor Society. Congratulations to all members!
- Marking period 1 ended November 8th and report cards will be mailed before Thanksgiving.
- SHS RAMS football will continue to the Round 3 Sectional Championship on Saturday, November 12th! The game will commence at 12 noon at Walnut Street field. The RAMS will take on the *Paulsboro Red Riders*. Please come join us in showing YOUR RAM PRIDE!
- SHS Interact Club continues their annual tradition of a Thanksgiving food drive. All donations, both non-perishable and monetary are greatly appreciated. Please contact Ms. Vengenock or any member of the Interact Club if you are interested in more information.
- IB oral assessments for HL Literature begin November 17th and run through November 21st. Good Luck IB students.
- The next cohort of ACT prep is in its beginning stages. Pupils will receive their invitations the first week of December and in-person classes are slated to start late January 2023.
- A Merry and Bright shopping extravaganza will be held in the gymnasium at SHS on Saturday, December 10th from 10AM-3PM. Proceeds directly benefit the SHS class of 2023 and Student Council.

Salem Middle School (SMS) Commentary / Events / Activities

- Our enrollment as of today is 462 students.
- The Middle School's Academic League Team has started their season. Unfortunately, they suffered a loss to Pittsgrove Middle School in their first match on November 8th.
- Ms. Tortella and her students held a mock election in the Auditorium for all students to participate in. Members of the Board of Education and the community also came by to vote for officers for student council.
- Our 100 Book Reading Challenge is underway with students reading nightly.
- Rural League Basketball tryouts begin next week for both the girls and boys. The Odyssey of the Mind advisors will be holding tryouts for that team at the end of the month.
- Our Math Quarterly Challenge is underway with prizes given to students who achieve proficiency.
- The much celebrated VIP Program will be resuming next month.
- Finally, the end of first marking period this week. We will begin issuing report cards next week.

John Fenwick Academy (JFA) Commentary / Events / Activities

- Grade Level Meetings on October 7
- Winter Coats (5) donated by Diamonds in the Rough on October 7
- Bright Start "Turkey Trouble" Assembly held on October 12
- Fire Drill on October 12
- ARC Core Visit on October 13
- Family Friendly Center for K-2 Students opened on October 13
- Bus Evacuation Drill on October 14
- Picture Day for Students and Staff on October 17-18
- Parent/Teacher Conference Attendance percentages for October 18 and 19
 - PK: 86% (143 students / 123 parents)
 - K: 83% (80 students/66 parents)
 - 1st: 57% (74 students/42 parents)
 - 2nd: 60% (88 students/53 parents)
- Bomb Threat Drill on October 21

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- Safe Schools Training to be Completed by all staff on October 29
- Current total enrollment: Total students: 404 (PK: 161, K: 80, 1st: 75, 2nd: 88)
- There are 9 students on the PreK waiting list.

November Activities:

November 7: Evacuation Drill and Faculty Meeting
November 9: Fire Drill
November 16: K-2 ARC Core Visit
November 17: VAT meetings
November 17: Salem Co. Dept. of Health Vaccine Clinic (3-5pm in Cafetorium)
November 18: PLC During Planning
November 15: SGO's to be completed

SUPERINTENDENT'S COMMENTS/REPORTS

- Dr. Michel reported on NJ Schools Development Authority
- Welcomed back Mr. Colon after surgery
- Congratulated three Board members on their re-election
- Informed the Board that the Bond referendum passed

Motion (CC/LB) Board approved the regular minutes of October 12, 2022 Board of Education meeting.

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS

Board Reports (Exhibit A)

Motion (CC/LB) Board approved the Board Secretary's reports in memo: **#2-A-E-7.**

- A. *Board approved of the transfer of the funds as previously approved by the Superintendent pursuant to 18A:22-8.1 for the month of September 2022.
- B. *Pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, I certify for the month ending September 2022 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 September 2022 as follows:



Board Secretary

12/7/22
Date

- C. *Treasurer's Report in accordance with 18A:17-36 and 18A:17-9 for the month of September 2022. The Treasurer's Report and Secretary's Report are in agreement for the month of September 2022 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 _____ September 2022 and after review of the Secretary's Monthly Financial Report and the Treasurer's Monthly

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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 October 2022	\$262,474.87
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Board approved Payment of Bills for October 2022:

October General Account	\$577,295.46
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Confirmation of payrolls for October 2022

October 14, 2022	General Acct. Transfer	\$712,356.63
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October 28, 2022	General Acct. Transfer	\$685,036.65
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Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

Miscellaneous

Upon the Recommendation of the Superintendent of Schools

Motion (CC/LB) Board Approved: **#2-F-5**

1. Board approved of the executed School Bus Emergency Evacuation Drills submitted for the following:

John Fenwick Academy:	October 14, 2022
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Salem Middle School:	October 13, 2022
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Salem High School:	October 19, 2022
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2. Board approved request to accept grant proposal #2022014 for Salem High School Teen Pep through the Salem Health and Wellness Foundation. The amount of the grant is \$10,200. Please see grant and budget attached.

3. Board approved to contract with Ms. Dana Teague as SHS Dance/On Stage Choreographer Consultant beginning November 17, 2022 through March 11, 2023. The end date is final curtain for the 2023 production of "Mean Girls". Ms. Teague will be paid the stipend of \$771.00, in the absence of Ms. Dixon. Account # 15-140-100-320-03-SHS

4. Board approved the Division of Early Childhood Services Annual Preschool Operational Plan Update for John Fenwick Academy for the 22-23 school year.

5. Board approved the Salem City Emergency Remote Instructional Program. Districts are now required to have a plan to move to remote instruction if required to close the schools for more than three consecutive days due to a declared state of emergency.

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6. Board approved the 2022 NJSLA Spring Results. The results were presented to the Board of Education prior to approval.
7. Board approved the NJQSAC District Performance Review Self-Assessment Report.
8. Board approved pool rental for the Swim Team at Pike Creek, 4905 Mermaid Blvd. Wilmington, DE 19808, operated by Marigold LTD @ \$25.00 per hour per lane for three lanes; from 11/2022 to 02/2023; 3:30-5:00pm Monday – Friday (as needed). Marigold LTD will invoice Salem High School on the 1st of each month for use.
9. Board approved the Projected Prekindergarten enrollment number of 165 for the 2023-2024 school year.
10. Board approved the change in title of Master Teacher job description to Preschool Instructional Coach. This change in the title of the job description is being made per NJDOE code amendments (Elements of High Quality Preschool Programs, N.J.A.C. 6A:13A-4.2).
11. **Whereas**, the N. J. Department of Education requires New Jersey school districts to submit three-year comprehensive maintenance plans documenting “required” maintenance activities for each of its public school facilities, and
Whereas, the required maintenance activities as listed in the Comprehensive Maintenance Plan document for the various school facilities of the Salem City School District are complete and in compliance with the requirements of N.J.A.C. 6A:26-20, and
Whereas, the comprehensive maintenance plan includes activities and expenditures, for each school facility, that qualify as required maintenance pursuant to N.J.A.C. 6A:26-20.3 and are reasonable to keep school facilities open and safe for use or in their original; condition and to keep their system warranties valid,
Now Therefore Be It Resolved, that the Salem City School District hereby authorizes the School Business Administrator to submit the 2023-24 Comprehensive Maintenance Plan for the Salem City School District in compliance with N. J. Department of Education requirements.

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

Home Instruction: In/ Out of District/Residential

Motion (CC/LB) Board Approved: **#7-C-5**

1. Board approved for the following special education students to attend out of district placement for the 2022 ESY and 2022-2023 school year. Both students have been placed in foster care in Pennsville.

Student ID#	School	Grade	Tuition	Dates	Account #
01290179	Pennsville School District	5	\$4,000.00	7/11/22-8/112/22 ESY	11-000-100-562-00-BUS

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01290179	Pennsville School District	5	\$27,498.00	9/6/22-6/30/23	11-000-100-562-00-BUS
01280198	Pennsville School District	6	\$31,423.00	9/6/22-6/30/23	11-000-100-562-00-BUS

2. Board approved for 9th grade student (05260007) to receive educational instruction at The Rockford Center through Learn Well Education Services. Pupil is from Quinton Township.

Dates: October 10, 2022 through October 17, 2022

Tuition Cost: \$51.75 per hour at 5 hours per week

3. Board approved payment in full for educational services provided to the following students:

Student #01310100 requires the instruction from November 1, 2022 to possibly 30 days at the Inspira Program (partial hospitalization care program) at the Inspira Network, Elmer, New Jersey 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:

Account #11-150-100-320-00-BUS

Tutoring Student #01310100 @ \$35.00 per hour x 60 hours = \$2,100.00

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

Personnel

A. Resignation/Retirement

Upon Recommendation of the Superintendent of Schools

Motion (JH/LB) Board Approved: **#8-A-5**

1. Board approved the resignation of Tenyatta Sanders, Attendance Secretary at John Fenwick Academy, effective October 28, 2022.
2. Board approved the resignation of Mary Ann Allen, Paraprofessional at John Fenwick Academy, effective October 28, 2022.

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

B. Employment

Upon the Recommendation of the Superintendent of Schools

Motion (CC/LB) Board Approved: **#8-C-5**

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1. Board approved to hire Stephanie Heath as Pre-School Instructional Coach/PIRS Coordinator at John Fenwick Academy at Step 15/MA at a salary of \$76,248 pro-rated at 12-months totaling \$91,498 for the 22-23 school year beginning December 14, 2022.
2. Board approved to hire Luz Williams as a Kindergarten Paraprofessional at a salary of \$19,105/Tier I/Step 2 for the 2022-2023 school year beginning November 15, 2022. Salary prorated to November 15, 2022 start date.
3. Board approved to hire Darla Viereck as JFA School Attendance / Assistant Principal Secretary at a salary of \$37,005/11-month for the 2022-2023 school year. Salary pro-rated to November 15, 2022 start date.
4. Board approved to hire Brandie-Parks Chollis as a JFA MD Paraprofessional at a salary of \$20,805/Tier III/Step II for the 22-23 school year beginning November 28, 2022. Salary prorated to November 28, 2022 start date.

Motion approved by roll call voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

C. Financial Request

Upon the Recommendation of the Superintendent of Schools

Motion (CC/LB) Board Approved: **#8-D-5**

1. Board approved for Russell Phillips, Jr. to be employed with the Salem City Transition Program for the remainder of the 2022-2023 school year: Costs: Teacher – 4 hours/day @35.00/hour x 5 days/week, Account #15-423-100-101-02-SMS & 15-423-100-101-03-SHS

2. Board approved the below Winter 2022-23 Coaching Positions:

Basketball (Boys')	Head Coach	\$ 5,512	Anthony Farmer
Basketball (Boys')	Assistant Coach (JV)	\$ 3,822	Ramon Roots
Basketball (Boys')	Assistant Coach (Freshmen)		OPEN
Basketball (Boys')	Middle School Varsity Coach	\$ 1,541	Ricky Turner
Basketball (Boys')	Middle School JV Coach	\$ 1,541	Teron Nance
Basketball (Girls')	Assistant Coach (Freshmen)		OPEN
Basketball (Girls')	Middle School Varsity Coach	\$ 1,541	Cequence Parsons
Basketball (Girls')	Middle School JV Coach	\$ 1,541	Roxanne Ross
Swimming (Co-ed)	Head Coach	\$ 4,762	Nicholas Kline
Swimming (Co-ed)	Assistant Coach (JV)	\$ 3,822	Scot Levitsky
Cheerleaders	Winter	\$ 2,381	Thronna Busch
Bowling (Boys')	Head Coach	\$ 4,762	Kenneth Buck
Bowling (Girls')	Head Coach	\$ 4,762	Kristina Bergman
Indoor Track	Head Coach	\$ 4,762	David Hunt
Indoor Track	Assistant Coach	\$ 3,822	Regina Gatson
Wrestling	Head Coach	\$ 4,762	Greg Lagakos
Wrestling	Assistant Coach		OPEN

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*Girls' Basketball Head Coach and Asst. Coach (JV) were approved during the August 10, 2022 Board meeting.

3. Board approved the below Winter 2022-23 Athletic Support positions:

Basketball

Head Ticket Seller (Boys')	9*	\$94.50	Alfreda McCoy-Cuff
Head Ticket Seller (Girls')	10*	\$94.50	Miranda Clour
Ticket Taker (Boys')	9*	\$55.70	Teresa Aitken
Ticket Taker (Girls')	10*	\$55.70	Bobbie Shuman
Substitute Ticket Seller/Taker	As Needed	\$73.11/\$55.70	Alfreda McCoy-Cuff
Substitute Ticket Seller/Taker	As Needed	\$73.11/\$55.70	Rosalyn Chieves
Substitute Ticket Seller/Taker	As Needed	\$73.11/\$55.70	Bobbie Shuman
Substitute Ticket Seller/Taker	As Needed	\$73.11/\$55.70	Miranda Clour
Substitute Ticket Seller/Taker	As Needed	\$73.11/\$55.70	Teresa Aitken
Scorekeeper (Boys')	12*	\$53.46	Brooke Woodlock
Scoreboard Operator (Boys')	9*	\$53.46	Sean O'Brien
Scorekeeper (Girls')	12*	\$53.46	Brooke Woodlock
Scoreboard Operator (Girls')	9*	\$53.46	Sean O'Brien
Basketball/Wrestling			
Event Staff (HS)	As Needed	\$33.75/game	Victor Boone
Event Staff (HS)	As Needed	\$33.75/game	Tyrone Nock
Event Staff (HS)	As Needed	\$33.75/game	Jacquelyn Thompson
Event Staff (HS)	As Needed	\$33.75/game	Alfreda McCoy-Cuff
Event Staff (HS)	As Needed	\$33.75/game	Teresa Aitken
Event Staff (HS)	As Needed	\$33.75/game	Ramon Bentley
Event Staff (HS)	As Needed	\$33.75 per game	Ricky Turner
Event Staff (MS)	As Needed	\$33.75/game	Teron Nance
Event Staff (MS)	As Needed	\$33.75/game	OPEN
Event Staff (MS)	As Needed	\$33.75/game	OPEN

4. Board approved the new date of CPR recertification for JFA teaching staff and a paraprofessional which will now take place on Friday December 1, 2022. Training will be from 1:00-3:24PM and provided by Tonya Faggins, CPR/FA Instructor. Cost is \$55/person for a total of \$165.00 and funds exist in account #15-190-100-610-01-JFA.

Teachers

Michael Hughes
Cheryl Flitcraft

Paraprofessional

Beth Whitehead

Motion approved by unanimous voice vote of 7-0-1: Ayes: Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain: Bentley #2 and #3

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D. Leave of Absence

Motion (CC/KF) Board Approved **#8-E-5**

1. Board approved the following leave(s) of absence:

Employee ID#	1633	54
Employee Name	D.S.	J.C.
Type of Leave	Intermittent – Medical	Medical
Leave Requested	09/01/2022 – 08/31/2023	10/31/2022 – 11/11/2022
Fed Max Leave (max 90 days)	09/01/2022 – 08/31/2023	10/31/2022 – 11/11/2022
Time Usage of FMLA	12 weeks	2 weeks
Time Usage of FLA	N/A	N/A
*Use of Sick Days	17 days	8 days
*Use of Personal Days	3 days	N/A
*Use of Vacation Days	N/A	N/A
Unpaid Leave	After exceeding all sick and personal days	N/A
Intermittent Leave	1x per week 1 day per episode	N/A
Extended Leave	N/A	N/A
Est. Return Date	N/A	11/15/2022

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

Curriculum/Professional Development

Motion (CC/KF) Board Approved: **#11-5**

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

Staff Member	Building	Administrator Approving	Title	Date of Program	Date received in District Office	Location	Registration and Mileage Cost
Michael Hughes	CST	Meghan Taylor	Handle with Care Instructor and Re-Certification Program	3-1-2023	10/31/2022	Double Tree Cherry Hill NJ	Regis: \$475.00 Mileage - \$37.74 11-000-219-800-00-CST
Katie Starn	CST	Meghan Taylor	Handle with Care Instructor and Re-Certification Program	3-1-2023	10/31/2022	Double Tree Cherry Hill NJ	Regis: \$475.00 Mileage – \$37.51 11-000-219-800-00-CST
Scott Martin	CST		Handle with Care	3-1-2023	10/31/2022		Regis: \$475.00

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		Meghan Taylor	Instructor and Re-Certification Program			Double Tree Cherry Hill NJ	Mileage - \$38.21 11-000-219-800-00-CST
Danielle Secula	CST	Meghan Taylor	SLPs: Practical Therapy Techniques for Persistent and Resistant Speech	12/13/2022	11/01/2022	Online	Regis: \$279.00 11-000-216-800-00-CST

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

Monthly Reports

Motion (LB/CC) Board Approved: **#13-5**

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

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

Policies/Calendars

Motion (CC/LB) Board Approved: **#14-5**

1. Board approved the Salem City Board of Education meetings for 2023. Meetings will be held on the 2nd Wednesday of the month unless otherwise noted. Meetings will take place in the Salem High School Library and will begin at 6:00 PM.

Wednesday, January 4, 2023 *Reorganization

Wednesday, February 8, 2023

Wednesday, March 8, 2023

Wednesday, April 12, 2023

Wednesday, May 3, 2023 *Public Hearing

Wednesday, June 14, 2023

Wednesday, July 12, 2023

Wednesday, August 9, 2023

Wednesday, September 13, 2023

Wednesday, October 11, 2023

Wednesday, November 8, 2023

Wednesday, December 13, 2023

*1st Wednesday of the month

2. Board approved upon the first reading of the following updated policies:

- 4111 Recruitment, Hiring and Selection
- 4111.1, 4211.1 Nondiscrimination, Affirmative Action
- 4111.1, 4211.1 Nondiscrimination, Affirmative Action/Breastfeeding/Regulation
- 4111.2, 4211.2 Domestic Violence

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- 4112.1 4212.1 Employment Contracts
- 4112.2 Certification
- 4112.4, 4212.4 Employee Health
- 4112.6, 4212.6 Personnel Records
- 4112.8, 4212.8 Nepotism
- 4113, 4213 Assignment, Transfer
- 4115 Supervision
- 4116 Evaluation of Teaching Staff Members
- 4116 Evaluation of Teaching Staff Members/Regulation
- 4117 Resignation and Retirement
- 4117.4, 4217.4 Reduction in Force, Abolishing a Position
- 4117.41 Nonrenewal
- 4117.50 4217.50 Standards for Staff Discipline
- 4119.2 Professional Responsibilities
- 4119.21, 4219.21 Conflict of Interest
- 4119.22, 4219.22 Conduct and Dress
- 4119.23 Employee Substance Abuse
- 4119.26, 4219.26 Electronic Communication
- 4121 Substitute Teachers
- 4122 Student Teachers, Interns
- 4123 Classroom Aides, Paraprofessionals
- 4131 Staff Development, Inservice Education, Visitation, Conferences
- 4131 Staff Development/Exhibit
- 4131, 4132 Publication, Copyright, Intellectual Property
- 4135.3 4235.3 Negotiations Consultation
- 4135.4, 4235.4 Staff Grievance
- 4135.16, 4235.16 Work Stoppages Strikes
- 4136 4236 Meetings Committees
- 4138, 4238 Nonschool Employment
- 4138.2 Private Tutoring
- 4142 Payroll Authorization, Checks and Deductions
- 4147, 4247 Employee Safety
- 4150 4250 Family Medical Leave
- 4150 4250 Regulation, Family Military Medical Leave
- 4151, 4251 Attendance Patterns
- 4151.1, 4251.1 Personal Illness and Injury
- 4151.5 4251.5 Jury Duty
- 4211 Recruitment, Hiring and Selection
- 4215 Supervision
- 4216 Evaluation
- 4217.1 Separation
- 4219.23 Employee Substance Abuse
- 4222 Noninstructional Aides
- 4231 Staff Development, Inservice Education, Visitation, Conferences
- 4240 Compensation and Related Benefits

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Motion approved by roll call voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

Miscellaneous

Motion (CC/LB) Board Approved: **#15-5**

1. Board approved the following individuals as Volunteer Coaches for the Winter 2022-2023 season:

Boys' Basketball

Tariq Gaskins

Chris Oscar

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

NEW BUSINESS:

Motion (CC/LB) Board Approved

1. Ms. Holden reminded everyone about the Joint Cumberland/Salem County School Board Association Conference meeting on November 15th.

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0

ADJOURNMENT

Motion (CC/LB) Board to adjourn the November 9, 2022 meeting of the Salem City Board of Education at 7:10PM.

Motion approved by unanimous voice vote of 8-0-0: Ayes: Bentley, Colon, Fletcher, Holden, Hoolahan, Moore, Nacucchio, Wilkins Nays: 0 Abstain:0