

*Board Minutes May 3, 2023*  
*Public Hearing*

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

**CALL TO ORDER:** A meeting of the Salem City Board of Education is called to order at 6:03 p.m. in the Salem High School Library located at 219 Walnut Street in Salem, New Jersey 08079.

**OPEN MEETING:** Sister Carol 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	Laquendala Bentley (Absent)	Christopher Colon
Kendra Fletcher	Yuenge Groce (Arrived 6:10)	Heidi Holden
Joan Hoolahan	Daffonie Moore (Absent)	Nilda Wilkins

**Student Representative:**

Hannah Sharp (Absent)

**District Representatives:**

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

**Administrators:**

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

**OTHERS:** Mr. Corey Ahart, Esq.

**AUDIENCE PARTICIPATION**

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

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

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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 April 2023**

Salem High School

Anyna Goodwin

Ms. Corbin

12<sup>th</sup> Grade

Hunter Hogate

Mr. Righter

11<sup>th</sup> Grade

Salem Middle School

Jamiira Roots

Mr. Thomas

Art and Technology

Rylee Hutton

Mr. Kutzura

Art and Technology

John Fenwick Academy

Arianna Goldston

Mr. Hughes

First Grade

Antwan Moore

Ms. Ridgway

First Grade

**Staff Member(s) of the month for April 2023**

Josiah Hughes

Child Study Team

**PRESENTATION**

- Dr. Michel gave a presentation on Sarah's Spanish School – Virtual Spanish Immersion for Salem City Schools

**Public Hearing Budget 2023-2024**

**ANNUAL PUBLIC HEARING ON THE BUDGET 2023-2024**

Motion (CC/HH) To Open Public Hearing

- A. The Board of Education approved the Public Hearing on the 2023-2024 School Budget be opened at 6:40PM.

- B. Public Hearing Presentation of the 2023-2024 School Budget  
Dr. Michel resented an overview of the Budget for the 2023-2024 School Year.

- C. Audience Questions – There were no Audience Questions

Motion ( CC/HH) To Close Public Hearing

- A. The Board of Education approved that the Public Hearing on the 2023-2024 School Budget be closed at 6:49 PM.

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**BOARD COMMITTEE REPORTS**

Curriculum – No report

Finance – No report

Personnel – Met and support recommendations; two negotiation meetings set for May

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

**No reports or commentary**

**SUPERINTENDENT'S COMMENTS/REPORTS**

**No report or comments**

Motion (CC/HH) Board approved the regular minutes of the April 12, 2023 Board of Education meeting.


**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

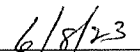
**BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS**

**Board Reports (Exhibit A)**

\_\_\_\_ Motion (CC/HH) Board approved the Board Secretary's reports in memo: **#2-A-E-11.**

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

  
\_\_\_\_\_  
Board Secretary

  
\_\_\_\_\_  
Date

- C. \*Treasurer's Report in accordance with 18A:17-36 and 18A:17-9 for the month of March 2023. The Treasurer's Report and Secretary's Report are in agreement for the month of March 2023 pending audit.
- D. Pursuant to N.J.A.C. 6A: 23A-16.10 (c) 4, the Salem City Board of Education certifies for the month ending March 2023 and after review of the Secretary's Monthly Financial Report and the Treasurer's Monthly Financial Report and upon consultation with the appropriate district officials, to the best of the Boards' knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10 (a)1 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

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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 April 2023                      \$3,509,140.00

Board approved Payment of Bills for May and balance of April

General Account May    \$794,105.17

General Account balance of April                              \$1,436,292.96

Confirmation of payrolls for April 2023

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

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

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

**Miscellaneous**

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

Motion (CC/HH) Board Approved: **#2-F-11**

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

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

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

	Budget	Local Tax Levy
General Fund	\$25,473,829	\$2,641,314
Special Revenue	\$ 6,701,942	
Debt Service	\$ 338,660	\$ 86,356
	\$32,514,431	\$2,727,670

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

RESOLVED, that taxes should be raised from the City of Salem in the amount of \$2,727,670 for the General Fund for the 2023-2024 school year.

2. Board approved to participate in the Special Education Medicaid Initiative Program (SEMI) for the 2023-2024 school year. The purpose of SEMI is to recover a portion of costs for certain Medicaid covered services provided to Medicaid eligible students enrolled in participating LEAs.
3. The Board of Education authorized Herbert Schectman, Business Administrator, to apply for an ERIC Safety Grant in the amount of \$5,033. Grant funds will be used for building safety during the 2023-2024 school year and will be used to correct safety hazards.
4. The Board of Education authorized Herbert Schectman, Business Administrator, to submit the Corrective Action Plan to the NJ Department of Education in response to the Independent Auditor's Annual Comprehensive

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Financial Report previously submitted. The Independent Auditor will review the action plan as a follow up during the succeeding years' audit.

5. Board approved to enter into an agreement with Phoenix Advisors, LLC to serve as a Continuing Disclosure Agent and Municipal Advisor for the Salem City School District. The contract will run from July 1, 2023 to June 30, 2024. Cost for the year not to exceed \$2,500.00
6. Board approved contract with sending districts (Elsinboro, Quinton, Mannington & LAC) for the 2023-2024 school year.
7. The Board of Education authorized Dr. A. Patrick Michel to submit the HIB grades for each school and the composite district grade to the NJ Department of Education.

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

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

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

**Motion approved by unanimous roll call vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

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**STUDENT MATTERS**

Motion (CC/HH) Board Approved: **#4-A-11**

1. Board approved the following field trip requests:

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

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

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

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

Motion (CC/HH) Board Approved: **#7-C-11**

1. Board approved the following students to receive home instruction:

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

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

Costs: Tutoring 2 students @35.00/hour x 120 hours=\$4,200.00

3. Board approved the payment in full for educational services provided to student #01320049. Instruction required from May 1, 2023 to possibly 30 days at the Inspira Program (partial hospitalization care program) at the Inspira Health Center-Bridgeton, 333 Irving Avenue, Bridgeton, NJ as confirmed by Salem Middle School personnel. The educational services are being provided by Brookfield School, 525 State Street, Suite 2, Elmer, New Jersey. Student billing in the amount of \$2,100.00 (estimate).

Costs:

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

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

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

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**Personnel**

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

**Upon Recommendation of the Superintendent of Schools**

Motion (CC/HH) Board Approved: **#8-A-11**

1. Board approved the retirement of Ms. Jennifer Cascaden, Preschool Teacher at John Fenwick Academy, effective June 30, 2023.
2. Board approved the retirement of Ms. Susan Landolfi, Applied Academics Teacher at Salem High School, effective June 30, 2023.
3. Board approved the resignation of Mr. Dominic Wyshinski, Physical Education / Health teacher at Salem High School, effective June 30, 2023.
4. Board approved the Non-Renewal (NR) and Increment Withholding (IW) list for the 2022-2023 School Year:

<b><u>First Name</u></b>	<b><u>Last Name</u></b>	<b><u>Reason</u></b>	<b><u>Position</u></b>
Robert	Baldi	NR	Teacher
Gwen	Norton	NR	Teacher
Tonya	Stewart	IW	Social Worker
Robert	Carp	IW	Tech. Coordinator
Joseph	Cole	IW	Maintenance

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

**B. Appointments/Assignments/Transfers**

Motion ( CC/HH) Board Approved: **#8-B-11**

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

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

Chibuzor Idimaogu                from John Fenwick Academy to Salem Middle School

**Motion approved by unanimous roll call vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

**C. Employment**

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

Motion (CC/HH) Board Approved: **#8-C-11**

1. Board approved the employment of Dr. Maisha Bryant as an Elementary School Teacher at John Fenwick Academy at a salary of \$58,318 (Step 4 MA+30). Dr. Bryant's salary will be prorated to her start date of May 15, 2023.

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2. Board approved the following returning substitute teacher for the 2022-2023 school year:

Vienna Taylor-Marshall      NJ Substitute Certificate

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

<b>Custodian/Maintenance/Security</b>		<b>Job Title</b>	<b>Salary</b>	<b>Longevity</b>	<b>Stipend</b>
CARNEY	NELSON	Custodian	\$38,000.00	\$500.00	\$1,856 Head Cust.
DILKS	MARIE	Custodian	\$38,667.00	\$1,500.00	\$1,000 Fireman
EVANS	MORRIS	Custodian	\$55,646.00	\$1,250.00	\$1,856 Head Cust.
JUSTICE	DEREK	Custodian	\$43,433.00	\$1,500.00	\$1,856 Head Cust., \$1,000 Fireman
PALMER	TAMEESHA	Custodian	\$25,000.00	\$500.00	
SMITH	ANDRE	Custodian	\$35,361.00	\$1,250.00	\$1,000 Fireman
SMITH	EDWIN	Custodian	\$45,553.00	\$1,750.00	
TURNER	NEIL	Custodian	\$35,635.00	\$1,000.00	
COLE	JOSEPH (IW)	Maintenance	\$51,463.00	\$1,000.00	\$1,000 Fireman
HAND	ROBERT	Maintenance	\$59,068.00	\$1,000.00	\$1,000 Fireman
RAY	CHARLES	Maintenance	\$51,170.00	\$1,250.00	\$1,969 Main 1, \$1,000 Fireman
WEISS	BARRY	Maintenance	\$60,388.00	\$1,000.00	\$1,000 Fireman
BROWN	LARRY	Security	\$51,048.00	\$1,000.00	\$2,000 Retired Law Enforcement
GULLETT	BONITA	Security	\$31,151.00	\$1,250.00	
MURRAY	JOHN	Security	\$48,551.00	\$500.00	\$2,000 Retired Law Enforcement
NOCK	TYRONE	Security	\$49,811.00	\$500.00	\$2,000 Retired Law Enforcement

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<b>Non-Certified Support Staff</b>		<b>Location / Job Title</b>	<b>Salary</b>	<b>Longevity</b>	<b>Stipend</b>
BACON	LISA	SHS Secretary 12-month	\$49,352.00	\$1,250.00	Executive Secretary \$478
BURNS	DONNA	BS Accounts Payable	\$78,897.00	\$2,179.00	
CHAPPELL	LYNNE	JFA Secretary 12-month	\$43,921.00	\$750.00	Executive Secretary \$478
MARCANO	MELINDA	SMS Secretary 11-month	\$37,808.00	\$500.00	
MCCOY-CUFF	ALFREDA	SHS Secretary 11-month	\$37,005.00	\$1,000.00	
MULHORN	NANCY	SMS Secretary 12-month	\$47,739.00	\$1,250.00	Executive Secretary \$478
PITTS	THERESA	SMS Secretary 11-month	\$42,359	\$500.00	
SHUMAN	BOBBIE	CST Secretary 12-month	\$55,960.00	\$1,750.00	Executive Secretary \$478
TEDESCO	PATRICIA	SHS Secretary 11-month	\$37,058.00	\$750.00	
VIERECK	DARLA	JFA Secretary 11 month	\$37,005.00	\$500.00	

<b>Paraprofessionals &amp; One-on-one Aides</b>		<b>Location / Job Title</b>	<b>Salary</b>	<b>Longevity</b>
ABRANTES	DANIELLE	JFA Paraprofessional III Step 4	\$21,305.00	\$500.00
AITKEN	TERESA	JFA Paraprofessional I Step 7	\$21,605.00	\$750.00
BACON	KIMBERLY	JFA Paraprofessional III Step 5	\$21,805.00	\$500.00
BAGBY	SHAKEMA	JFA Paraprofessional IV Step 8	\$24,425.00	\$750.00
BANKS	CHRISTINA	SMS Paraprofessional III Step 9	\$23,805.00	\$500.00
BENTLEY	RAMON	SMS Paraprofessional III Step 1	\$19,805.00	\$500.00
BEST-KEY	LA SHAWN	JFA Paraprofessional IV Step 5	\$23,805.00	\$500.00
BUSCH	THRONNA	SMS ICS Monitor	\$39,737.00	\$1,500.00

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<b>Paraprofessionals &amp; One-on-one Aides</b>		<b>Location / Job Title</b>	<b>Salary</b>	<b>Longevity</b>
CARTER	KATHLEEN A.	JFA Paraprofessional III Step 15	\$28,300.00	\$1,250.00
CARTER	KATHLEEN R.	JFA Paraprofessional III Step 7	\$22,805.00	\$750.00
DAVIS	AIDA	JFA Paraprofessional IV Step 9	\$25,805.00	\$750.00
DEANS	AMY	JFA Paraprofessional IV Step 1	\$21,805.00	\$500.00
DEANS	MICHAEL	SHS Paraprofessional I Step 4	\$20,105.00	\$500.00
FOTHERGILL	CHRISTINA	JFA Paraprofessional III Step 2	\$20,305.00	\$500.00
GREEN-RANSOME	AVONDA	JFA Paraprofessional IV Step 10	\$26,305.00	\$750.00
JARRETT	SPENCER	SMS Paraprofessional II Step 1	\$19,105.00	\$500.00
KALYON	LILY	JFA Paraprofessional III Step 2	\$20,305.00	\$500.00
LUSBY	RHONDA	JFA Paraprofessional IV Step 9	\$25,805.00	\$750.00
MILLER	NINA	SMS Paraprofessional I Step 15	\$27,100.00	\$1,500.00
MOORE	LISA	SMS Paraprofessional II Step 11	\$24,105.00	\$500.00
MORRIS	MARY	JFA Paraprofessional IV Step 13	\$27,805.00	\$500.00
NORTON	MICHELE	JFA Paraprofessional III Step 7	\$22,805.00	\$500.00
PARKS-CHOLLIS	BRANDI	JFA Paraprofessional III Step 3	\$20,805.00	\$500.00
ROMAN	ANGELICA	JFA Paraprofessional II Step 5	\$21,105.00	\$500.00
WHITEHEAD	ELIZABETH	JFA Paraprofessional III Step 15	\$28,300.00	\$1,250.00
WILLIAMS	LUZ	JFA Paraprofessional I Step 2	\$19,105.00	\$500.00

<b>Teaching Staff</b>		<b>Location</b>	<b>Job Title</b>	<b>Salary</b>
CHAMPION	LYDIA	CST	Teacher MA18	\$89,221.00
HANN	AMBER	CST	Teacher MA+30 Step 18	\$90,271.00
LONGO	JOSEPH	CST	Teacher MA15	\$76,248.00
LUCIANI	KATIE	CST	Teacher MA02	\$56,668.00
MCCLAVE	ASHLEY	CST	Teacher MA+30 Step 08	\$62,568.00

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<b>Teaching Staff</b>		<b>Location</b>	<b>Job Title</b>	<b>Salary</b>
SECUA	DANIELLE	CST	Teacher MA10	\$64,318.00
BERGMAN	KRISTINA	SHS	Teacher MA14	\$73,248.00
BOONE	VICTOR	SHS	Teacher MA18	\$89,221.00
BOWER	HEIDI	SHS	Teacher MA18	\$89,221.00
BUCK	KENNETH	SHS	Teacher MA18	\$89,221.00
BYRER	REBEKAH	SHS	Teacher BA18	\$87,221.00
BERNADINI	BRIDGET	SHS	Teacher MA08	\$61,518.00
CHIEVES	ROSALYN	SHS	Teacher MA+30 Step 18	\$90,271.00
CORBIN	JANICE	SHS	Teacher BA15	\$74,248.00
DERHAM	THERESA	SHS	Teacher MA+30 Step 18	\$90,271.00
DESTEFANO	EDWARD	SHS	Teacher BA+30 Step 18	\$88,221.00
DIXON	JESSICA	SHS	Teacher MA08	\$61,518.00
FARMER	ANTHONY	SHS	Teacher BA03	\$54,968.00
FIZUR	ERIC	SHS	Teacher MA+60 Step 6	\$61,268.00
GAHRS	GREGORY	SHS	Teacher MA15	\$76,248.00
GATSON	REGINA	SHS	Teacher MA16	\$79,748.00
HAUENSTEIN	MICAH	SHS	Teacher BA17	\$81,248.00
HUDOCK	ANNE	SHS	Teacher MA18	\$89,221.00
HUNT	DAVID	SHS	Teacher MA15	\$76,248.00
HUNT	RACHEL	SHS	Teacher BA16	\$77,748.00
IRVINE	ELIZABETH	SHS	Teacher BA18	\$87,221.00
JAMES	JEFFREY	SHS	Teacher BA18	\$87,221.00
KLINE	NICHOLAS	SHS	Teacher BA18	\$87,221.00
LAGAKOS	GREGORY	SHS	Teacher MA15	\$76,248.00
LAMONT	SARA	SHS	Teacher MA13	\$70,248.00
LANGLEY	SANDRA	SHS	Teacher BA06	\$57,068.00
LEVITSKY	SCOT	SHS	Teacher BA16	\$77,748.00
MACE	DIANA	SHS	Teacher BA18	\$87,221.00
MARIONI	KRISTINA	SHS	Teacher MA04	\$57,268.00
MURRAY	RENEE	SHS	Teacher BA07	\$58,293.00, IB Asst. \$2,500
MUTTER	LISA	SHS	Teacher MA18	\$89,221.00, District Web Master \$3,000
NITSHE	SUSAN	SHS	Teacher MA18	\$89,221.00
O'BRIEN	SEAN	SHS	Teacher BA14	\$71,248.00
OWEN	KAREN	SHS	Teacher BA18	\$87,221.00
PERRY	MIRANDA	SHS	Teacher BA12	\$65,653.00

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<b>Teaching Staff</b>		<b>Location</b>	<b>Job Title</b>	<b>Salary</b>
PHILLIPS	RUSSELL	SHS	Teacher BA13	\$68,248.00
RIGHTER	AARON	SHS	Teacher MA08	\$61,518.00
SANTARELLI	BRIANNA	SHS	Teacher MA04	\$57,268.00
SHEFFIELD	STEVEN	SHS	Teacher MA18	\$89,221.00
SKARZYNSKI	TYBERIUSZ	SHS	Teacher MA18	\$89,221.00
UNGER	KRISTIN	SHS	Teacher BA16	\$77,748.00
VAZQUEZ	CHRISTOPHER	SHS	Teacher BA04	\$55,268.00
VENGENOCK	MARISA	SHS	Teacher MA17	\$83,248.00
WOODLOCK	BROOKE	SHS	Teacher BA18	\$87,221.00
ALI	RUQAYYAH	JFA	Teacher BA08	\$59,518.00
ATKINSON	DEBORAH	JFA	Teacher BA18	\$87,221.00
BARRON	TIARA	JFA	Teacher BA06	\$57,068.00
BOYCE	KANEISHA	JFA	Teacher MA02	\$56,668.00
DODDS	JASMINE	JFA	Teacher MA01	\$56,368.00
FLITCRAFT	CHERYL	JFA	Teacher BA04	\$55,268.00
FORTI	PASQUALE	JFA	Teacher MA02	\$56,668.00
GALASSO	VICTORIA	JFA	Teacher BA16	\$77,748.00
GRIMES	JOHN	JFA	Teacher BA18	\$87,221.00
HAINES	ELYSSA	JFA	Teacher BA+30 Step 18	\$88,221.00
HEATH	STEPHANIE	JFA	Teacher MA15	\$91,498.00
KRUPSKI	LAURA	JFA	Teacher BA07	\$58,293.00
LIVINGSTON	DEANNA	JFA	Teacher MA18	\$89,221.00
MCCLAREN	PATRICIA	JFA	Teacher BA18	\$87,221.00
MCLAUGHLIN	MELISSA	JFA	Teacher BA17	\$81,248.00
MULLEN	KRYSTLE	JFA	Teacher BA08	\$59,518.00
NOCITO	SARAH	JFA	Teacher MA04	\$57,268.00
OLIVIER-MARTIN	ALBERTE	JFA	Teacher MA10	\$64,318.00
PASTOR	KAREN	JFA	Teacher BA16	\$77,748.00
RIDGWAY	KATIE	JFA	Teacher BA01	\$54,368.00
STEWART	TONYA (IW)	JFA	Teacher MA10	\$64,318.00
STORMS	LAURA	JFA	Teacher MA01	\$56,368.00
SUTTON-PARRIS	JILL	JFA	Teacher BA18	\$87,221.00
TERRELL-PORTER	LISA	JFA	Teacher BA09	\$60,818.00
TRAINI	MARY	JFA	Teacher BA11	\$63,818.00
WALKER	KAREN	JFA	Teacher BA18	\$87,221.00
ANDERSON	LISA	SMS	Teacher BA18	\$87,221.00
BEY	ALLYSON	SMS	Teacher BA18	\$87,221.00

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<b>Teaching Staff</b>		<b>Location</b>	<b>Job Title</b>	<b>Salary</b>
BOYCE	NICOLE	SMS	Teacher BA+30 Step 17	\$82,248.00
CALL	ROGER	SMS	Teacher MA+30 Step 18	\$90,271.00
CAREY	ALICIA	SMS	Teacher BA06	\$57,068.00
CESARIO	NICHOLAS	SMS	Teacher MA02	\$56,668.00
CROWLEY	ANGELA	SMS	Teacher MA14	\$73,248.00
DOUGHERTY	BAILLIE	SMS	Teacher BA02	\$54,668.00
ECK	KATHLEEN	SMS	Teacher BA+30 Step 18	\$88,221.00
ELDER	REBECCA	SMS	Teacher MA05	\$58,068.00
FLAHERTY	JOHN	SMS	Teacher BA05	\$56,068.00
GRAHAM	NICOLE	SMS	Teacher BA14	\$71,248.00
GRIFFITH	RANDI	SMS	Teacher BA15	\$74,248.00
HUGHES	JOSIAH	SMS	Teacher BA09	\$60,818.00
HUMENIK	DWAYNE	SMS	Teacher BA18	\$87,221.00
JOHNSON	RANDY	SMS	Teacher BA18	\$87,221.00
KUTZURA	JASON	SMS	Teacher BA18	\$87,221.00
LAUBENGAYER	SANDRA	SMS	Teacher BA08	\$59,518.00
LEE	CHRISTOPHER	SMS	Teacher MA18	\$89,221.00
MCCONATHEY	CATHERINE	SMS	Teacher MA16	\$79,748.00
MCDERMOTT	TARA	SMS	Teacher BA18	\$87,221.00
MONTGOMERY	SHARON	SMS	Teacher MA+30 Step 15	\$77,298.00
MORRIS	LISA	SMS	Teacher BA18	\$87,221.00
NUGENT	MELANIE	SMS	Teacher BA09	\$60,818.00
OBERMAN	WILLIAM	SMS	Teacher BA18	\$87,221.00
PHY	STEPHANIE	SMS	Teacher BA05	\$56,068.00
REESE	KATHRYN	SMS	Teacher BA18	\$87,221.00
RICCIO	THERESA	SMS	Teacher BA01	\$54,368.00
ROOTS	RAMON	SMS	Teacher BA01	\$54,368.00
ROSS	ROXANNE	SMS	Teacher BA18	\$87,221.00
SEYMOUR	SUE	SMS	Teacher BA01	\$54,368.00
SKINNER	MELISSA	SMS	Teacher MA18	\$89,221.00
STARN	KATHERINE	SMS	Teacher MA18	\$89,221.00
THOMAS	TAHJE	SMS	Teacher BA01	\$54,368.00
TORTELLA	BETSY	SMS	Teacher MA18	\$89,221.00
WEIGLER	LORI	SMS	Teacher MA18	\$89,221.00

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<b>Non-Unit Staff Salaries</b>		<b>Location / Job Title</b>	<b>Salary</b>	<b>Stipend</b>
BACON	JOHN	Truancy Officer	\$64,188.00	Homeless Liaison \$2,000
CARPO	ROBERT (IW)	Technology Coordinator	\$65,883.00	
DOUBET	JOHN	Technology Coordinator	\$57,849	
HENRY	ROBIN	Treasurer	\$4,424.00	
HILDRETH	NANCY	Confidential Secretary	\$43,386.00	\$612 Confidential Secretary
IDIMAOGU	CHIBUZOR	Technology Coordinator	\$49,411.00	District Data Specialist \$21,020
PRIMAS-GARNER	DALE	Transitional Coordinator	\$76,398.00	
RUSSELL	DEVON	Payroll/HR Accountant	\$60,392.00	
SCHECTMAN	HERBERT	Business Administrator	\$127,142.00	
SCHOFIELD	CURTIS	Youth Development Specialist	\$53,303.00	
SMITH	KELLIE-ANN	SBYS Program Coordinator	\$69,294.00	
SPENCE	DENNIS	Facilities Manager	\$95,242.00	
THOMPSON	JACQUELYN	Mental Health Counselor	\$55,435.00	
WRIGHT	MONTREY	Family Coach Specialist	\$65,882.00	

<b>Administrators</b>		<b>Job Title</b>	<b>Salary</b>	<b>Stipend</b>
ALLEN	WILLIAM	Assistant Principal	\$101,261.00	
BEACH	MICHELE	Assistant Principal	\$101,261.00	
BLACKSHEAR	SHASHARAA	Assistant Principal of Early Childhood	\$100,000.00	
CALTABIANO	RYAN	Director of Curriculum and Instruction	\$130,000.00	
CARTER	SYEDA	Principal	\$119,809.00	
FRANCOIS-DEVILME	PASCALE	Principal	\$113,740.00	
MULHORN	JOHN	Principal	\$147,316.00	

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PLA	JORDAN	Assistant Principal	\$100,889.00	IB Coordinator \$5,000
ROBERTS	DARRYL	Assistant Principal	\$101,261.00	Site Management \$10,000
TAYLOR	MEGHAN	Director, Special Services	\$95,945.00	SEMI \$3,000.00

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

**Motion approved by unanimous roll call vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

**C. Financial Request**

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

Motion (CC/HH) Board Approved: **#8-D-11**

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

**Pay rate:**

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

**Teachers:**

LaShawn Best-Key  
Maisha Bryant  
Melissa McLaughlin  
Mary Traini

**Substitutes:**

Mary Morris

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

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**Pay rate:**

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

**Teachers**

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

**Substitutes**

Thronna Busch

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

**Pay rate:**

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

**Teachers:**

Kenneth Buck  
Anthony Farmer  
Eric Fizur  
Nicholas Kline

**Substitutes:**

Kristina Bergman  
Greg Lagakos

**Counselor**

Regina Gatson

4. Board approved the following retroactive pay for Winter 2022-2023 Staff position:

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

5. Board approved the following Health Waiver payments:

High School				May Payment
Health , Prescription & Dental				
Larry Brown	Security	4,214.08	15-000-291-290-03-SHS	2,107.04
David Hunt	Teacher	5,000.00	15-000-291-290-03-SHS	2,500.00
Kline, Nicholas	Teacher	5,000.00	15-000-291-290-03-SHS	2,500.00
Scot Levitsky	Teacher	5,000.00	15-000-291-290-03-SHS	2,500.00
Alfreda McCoy-Cuff	Secretary	5,000.00	15-000-291-290-03-SHS	2,500.00

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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
Nelson Carney	Head Custodian	5,000.00	11-000-291-290-00-BUS	2,250.00
Amber Hann	LDTC	5,000.00	11-000-291-290-00-BUS	1,000.00
Katie Luciani	Speech	4,214.08	11-000-291-290-00-BUS	2,107.04
Tameesha Palmer	Custodian	5,000.00	11-000-291-290-00-BUS	2,250.00
Devon Russell	Payroll Accountant	5,000.00	11-000-291-290-00-BUS	2,500.00
Herbert Schectman	Business Administrator	4,214.08	11-000-291-290-00-BUS	2,107.04
Danielle Secula	Speech	5,000.00	11-000-291-290-00-BUS	2,500.00
<b>TOTAL</b>		<b>\$38,428.16</b>		<b>\$17,214.08</b>
<b>Health &amp; Prescription</b>				
Amiot Michel	Superintendent	5,000.00	11-000-291-290-00-BUS	2,500.00

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<b>General Fund Total</b>		<b>\$43,428.16</b>		<b>\$19,714.08</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	2,125.00
Amy Deans	Para-professional	5,000.00	20-218-200-200-01-JFA	2,500.00
Christina Fothergill	Para-professional	5,000.00	20-218-200-200-01-JFA	2,500.00
Laura Krupski	Teacher	5,000.00	15-000-291-290-01-JFA	2,500.00
Patricia McClaren	Teacher	5,000.00	15-000-291-290-01-JFA	1,875.00
Krystle Mullen	Teacher	5,000.00	15-000-291-290-01-JFA	2,500.00
Tyrone Nock	Security	4,214.08	15-000-291-290-01-JFA	2,107.04
Brandie Parks-Chollis	Para-professional	5,000.00	15-000-291-290-01-JFA	2,500.00
Laura Storms	Teacher	4,214.08	20-218-200-200-01-JFA	1,264.22
Jill Sutton-Parris	Nurse	5,000.00	15-000-291-290-01-JFA	2,500.00
Lisa Terrell-Porter	Teacher	5,000.00	15-000-291-290-01-JFA	2,500.00
<b>TOTAL</b>		<b>\$73,428.16</b>		<b>\$32,371.26</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>\$78,428.16</b>		<b>\$34,871.26</b>
<b>SALEM MIDDLE SCHOOL</b>				
<b>Health , Prescription &amp; Dental</b>				
John Bacon	Truancy Officer	5,000.00	15-000-291-290-02-SMS	2,500.00

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Christina Banks	Para-professional	5,000.00	15-000-291-290-02-SMS	2,500.00
Ramon Bentley	Para-professional	4,214.08	15-000-291-290-02-SMS	2,107.04
Alicia Carey	Teacher	5,000.00	15-000-291-290-02-SMS	2,500.00
Nicholas Cesario	Teacher	4,214.08	15-000-291-290-02-SMS	2,107.04
Baillie Dougherty	Teacher	4,214.08	15-000-291-290-02-SMS	2,107.04
Pascale Francois-DeVilme	Principal	5,000.00	15-000-291-290-02-SMS	2,500.00
Theresa Riccio	Teacher	4,214.08	15-000-291-290-02-SMS	2,107.04
Ramon Roots	Para-professional	4,214.08	15-000-291-290-02-SMS	2,107.04
Sue Seymour	Teacher	5,000.00	15-000-291-290-02-SMS	2,500.00
Betsy Tortella	Teacher	5,000.00	15-000-291-290-02-SMS	2,500.00
<b>TOTAL</b>		<b>\$56,070.40</b>		<b>\$26,535.20</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	52.50
<b>TOTAL</b>		<b>\$5,105.00</b>		<b>\$2,552.50</b>
<b>Middle School Total</b>		<b>\$61,175.40</b>		<b>\$29,087.70</b>
<b>TOTAL</b>		<b>\$232,455.80</b>		<b>\$108,385.08</b>

Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0

**D. Leave of Absence**

Motion (CC/HH) Board Approved: **#8-E-11**

1. Board approved the following leave of absence:

Employee ID#	1609
Employee Name	T.B. (REVISED)
Type of Leave	Intermittent – Medical
Leave Requested	09/01/2022 – 09/01/2023

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

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

**Monthly Reports**

Motion (CC/HH) Board Approved: **#13-11**

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

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**

**ADJOURNMENT**

Motion (CC/HH) Board adjourned the May 3, 2023 meeting of the Salem City Board of Education at 6:56PM.

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Carlson, Colon, Fletcher, Groce, Holden, Hoolahan, Nacucchio, Wilkins; Nays: 0 Abstain: 0**