

*Board Agenda December 14, 2022*

**Salem City Board of Education  
Salem, New Jersey 08079  
Board of Education Meeting  
December 14, 2022**

**CALL TO ORDER:**

A meeting of the Salem City Board of Education is called to order at 6:05 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 (6:05PM)  
Yuenge Groce  
Daffonie Moore

Christopher Colon  
Heidi Holden  
Nilda Wilkins

**Student Representative:**

Hannah Sharp

**District Representatives:**

LAC: Jenni Eber (Absent)  
Quinton: Joanne Nacucchio (6:10 PM)  
Mannington: Dee DiTeodoro (Absent)

**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 (Absent)

Pascale DeVilme, Principal Salem Middle School  
Will Allen, VP Salem Middle School (Absent)  
Michele Beach, VP Salem Middle School (Absent)  
Syeda Carter, Principal John Fenwick Academy (Absent)  
Shasharaa Blackshear, VP of Early Childhood  
Darryl Roberts, VP Salem High School  
Ryan Caltabiano, Director of Curriculum, Instruction, and Grants

**OTHERS:** Mr. Corey Ahart

**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:

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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.

**There was no Audience Participation.**

### **PRESENTATION**

#### **Students of the month for November 2022:**

##### **Salem Middle School**

Rayshon Cheeks	5 <sup>th</sup> Grade	5 <sup>th</sup> Grade Team
Z'laya Christ	5 <sup>th</sup> Grade	5 <sup>th</sup> Grade Team

##### **John Fenwick Academy**

Eleazer Suah	2 <sup>nd</sup> Grade	Ms. Boyce
China Brown-Rivers	2 <sup>nd</sup> Grade	Mr. Forti

##### **Salem High School**

Yamileishka Soto Cruz	9 <sup>th</sup> Grade	Mr. Wyshinski
Morgan Johnson	11 <sup>th</sup> Grade	Ms. Woodlock

#### **Staff Member(s) of the month for November 2022:**

Ms. Traini, Art Teacher                      John Fenwick Academy

### **BOARD COMMITTEE REPORTS**

Curriculum – Everything OK.

Finance - Everything is OK

Personnel – Met prior to meeting. Question regarding qualifications of Ramon Roots, 3<sup>rd</sup> Grade teacher at Salem Middle School

### **PRINCIPALS'/ADMINISTRATORS' REPORTS AND COMMENTARY**

- Mr. Ryan Caltabiano presented Start Strong Results

#### **Salem High School (SHS) Commentary / Events / Activities**

- Our Fall Awards Banquet will be held Tuesday, December 20<sup>th</sup> at 6PM in our auditorium with a to-go snack treat for all attendees.
- The SHS winter concert will be held December 21<sup>st</sup> at 6PM. All are welcome.
- Student Mid-Term examination will be held January 23-January 27, 2023.

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- Pupil ACT Ultimate Course classes begin Saturday, February 4, 2023 to 50 select juniors. This 14-week class will include classroom instruction as well as practice tests. All classroom instruction and materials are provided by the Princeton Review and each pupil has the potential to earn \$700.00 at the end of the program in June 2023.
- Senior students have begun receiving their college acceptance letters!
- The Cadets' band camp have resumed weekend visits to SHS and have offered significant end of year graduation scholarships!
- Winter sports have resumed and are in full seeing with many participants.
- Our Academic League continued their winning streak with their third win in a row!

### Salem Middle School (SMS) Commentary / Events / Activities

- Our enrollment as of today is 465 students
- The Middle School Administration distributed VIP cards to 124 of our students who successfully met the criteria to be called a VIP: good attendance, no grade below a "C", and no major discipline issues. These 124 students were able to go on the first roller skating trip of the school year and first field trip since 2020.
- Ms. Tortella and her students held a very important school-wide election on December 6<sup>th</sup>. The results of this election named our ram mascot. The students overwhelmingly voted for the name "Ramsey". So, Norman the Ram's little brother is officially named!
- This month 84 Third and Fourth Graders earned their first reading medal of the 100 Book Challenge for achieving 25 hours of independent reading.
- We had 50 mathematicians earn rewards for scoring proficient on their math quarterly assessments.

### John Fenwick Academy (JFA) Commentary / Events / Activities

- Faculty Meeting and Evacuation Drill on November 7
- Fire Drill on November 15
- SGO's to be Completed on November 15
- ARC Core Visit on November 16
- Salem Co. Dept of Health Vaccine Clinic on November 17
- PLC Meetings During Planning on November 18
- Salem City Café Windows Decorated November 28-December 1 (photos attached)
- 15 Students honored (in Oct. Start-up) with Medals for Completion of 100-Book Challenge (K-2)
- 42 Students honored with Medals for Completion of 100-Book Challenge (K-2)
- 2 Students honored with Medals for Completion of 200-Book Challenge (K-2)
- ESS Report:
  1. Two Students Honored with 100 Book Challenge Medals
  2. One successful Student Discharge
  3. Four students with zero discipline incidents
  4. Provided approximately 90 hrs. of in-class support for self-contained room
- Current Enrollment: Total Students: 399 (PK: 159), (K: 80), (1<sup>st</sup>: 74), (2<sup>nd</sup>: 86)
- There are 15 students on PreK Waiting List

### **December Activities:**

December 1: SCSD Staff In-Service and ARC Core PD  
December 5: Faculty Meeting  
December 8: Winter Concert at SHS  
December 9: Grade Level Meetings  
December 15: VAT Meetings

**SUPERINTENDENT'S COMMENTS/REPORTS**

Motion (CC/HH) Board approved the regular minutes of November 9, 2022 Board of Education meeting.


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

**BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS**


**Board Reports (Exhibit A)**

\_\_\_\_ Motion (CC/HH) Board approved the Secretary's reports in memo: **#2-A-E-6.**

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



Board Secretary



Date

- C. \*Treasurer's Report in accordance with 18A:17-36 and 18A:17-9 for the month of October 2022. The Treasurer's Report and Secretary's Report are in agreement for the month of October 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 October 2022 and after review of the Secretary's Monthly Financial Report and the Treasurer's Monthly Financial Report and upon consultation with the appropriate district officials, to the best of the Boards' knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10 (a)1 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

- E. Board approved the Payment of Bills and Purchase Report:  
From the General Account for Balance as summarized on attached board memo(s)  
Board approved Purchases Report for November 2022 \$76,297.36

Board approved Payment of Bills for December 2022:  
December General Account \$946,957.86

Confirmation of payrolls for November 2022:  
November 15, 2022 General Acct. Transfer \$684,210.01  
November 30, 2022 General Acct. Transfer \$719,466.76

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

**Miscellaneous**

**Upon the Recommendation of the Superintendent of Schools**

Motion (CC/HH) Board Approved: **#2-F-6**

1. Board approved participation in the ESEA Title III Consortium with the Penns Grove-Carney's Point Regional School District as the fiscal lead agent. Funds are in the amount of \$2,155.00 for FY 2023. This amount will be allocated for the Consortium.
2. Board authorized the amendment of the Perkins Secondary Consolidated Application and the acceptance of the award in the amount of \$16,212.00 for the school year 2022-2023.
3. Board approved the 2023-2024 Tri-County proposed budget and 2023-2024 ticket prices for all athletic events.

**2023-2024 Proposed budget for the Tri County Conference:**

\$1,450.00 per school

**2023-2024 Ticket prices**

All athletic events for the 2023-2024 school year:

\$3.00 – Adults

\$2.00 – Students and Senior Citizens (the admission price for senior citizens and military personnel is at the discretion of the home team; By-laws B2.3.6 pg. 18)

**All West Jersey Football League Varsity Football Games:**

\$4.00 - Adults

4. Board approved the presentation of the 2022 Start Strong Fall Results.
5. Board approved the following:

**RESOLUTION DETERMINING THE FORM AND OTHER DETAILS  
OF \$2,636,000 AGGREGATE PRINCIPAL AMOUNT OF SCHOOL  
BONDS, SERIES 2023 OF THE BOARD OF EDUCATION OF THE  
CITY OF SALEM IN THE COUNTY OF SALEM, NEW JERSEY,  
PROVIDING FOR THEIR SALE AND DETERMINING OTHER  
MATTERS IN CONNECTION THEREWITH**

BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE CITY OF SALEM IN  
THE COUNTY OF SALEM, NEW JERSEY AS FOLLOWS:

**SECTION 1.** The \$2,636,000 School Bonds, Series 2023 of The Board of Education of the City of Salem in the County of Salem, New Jersey (the "Board" when referring to the governing body and the "School District" when referring to the territorial boundaries governed by the Board) authorized by virtue of a proposal adopted by the Board on September 8, 2022, and approved by the affirmative vote of a majority of the legal voters present and voting at the annual School District election held on November 8, 2022 pursuant to N.J.S.A. 18A:24-1 et seq., as amended and supplemented, shall be issued as School Bonds (the "Bonds"). The Bonds shall mature in the principal amounts on August 15 in each of the years as follows:

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<u>Year</u>	<u>Principal Amount</u>	<u>Year</u>	<u>Principal Amount</u>
2024	\$251,000	2029	\$305,000
2025	260,000	2030	315,000
2026	270,000	2031	325,000
2027	280,000	2032	340,000
2028	290,000		

The Bonds shall not be subject to optional redemption prior to maturity as set forth therein. The Bonds shall be nine (9) in number, with one certificate being issued for each year of maturity and shall be numbered SCH-1 to SCH-9 inclusive. The Bonds are entitled to the benefits of the New Jersey School Bond Reserve Act, 1980 N.J. Laws c. 72, as amended and supplemented.

**SECTION 2.** The Bonds will be issued in fully registered book-entry only form, without certificates. One certificate shall be issued for the aggregate principal amount of Bonds maturing in each year. Both principal of and interest on the Bonds will be payable in lawful money of the United States of America. Each certificate will be registered in the name of and held by Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"), which will act as securities depository for the Bonds (the "Securities Depository"). The certificates will be on deposit with DTC. DTC will be responsible for maintaining a book-entry system for recording the interests of its participants or the transfers of the interests among its participants. The participants will be responsible for maintaining records regarding the beneficial ownership interests in the Bonds on behalf of individual purchasers of such beneficial interests. Individual purchases of the beneficial interests in the Bonds may be made in the principal amount of \$1,000 each or any integral multiple thereof with a minimum purchase of \$5,000 required, through book entries made on the books and the records of DTC and its participants.

Individual purchasers of the Bonds will not receive certificates representing their beneficial ownership interest in the Bonds, but each book-entry Bond owner will receive a credit balance on the books of its nominee, and this credit balance will be confirmed by an initial transaction statement stating the details of the Bonds purchased.

The Bonds will be dated their date of delivery and will bear interest from such date, which interest shall be payable, commencing August 15, 2023 and semiannually thereafter on the fifteenth day of February and August in each year until maturity, at a rate or rates per annum, expressed in a multiple of one-eighth (1/8) or one-twentieth (1/20) of one per centum (1%), as proposed by the successful bidder in accordance with the Notice of Sale authorized and defined herein. The principal of and interest on the Bonds will be paid to the Securities Depository by the Board on the respective maturity dates and due dates and will be credited on the respective maturity dates and due dates to the participants of DTC as of each next preceding February 1 and August 1 (the "Record Dates" for the Bonds). The Bonds shall be executed by the manual or facsimile signature of the Board President under the official seal (or facsimile thereof) affixed, imprinted, engraved or reproduced thereon and attested by the manual signature of the Business Administrator/Board Secretary. The following matters are hereby determined with respect to the Bonds:

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Date of Bonds:	Date of Delivery
Principal Payment Dates:	August 15, 2024 and each August 15 thereafter until maturity
Interest Payment Dates:	Semiannually on each February 15 and August 15 of each year beginning August 15, 2023 until maturity
Place of Payment:	Cede & Co., New York, New York

**SECTION 3.** The Bonds shall be substantially in the form set forth in Exhibit A attached hereto, with such additions, deletions and omissions as may be necessary for the Board to market the Bonds in accordance with the requirements of DTC.

**SECTION 4.** The Notice of Sale (the "Notice of Sale") and the Official Form of Proposal for Bonds shall be substantially in the form set forth in Exhibit B with such additions, deletions and omissions as may be necessary for the Board to market the Bonds in accordance with the requirements of DTC.

**SECTION 5.** The Bonds shall be sold upon receipt of electronic bids on January 10, 2023 at 11:00 a.m. by the Business Administrator/Board Secretary of the Board on i-Deal's Bidcomp®/PARITY® electronic competitive bidding system ("PARITY") in accordance with the Notice of Sale authorized herein. The use of the services provided by PARITY and the fees associated therewith are hereby approved. The Business Administrator/Board Secretary or Wilentz, Goldman & Spitzer, P.A., Bond Counsel ("Bond Counsel") is hereby authorized and directed to arrange for the publication of the Notice of Sale, such publication to be not less than seven (7) days prior to the date of sale, in summary form in The Bond Buyer, a nationally recognized local government bond marketing publication devoted to financial news and municipal bonds, and the full text of such Notice of Sale in the South Jersey Times. The Board hereby delegates to and designates the Business Administrator/Board Secretary as the officer authorized to sell and to award the Bonds in accordance with the Notice of Sale authorized herein, and the Business Administrator/Board Secretary shall report in writing the results of the sale to this Board as required by law. **Furthermore, the Board hereby delegates to the Business Administrator/Board Secretary the authority to postpone and reschedule the sale of the Bonds, upon consultation with Bond Counsel, without readvertisement in accordance with the Notice of Sale authorized herein and to adjust the maturity schedule of the Bonds up to twenty-four (24) hours prior to the date of sale indicated herein and/or within twenty-four (24) hours after the award, which adjustment shall not exceed ten percent (10%) of the principal amount of any maturity or in the aggregate, the overall issue.**

The Board President, the Business Administrator/Board Secretary, Bond Counsel, the Municipal Advisor, Phoenix Advisors, LLC (the "Municipal Advisor"), the Board Auditor and the Board Attorney, are each hereby further authorized and directed to do and accomplish all matters and things necessary or desirable to effectuate the offering and sale of the Bonds.

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**SECTION 6.** The Bonds shall have affixed thereto a copy of the written opinion with respect to the Bonds that is to be rendered by Bond Counsel to the Board.

**SECTION 7.** The Official Statement to be distributed in preliminary form on or about January 3, 2023 (the "Preliminary Official Statement"), prepared in connection with the offering and sale of the Bonds, is hereby "deemed final" for the purposes of Rule 15c2-12, as amended and supplemented (the "Rule") promulgated by the Securities and Exchange Commission pursuant to the provisions of the Securities and Exchange Act of 1934, as amended and supplemented, with the exception of certain information permitted to be omitted thereby and is hereby approved and authorized for the information of purchasers of the Bonds, with such changes and corrections not inconsistent with the substance thereof, including those required to reflect the effect of the sale of the Bonds, as are deemed necessary and advisable by the Business Administrator/Board Secretary in consultation with Bond Counsel.

**SECTION 8.** Bond Counsel is hereby authorized and directed to arrange for the printing of the Preliminary Official Statement and the Official Statement. Bond Counsel is hereby authorized and directed to arrange for the distribution of the Preliminary Official Statement on behalf of the Board to those financial institutions that customarily submit bids for such Bonds. The Board President or the Business Administrator/Board Secretary is hereby authorized and directed to deliver the Official Statement to the purchaser of the Bonds for its use in connection with the sale, resale and distribution of the Bonds, where and if applicable. Bond Counsel is hereby authorized and directed to prepare the Preliminary Official Statement and the Official Statement as necessary in connection with the issuance of the Bonds, and the Board President or the Business Administrator/Board Secretary is hereby authorized and directed to execute the Official Statement and any certificates necessary in connection with the distribution of the Official Statement. Bond Counsel is hereby further authorized and directed to arrange for the printing of the Bonds.

**SECTION 9.** The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Bonds, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Bonds.

**SECTION 10.** The Business Administrator/Board Secretary, Bond Counsel, the Municipal Advisor and the Board Attorney are hereby authorized and directed to make representations and warranties, to enter into agreements and to make all arrangements with DTC, as may be necessary in order to provide that the Bonds will be eligible for deposit with DTC and to satisfy any obligation undertaken in connection therewith.

**SECTION 11.** The Board reasonably expects to reimburse itself from the proceeds of the Bonds for certain costs of the school project paid prior to the issuance of the Bonds. No funds from sources other than the Bonds have been or are reasonably expected to be reserved, allocated on a long-term basis or have otherwise been set aside by the Board, or any member of the same "Controlled Group" as the Board, within the meaning of Treasury Regulation Section 1.150-1(e), pursuant to their budget or financial policies with respect to any expenditures to be reimbursed. This Section 11 is intended to be and hereby is a declaration of the Board's official intent to reimburse any expenditures toward certain costs of the school project, as described above, to be incurred and paid prior to the issuance of the Bonds in accordance with Treasury Regulation Section 1.150-2, and no further action (or inaction) will be an abusive arbitrage device in



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accordance with Treasury Regulation Section 1.148-10 to avoid, in whole or in part, arbitrage yield restrictions or arbitrage rebate requirements under Section 148 of the Code. The proceeds of the Bonds used to reimburse the Board for any expenditures toward certain costs of the school project to be financed by the Bonds will not be used directly or indirectly (i) to "refund" an issue of governmental obligations within the meaning of Treasury Regulation Section 1.150-1(d), (ii) to create or increase the balance in "replacement proceeds", within the meaning of Treasury Regulation Section 1.148-1 of the Bonds, or any other Bond issue, with respect to any obligation of the Board or to replace funds or (iii) to reimburse the Board for any expenditure or payment that was originally paid with the proceeds of any obligation of the Board (other than borrowing by the Board from one of its own funds or the funds of a member of the same "Controlled Group" within the meaning of Treasury Regulation Section 1.150-1(e)). The Bonds used to reimburse the Board for any expenditures toward certain costs of the school project, as described above, will be issued in an amount not to exceed \$2,636,000. The costs to be reimbursed with the proceeds of the Bonds will be "capital expenditures" in accordance with the meaning of section 150 of the Code and Treasury Regulation Section 1.150-1. This section shall take effect immediately, but will be of no effect with regard to expenditures for costs paid outside the permitted reimbursement period set forth in Treasury Regulation Section 1.150-2(d)(2).

**SECTION 12.** In the event that DTC may determine to discontinue providing its service with respect to the Bonds or is removed by the Board and if no successor securities depository is appointed, the Bonds which were previously issued in book-entry only form shall be converted to registered Bonds (the "Registered Bonds") in denominations of \$1,000, or any integral multiple thereof with a minimum purchase of \$5,000 required. The beneficial owner under the book-entry system, upon registration of the Bonds held in the beneficial owner's name, will become the registered owner of the Registered Bonds. The Board shall be obligated to provide for the execution and delivery of the Registered Bonds in certified form.

**SECTION 13.** The Board hereby covenants and agrees that it will comply with and carry out all of the provisions of the Continuing Disclosure Certificate (the "Certificate") which will set forth the obligation of the Board to file budgetary, financial and operating data and notices of certain enumerated events deemed material in accordance with the provisions of the Rule. The Business Administrator/Board Secretary is hereby authorized and directed to execute and deliver the Certificate evidencing the Board's undertaking with respect to the Rule. Notwithstanding the foregoing, failure of the Board to comply with the Certificate shall not be considered a default on the Bonds; however, any Bondholder may take such actions as may be necessary and appropriate, including seeking mandamus or specific performance to cause the Board to comply with its obligations hereunder.

**SECTION 14.** The Board President and the Business Administrator/Board Secretary are each hereby authorized and directed to determine all matters in connection with the issuance of the Bonds by the Board not determined by this or a subsequent resolution, all in consultation with Bond Counsel and the manual or facsimile signature of the Board President or the Business Administrator/Board Secretary upon any documents shall be conclusive as to all such determinations. The Board President and the Business Administrator/Board Secretary and any other Board representative, including but not limited to, Bond Counsel and the Board Attorney, are each hereby authorized and directed to take such actions or refrain from such actions as are necessary to consummate the transaction contemplated by the issuance of the Bonds by the Board and any and all such actions or inactions heretofore taken by the Board President and the Business Administrator/Board Secretary and any other Board representative,

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including, but not limited to Bond Counsel and the Board Attorney, are hereby ratified and confirmed. Wherever herein the Board President is authorized and directed to act or execute and deliver documents, including the Bonds, the Board Vice President is hereby authorized and directed to do same in the Board President's place.

**SECTION 15.** After a process seeking proposals, the Business Administrator/Board Secretary, in consultation with the Municipal Advisor is hereby authorized to appoint an investment agent to invest the proceeds of the Bonds and provide arbitrage/rebate services.

**SECTION 16.** The Bonds will be designated as "qualified tax-exempt obligations" for purposes of section 265(b)(3)(B)(ii) of the Code.

**SECTION 17.** This resolution shall take effect immediately.

The foregoing resolution was adopted by the following vote on December 14, 2022: Ayes: 10, Nays: 0, Abstentions: 0; Absent: 2

(Exhibits A and B are attached to the Board memorandum)

6. The Salem City Board of Education authorized Herbert Schectman, Business Administrator, to enter into a contract with the NJ School Business Association to provide representation throughout the collective bargaining and negotiation process.
7. Board authorized Herbert Schectman to join BuyBoard National Purchasing Cooperative. There is no cost to the District.
8. Board approved the purchase of High School stadium bleachers, grandstands, and press box through the Bond referendum:

Home Side Grandstand with Press Box  
Materials / Freight / Installation: \$595,000.00  
ADD for painted front aluminum façade: \$15,000.00

Visitor Side Grandstand  
Materials / Freight / Installation: \$134,000.00

This bid is in accordance with the BuyBoard Cooperative agreement.

9. Board approved for Food Bank of South Jersey distribution of the Children's Program Weekend Kits for the PK-2 students of John Fenwick Academy. This weekly event will begin in January 2023 and the Program Director is Francis Modeira.
10. Board approved the purchase of scoreboard for Salem High School. The quote from Nevco is \$236,482.30. The scoreboard will be purchased through the Sourcewell consortium. Full quote and proof of scoreboard is attached to the Board memo.

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

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**STUDENT MATTERS**

Motion (CC/HH) Board Approved: **#4-A-6**

1. Board approved the following field trips in January and March 2023:

Destination:	Date/Students:	Staff/Bus/Fees:
Southern Regional FBLA Summit Absegami High School, Galloway, NJ	<b>January 26, 2023</b> <b>Inclement Weather Date:</b> <b>January 27, 2023</b> 10 Students Mrs. Landolfi	Mrs. Landolfi 1 bus \$0.00 per participant
One Substitute – \$125.00 (Acct. 15-140-100-101a-03-SHS) *Transportation - \$ as per contract w/Gloucester County Special Services Transportation (Acct. 15-000-270-512-03-SHS)		

Destination:	Date/Students:	Staff/Bus/Fees:
Harrah's Convention Center Atlantic City, NJ  NJFBLA State Leadership Conference (if pupils pass final test) see memo attached from FBLA club advisor Ms. Landolfi	<b>March 6-8, 2023</b>  # of pupils to be determined  Costs of hotel and meals depend on # of pupils passing test	Mrs. Landolfi  1 bus x 2 round trips
One Substitute – \$125.00 x 3 days (Acct. 15-140-100-101a-03-SHS)  *Transportation - 1 bus x two round trips \$ cost as per contract w/Gloucester County Special Services Transportation (Acct. 15-000-270-512-03-SHS)		

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2. Board approved the attendance, including travel expenses and lodging, totaling \$10,219.06 to the National Football College Combine for 14 students and 3 chaperones from January 5, 2023 to January 8, 2023 in San Antonio Texas. Students must be in good academic standing in order to attend the trip.

Chaperones	Students
Deron Barnes Samuel Ridgeway Montrey Wright	LIST of Students TBD

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

**Home Instruction: In/ Out of District/Residential**

Motion (CC/HH) Board Approved: **#7-C-6**

1. Board approved the following student be placed on Home Instruction:

Student	Teacher	Start Date
#01280160	Sharon Montgomery	November 21, 2022

Account #11-150-100-101-00-BUS (5 hrs per week x \$35.00)

2. Board approved payment in full for educational services provided to the following student:

Student #01270129 requires the instruction from December 1, 2022, to possibly 30 days at the Inspira Program (partial hospitalization care program) at the Inspira Health Network, Elmer, New Jersey as confirmed by Salem Middle School personnel.

The educational services are being provided by Brookfield Schools, 525 State Street, Suite 2, Elmer, New Jersey. Student billing in the amount of \$2,100.00. (estimate).

Costs

(Acc't. #11-150-100-320-00 BUS)

Tutoring Student #01270129 @ \$35.00 per hour X 60 hours = \$2100.00

3. Board approved the following special education students to attend out of district placement for the 2022-2023 school year:

Student ID#	School	Grade	Tuition (Prorated)	Dates	Account #
01320141	Creative Achievement	2	\$46,200.00	11/18/22-6/30/23	11-000-100-566-00-BUS
01320081	Creative Achievement	2	\$45,850.00	11/21/22-6/30/23	11-000-100-566-00-BUS
01300091	Creative Achievement	5	\$46,900.00	11/16/22-6/30/23	11-000-100-566-00-BUS
	1 to 1 Aide		\$22,147.00	11/16/22-6/30/23	11-000-100-566-00-BUS
01350069	SCSSSD-Cumberland	K	\$48,861.00	11/15/22-6/30/23	11-000-100-565-00-BUS
01350023	SCSSSD-Cumberland	K	\$48,861.00	11/15/22-6/30/23	11-000-100-565-00-BUS
	Shared Aide	K	\$26,230.50	11/15/22-6/30/23	11-000-100-565-00-BUS

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01310173	SCSSSD-Cumberland	4	\$48,861.00	12/6/2022-6/30/23	11-000-100-565-00-BUS
	1 to 1 Aide		\$52,461.00	12/6/2022-6/30/23	11-000-100-565-00-BUS

4. Board approved the following special education student to receive educational services while residing at a residential treatment facility. Student was placed at the facility by the Department of Children and Families (DCF).

Student ID#	School	Grade	Tuition (Prorated)	Dates	Account #
01250184	Bonnie Brea Residential Treatment Program	10	\$49,880.00	12/14/22-6/30/23	11-000100-566-00-BUS

5. Board approved for 12<sup>th</sup> grade student (01230197) to receive home instruction.

Hours: 5 hrs per week

Dates: Begin immediately / End date TBD (minimum 8-10 weeks)

Costs: Teacher pay: 5 hours per week x \$35.00 per hour

Teacher: Ms. Rosalyn Chieves

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

**Miscellaneous**

Motion (CC/HH) Board Approved: **#7-D-6**

1. Board approved for the below listed students to attend Salem High School. Parents have completed School Choice forms and will provide transportation for their children.

Erica Brewer and Seymone Brewer (resident district school – Penns Grove-Carney's Point) to attend Salem High School as 9<sup>th</sup> grade pupils.

Walter L. Hudson, Jr. (resident district school – Penns Grove-Carney's Point) to attend Salem High School as 9<sup>th</sup> grade pupils.

2. Board approved for Nicholas Secula, son of Danielle Secula, to attend John Fenwick Academy as a Prekindergarten Out-of-District Choice Student for the 2023-2024 school year. Parent will provide transportation.

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

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**Personnel**

**A. Resignation/Retirement**

**Upon Recommendation of the Superintendent of Schools**

Motion (CC/HH) Board Approved: **#8-A-6**

1. Board approved the resignation of Adam Pszwaro, School Counselor at Salem Middle School, effective November 23, 2022.
2. Board approved the resignation of Debra Persicketti, First Grade Teacher at John Fenwick Academy, effective January 27, 2023.

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

**B. Employment**

**Upon the Recommendation of the Superintendent of Schools**

Motion (CC/HH) Board Approved: **#8-C-6**

1. Board approved the following new substitute teacher for the 2022-2023 school year:  
Megan Pankok                      NJ Substitute Certificate
2. Board approved the employment of Ramon Roots as a Third Grade Teacher for the Salem Middle School to be effective January 1, 2023 through June 30, 2023. Mr. Roots' salary will be BA Step 01 \$54,368.00 per annum, prorated to his start date of January 1, 2023.
3. Board approved Brandie Parks-Chollis as a JFA MD paraprofessional at a salary of \$20,805/Tier III/Step III for the 22-23 school year with the revised beginning start date of November 30, 2022. Salary prorated to November 30, 2022 start date.
4. Board approved to hire Mark Drummond as a Head Custodian at Salem High School, effective December 15, 2022. Mr. Drummond's salary will be \$38,000.00 per year, pro-rated to his start date of December 15. As Head Custodian, Mr. Drummond will also receive a stipend of \$1,856 per year, pro-rated to December 15<sup>th</sup> start date.

Employment is contingent upon successful completion of 90 days probation and a background check.

5. Board approved to hire Lily Kalyon as a paraprofessional at John Fenwick Academy at a salary of \$20,305/Tier III/Step II for the 22-23 school year beginning December 15, 2022. Ms. Kalyon's salary will be pro-rated to her start date of December 15, 2022.

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

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**C. Financial Request**

**Upon the Recommendation of the Superintendent of Schools**

Motion (CC/HH) Board Approved: **#8-D-6**

1. Board approved the following contract stipend position previously remained open for the 2022-2023 school year:

**Department Chairpersons:**

Freshman Class Advisor SY 22-23: Mrs. Sandra Langley

Stipend: \$369.00

2. Board approved the following individual for Wrestling Assistant Coach for the Winter 2022-2023 season:

Wrestling	Assistant Coach	\$2,230.00	Russell Phillips
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3. Board approved the following Fall 2022 Staff positions for the following staff that worked the NJSIAA State Semifinal game as security per the NJSIAA.

Event Staff (HS)	As Needed	\$34.00/game	Morris Evans
Event Staff (HS)	As Needed	\$34.00/game	Anthony Farmer
Event Staff (HS)	As Needed	\$34.00/game	Scott Martin

4. Board approved the following Winter 2022-2023 staff position:

Winter	Weight Room Supervisor	\$1,696	Montrey Wright
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5. Board approved the following faculty and staff members to fill non-contractual/grant funded extra pay positions:

Odyssey of the Mind Advisor (1) for Team grades 3-5	Christina Banks	\$5,000.00
Odyssey of the Mind Advisor (1) for Team grades 6-8	Melanie Nugent	\$5,000.00
Odyssey of the Mind Judge (1)	Kathleen Eck	\$ 500.00

Account #15-401-100-110R-02 SMS

6. Board approved for Montrey Wright to be employed with the Salem City Transition Program as a substitute teacher for the remainder of the 2022-2023 school year.

Costs:

4 hours/day @ \$35.00 /hour x 5 days/week

Acct. #15-423-100-101-02-SMS & 15-423-100-101-03 SHS

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7. Board approved the below Health Waiver payouts for December 2022:

<b>High School</b>				<b>December Payment</b>
<b>Health , Prescription &amp; Dental</b>				
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
<b>TOTAL</b>		<b>\$29,214.08</b>		<b>\$14,607.04</b>
<b>Health &amp; Prescription</b>				
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
<b>DENTAL</b>				
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
<b>High School Total</b>		<b>\$49,424.08</b>		<b>\$24,712.04</b>
<b>General Fund</b>				
<b>Health , Prescription &amp; Dental</b>				
Ryan Caltabiano	Director of Curriculum	\$5,000.00	11-000-291-290-00-BUS	\$2,500.00
Katie Luciani	Speech	\$4,214.08	11-000-291-290-00-BUS	\$2,107.04
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
<b>TOTAL</b>		<b>\$23,428.16</b>		<b>\$11,714.08</b>



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<b>Health &amp; Prescription</b>				
Amiot Michel	Superintendent	\$5,000.00	11-000-291-290-00-BUS	\$2,500.00
<b>General Fund Total</b>		<b>\$28,428.16</b>		<b>\$14,214.08</b>
<b>John Fenwick School</b>				
<b>Health , Prescription &amp; Dental</b>				
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	\$1,125.00
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	\$2,500.00
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	\$125.00
Angelica Roman	Para-professional	\$5,000.00	20-218-200-200-01-JFA	\$2,500.00
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
<b>TOTAL</b>		<b>\$69,214.08</b>		<b>\$30,854.07</b>
<b>Health &amp; Prescription</b>				
Elizabeth Whitehead	Para-professional	\$5,000.00	20-218-200-200-01-JFA	\$2,500.00
<b>TOTAL</b>		<b>\$5,000.00</b>		<b>\$2,500.00</b>
<b>John Fenwick Total</b>		<b>\$74,214.08</b>		<b>\$33,857.04</b>
<b>SALEM MIDDLE SCHOOL</b>				

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<b>Health , Prescription &amp; Dental</b>				
John Bacon	Truancy Officer	\$5,000.00	20-218-200-200-01-JFA	\$2,500.00
Christina Banks	Para-professional	\$5,000.00	15-000-291-290-02-SMS	\$2,500.00
Robert Baldi	Teacher	\$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
<b>TOTAL</b>		<b>\$56,070.40</b>		<b>\$28,035.20</b>
<b>Health &amp; Prescription</b>				
John Murray	SRO	\$5,000.00	15-000-291-290-02-SMS	\$2,500.00
<b>Dental</b>				
Lisa Anderson	Teacher	\$105.00	15-000-291-290-02-SMS	\$21.88
<b>TOTAL</b>		<b>\$5,105.00</b>		<b>\$2,521.88</b>
<b>Middle School Total</b>		<b>\$61,175.40</b>		<b>\$30,557.08</b>
<b>TOTAL</b>		<b>\$231,241.72</b>		<b>\$103,340.24</b>

8. Board approved acceptance of a grant in the amount of \$15,450 to re-start the Preschool Afterschool Wrap program for year 2022-2023. Preschool students will attend Monday thru Thursday from 3:30-5:00pm beginning January 23, 2023 thru May 4, 2023.

In addition, Board approved the following pay rates and staff members who will manage the program:

Teacher/Substitute Teacher/Substitute Administrator:	\$35.00/hr
Paraprofessional/Substitute Paraprofessional:	\$22.00/hr
Program Administrator:	\$1,100/month

Teachers	Paraprofessionals
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Jennifer Cascaden Victoria Galasso	Kimberly Bacon Amy Deans
Substitute Teachers LaShawn Best-Key Mary Morris	Substitute Paraprofessionals Aida Davis
Program Administrator:	Shasharaa Blackshear

9. Board approved the following employees 2021-2022 NJPSA membership dues reimbursement:

Dr. Meghan Taylor: \$845.00	Linda DelRossi: \$845.00
Syeda Carter: \$950.00	Michele Beach: \$845.00
William Allen: \$845.00	Pascale DeVilme: \$845.00
John Mulhorn: \$845.00	Jordan Pla: \$845.00
Darryl Roberts: \$845.00	Gia Sparacio-Scarani: \$845.00

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

**D. Leave of Absence**

Motion (CC/HH) Board Approved **#8-E-6**

1. Board approved the following leaves of absence:

<b>Employee ID#</b>	338	1	1657
<b>Employee Name</b>	A.B.	L.W.	A.R.
<b>Type of Leave</b>	Intermittent – Family	Intermittent – Family	Maternity
<b>Leave Requested</b>	11/19/2022 – 11/18/2023	11/22/2022 – 11/21/2023	01/02/2023- 03/17/2023
<b>Fed Max Leave (max 90 days)</b>	11/19/2022 – 11/18/2023	11/22/2022 – 11/21/2023	01/02/2023- 03/17/2023
<b>Time Usage of FMLA</b>	12 weeks	12 weeks	11 weeks
<b>Time Usage of FLA</b>	N/A	N/A	N/A
<b>*Use of Sick Days</b>	N/A	N/A	11.5 days
<b>*Use of Personal Days</b>	1 day	1 day	3 days
<b>*Use of Vacation Days</b>	N/A	N/A	N/A
<b>Unpaid Leave</b>	After exceeding all personal days	After exceeding all personal days	After exceeding all sick and personal days
<b>Intermittent Leave</b>	1X per month 1 day per episode	1-4X per month 1-2 days per episode	N/A
<b>Extended Leave</b>	N/A	N/A	N/A
<b>Est. Return Date</b>	N/A	N/A	03/20/2023

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

**Monthly Reports**

Motion (CC/HH) Board Approved: **#13-6**

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

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

**Policies/Calendars**

Motion (CC/HH) Board Approved: **#14-6**

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

- 5020 Role of Parents, Guardian
- 5111 Admission
- 5113 Attendance, Absences and Excuses
- 5113 R Attendance, Absences Regulations
- 5114 Suspension & Expulsion, Exhibit
- 5114 Suspension & Expulsion Regs
- 5114 Suspension and Expulsion
- 5115 Foster Care and Educational Stability\_Regulation
- 5118 Nonresidents
- 5118.1 School Choice\_2
- 5119 Transfers\_Small Districts
- 5119 Transfers
- 5120 Assessment of Individual Needs
- 5124 Reporting to Parents, Guardians
- 5125 Student Records
- 5126 Awards for Achievement
- 5127 Commencement Activities
- 5131 Conduct Discipline
- 5131.1 Bicycle Safety
- 5131.1 Harassment, Intimidation and Bullying
- 5131.1 Harassment, Intimidation and Bullying\_Regulation
- 5131.4 Campus Disturbances
- 5131.5 Vandalism, Violence
- 5131.6 Substance Abuse
- 5131.6 Substance Abuse\_Regulation
- 5131.7 Weapons and Dangerous Instruments
- 5134 Married\_Pregnant\_Lactating\_Pupils
- 5134 Married\_Pregnant\_Lactating\_Pupils\_Regulation
- 5134 Pregnant Pupils

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- 5136 Fund-Raising Activities
- 5141 Health
- 5141.1 Accidents
- 5141.2 Illness
- 5141.3 Health & Immunization, Regulation
- 5141.3 Health Examinations and Immunizations
- 5141.4 Missing, Abused and Neglected Children
- 5141.4 Missing, Abused and Neglected Children\_Regulation
- 5141.8 Sports Related Concussion and Head Injury
- 5141.9 Head Lice
- 5141.21 Administering Medication
- 5141.21 Administering Medication\_Notice\_Opioid
- 5141.22 Medical Marijuana
- 5141.22 Medical Marijuana\_Consent\_Exhibit\_District
- 5142 Pupil Safety
- 5142.1 Safety Patrols
- 5145.4 Equal Educational Opportunity
- 5145.5 Photographs of Pupils
- 5145.6 Pupil Grievance Procedure
- 5145.7 Gender Identity and Expression
- 5145.11 Questioning and Apprehension
- 5145.12 Search and Seizure
- 5200 Nonpublic School Pupils

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

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**EXECUTIVE SESSION**

Motion (Sister Adams/CC) Board adopted the following Resolution to go into executive session at 7:12PM:

**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, Colon, Fletcher, Groce, Holden, Hoolahan, Moore, Nacucchio, Wilkins**

**RETURN TO REGULAR SESSION**

Motion (CC/HH) Board returned to open session at 7:58PM.

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

**ADJOURNMENT**

Motion (CC/HH) Board adjourned the December 14, 2022 meeting of the Salem City Board of Education at 7:58PM.

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