

*Board Agenda September 14, 2016*

**Salem City Board of Education  
Salem, New Jersey 08079  
Board of Education Meeting  
September 14, 2016**

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

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

**FLAG SALUTE**

**Board Members**

Carol Adams	Joan Hoolahan	Stephanie Walsh
Christopher Colon	Yuenge Groce	Heidi Holden
Daffonie Moore	Katrina Tatem	Laquendala Bentley

**District Representatives:**

Quinton: Alicia Sperry

**Administrators:**

Dr. Patrick Michel Superintendent	Pascale DeVilmé Principal Salem Middle School
Herbert Schectman School Business Administrator	Will Allen VP Salem Middle School
Pamela Thomas Director of Special Services	Michele Beach VP Salem Middle School
Linda Del Rossi Supervisor of Literacy/SS PreK-12	Syeda Woods Principal John Fenwick Academy
John Mulhorn Principal Salem High School	Sharen Cline Supervisor of Early Childhood
Jordan Pla VP Salem High School	Darryl Roberts VP Salem High School

**OTHERS:** Barbour and Associates - Solicitor Dr. Theodore Johnson – Consultant

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**Board Member Resolution**

Motion ( / ) Board to Approve: **#1-A-3/DIST**

Board to approve the reading of the Resolution for the passing of Mr. Roger Barbour:

RESOLUTION

**WHEREAS,** the Salem City Schools, with very deep regret, learned of the passing of Mr. Roger Barbour on September 1, 2016; and

**WHEREAS** Mr. Roger Barbour became Board Solicitor of the Salem City Board of Education on November 1, 2006 and continued to serve as Board Solicitor until his death; and

**WHEREAS** Mr. Roger Barbour has served the Salem City Board of Education with distinction for almost 10 years as a self employed lawyer of the firm Barbour and Associates specializing in school law; and

**WHEREAS** straightforward, honest and direct, Mr. Roger Barbour earned the respect of others by giving countless hours representing the Board, Staff and students of the Salem City School District; and

**WHEREAS** Mr. Roger Barbour has demonstrated his commitment to the Board of the Salem City School District by his attendance at Board meetings, all court proceedings as a strong advocate for the Board, staff and students, and many hours in review of contract and policy language; and

**WHEREAS** Mr. Roger Barbour has always conducted himself in a passionate, genuine, ethical and straightforward manner; and

**NOW THEREFORE BE IT RESOLVED,** that the Salem City Board of Education extends its sincere thanks to Mr. Roger Barbour for his loyal service to the students, staff, administration, and Board. We hereby express our profound feeling of loss and also our deep appreciation for all that Mr. Roger Barbour meant to the school system and the community.

**BE IT FURTHER RESOLVED** that a copy of this Resolution be read at the September 14, 2016 Agenda of the Salem City Board of Education and a copy thereof be sent to the family of Mr. Roger Barbour.

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### **AUDIENCE PARTICIPATION**

Audience members attending Board of Education Meetings are permitted to voice their opinions on school related topics at specified times during the regular meeting. These times are included in the printed agenda for the meeting. Members of the public are encouraged to speak during the public portion of the meeting.

Complaints stated, or actions requested by the public, will be taken under advisement by the Board for investigation, discussion, and action or disposition at a later time/date.

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

1. Be recognized by the Board President.
2. State your full name and address before commenting.
3. Identify the resolution on which you will be commenting.
4. Wait to be recognized before making your comment(s).
5. Limit your comments to the specific resolution.
6. Time is limited to three (3) minutes per person.
7. If your questions or comments pertain to litigation, student or personnel items or negotiations, we would ask that you see the Superintendent after the meeting since we do not discuss these items in public.

### **PRESENTATION**

### **BOARD COMMITTEE REPORTS**

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

### **SUPERINTENDENT'S COMMENTS/REPORTS**

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Motion (     /     ) Board to approve regular minutes of August 10, 2016 Board of Education meeting and minutes from the board retreat of August 10 and 11, 2016.

**BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS**

**Board Reports (Exhibit A)**

Motion (     /     ) To approve the Board Secretary's reports in memo: **#2-A-E-3/DIST\***.

- A.     \*Request Board approval of the transfer of the funds as previously approved by the Superintendent pursuant to 18A:22-8.1 for the month of July 2016.
  
- B.     \*Pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, I certify for the month ending July 2016 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 July 2016 as follows:

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

\_\_\_\_\_  
Date

- C.     \*Treasurer's Report in accordance with 18A:17-36 and 18A:17-9 for the month of July 2016 The Treasurer's Report and Secretary's Report are in agreement for the month of July 2016 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 July 2016 and after review of the Secretary's Monthly Financial Report and the Treasurer's Monthly Financial Report and upon consultation with the appropriate district officials, to the best of the Boards' knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10 (a)1 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
  
- E.     To approve the Payment of Bills and Purchase Report:

From the General Account for Balance as summarized on attached board memo(s)

To approve Purchases Report for Balance of July and August 2016

**July                    \$ 323,843.22**

**August                \$3,314,447.68**

To approve Payment of Bills for September 2016

General Account            **\$1,175,558.00**

Food Service                **\$ 18,467.84**

Confirmation of payrolls for August 2016

**August 15, 2016**    General Acct. Transfer **\$198,911.81**

**August 30, 2016**    General Acct. Transfer **\$168,008.94**

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**Miscellaneous**

Motion (     /     ) Board to Approve: **#2-F-3/DIST**

1. Board to approve the satellite vending contract with Elsinboro Township School District for the 2016-2017 school year to provide vended meals.
2. Board to approve the contract for Public Consultant Group/Easy IEP for the Salem City School Special Education Program. Cost will be \$5,000 for the 2016-2017 school year. # 11-000-219-390-00-CST
3. Board to approve the acceptance of the 2016-2017 NJSIG Safety Grant in the amount of \$4,512. Grant funds to be used for building safety for the 2016-2017 school year. (Concrete repairs)
4. Board to approve receiving the following resource home student from the State of NJ for the 16-17 SY:  

<u>Initials</u>	<u>Grade</u>	<u>Tuition Revenue</u>	Transportation pd by State of NJ \$90/day
L.W.	3 <sup>rd</sup>	\$2739	
5. Board to approve to contract with Bayada Nurses for s special education student in the SMS for the 16-17 SY. Rate is \$48/hr for RN services and \$37/hr for LPN services not to exceed \$74,000. Account #11-000-217-320R-00-CST
6. Board to approve the professional services contract with Anthony di Battista and the Salem City School District. Consulting services will be provided once a month at \$500 per day not to exceed \$5000. Account 15-190-100-320-03-SHS
7. Board to approve to review and certify the school Self Assessment for Determining Grade for each of the schools as presented on the attached document and entered into NJ Homeroom for certification.
8. Board to approve the proposed collaboration with Robin's Nest Counseling Services for the 2016-2017 school year.  
As the result of receiving a grant, Robin's Nest will provide on-site counseling services to Salem Middle School students on a referral basis and with parental consent. The Robin's Nest funding will allow for 11 hours of service each week.
9. Request the Board of Education to approve a \$0.10 increase for **SECOND** lunch/snack prices for the students and staff lunch prices and a \$0.15 increase for staff breakfast due to the requirements of the Healthy, Hunger-Free Kids Act of 2010 (first lunch to students is free). The Salem City School District lunch and breakfast full prices for the 16-17 school year will be as follows: This is the rate of reimbursement updated annually as part of the national school lunch program.

	<u>Lunch</u>	<u>Breakfast</u>
JFS	\$2.45	N/A
SMS	\$2.60	N/A
SHS	\$2.60	N/A
Staff	\$3.70	\$2.55

**STUDENT MATTERS HIGH SCHOOL**

**A. Field Trips/Activities #4-A-3/HS**

Motion (     /     ) Board to Approve: **#4-A-3/HS**

1. Board to approve the following HS Field Trip(s):

Place	Date	Teacher Subs./Buses
DuPont Academic League Match Woodstown NJ 8:30 am – 11:00 am	November 28, 2016 20 students	Mr. Carney, Mr. Merritt, Mrs. Mutter 2 subs 1 bus
DuPont Academic League Match Pittsgrove NJ 8:30 am – 11:00 am	December 12, 2016 20 students	Mr. Carney, Mr. Merritt, Mrs. Mutter 2 subs 1 bus
DuPont Academic League Match Pennsville NJ 8:30 am – 11:00 am	January 12, 2017 20 students	Mr. Carney, Mr. Merritt, Mrs. Mutter 2 subs 1 bus
DuPont Academic League Match TBD 8:30 am – 11:00 am	January 30, 2017 20 students	Mr. Carney, Mr. Merritt, Mrs. Mutter 2 subs 1 bus
Costs:	Subs: \$1000.00 Buses: \$1368.52	Various Accounts 15-000-270-512-03-SHS

2. Board to approve to hold the (SBYS) afterschool program (GET Up and Move) GUAM at the High School beginning Monday, September 27, 2016. The sessions will be held for 12 weeks. The participants will be those students who participated in the Summer Fitness camp.  
Estimated cost: Instructor \$65/Hr. @ 12 weeks = \$780.00 Acct#: 20-002-200-300-00SPP
3. Board to approve the request to restart the (SBYS) afterschool program Positive Change Through Social Interaction to begin Tuesday, October 11<sup>th</sup> ending on Wednesday, December 21<sup>st</sup>. Program will be held 3/days/wk from 2:45 pm-4:00 pm. Also requesting participants receive \$200 as an incentive for attendance at the conclusion of the program. Acct#:20-435-007-100-00SPP

**B. Home Instruction: In/ out of district/residential**

Motion (     /     ) Board to Approve: **#7-C-3/DIST**

1. Board to approve the 2016-2017 Out of District placements:

Student ID	Health Care/teacher	Costs (Prorated)	Effective Date	Account #
7129714391	Pennsville High School	\$28,371	9/6/16 6/30/17	11-000-100-562-00-BUS

**C. Miscellaneous**

Motion (     /     ) Board to Approve: **#7-D-3/HS**

1. Board to approve to officially certify that the following graduates receive the Salem High School Diploma for satisfactory completion of the Salem Board of Education and the State of New Jersey requirements for high school graduation:

Sydney Elizabeth Brown	Brianna Leigh Holmes
Lamont Rajuan Hocker	Michael John Prater

**STUDENT MATTERS NON-HIGH SCHOOL**

**A. Field Trips/Activities #4-A-3/NHS**

Motion (     /     ) Board to Approve: **#4-A-3/NHS**

1. Board to approve the following MS Field Trip(s):

Place	Date	Teacher Subs./Buses
Christiana Skating Center Newark DE 8:30 am – 12 noon	Sept. 30, 2016 Dec. 2, 2016 Feb. 10, 2017 May 22, 2017 Salem Pride Winners 100 students	Mr. Allen or Mrs. Beach Various Faculty and Inst. Ass'ts 4 buses
Costs:	Buses: \$3901.44	15-000-270-512-02-SMS

2. Board to approve the following JFA field trips for every grade level, including Family Friendly Center afterschool program, summer programs, and music/choir programs for the 2016-2017 school year.

- |  |   |
|--|---|
| Academy of Natural Science<br>Adrenaline Skating Center<br>Adventure Aquarium<br>American Indian Arts Festival<br>Ashland Nature Center/Farm<br><br>Cape Map Zoo<br>Clementon Park & Splash World<br>CoCo Key Water Resort<br>Coleman's Christmas Tree Farm<br>Cohanzick Zoo<br>Coverdale Farms<br>Delaware Museum of Natural History<br>Delaware Nature Society Program<br>Duffield's Pumpkin Patch<br>DuPont Theatre, Wilmington, DE<br>Franklin Institute in Philadelphia, PA<br>G&G Farms<br>Garden State Discovery Museum<br>Grand Opera House in Wilmington, DE<br>Hagley Museum<br>Imaginational Quest<br>KICS (Kids Inquiry Conference on Science)<br>Kimmel Center in Philadelphia, PA<br>Muzzarelli Farms<br>N.J. State Police Museum<br>Schoolwide     Various walking trips to local establishments within the city limits throughout the school year. Usual walking trip destinations are: Salem Police, Post Office, Salem Library, Bravo Pizza, Pat's Pizza, Salem Historical Society, Salem Adult Care, etc. | Parvin State Park<br>Philadelphia Zoo<br>Please Touch Museum<br>Philadelphia Museum of Art<br>Pump It Up<br>SCC Childrens Theater<br>Sahara Sams in Berlin, NJ<br><br>Salem Community College<br>Salem County Nursing Home<br><br>Salem Woman's Club<br><br>Sea Isle City, NJ Beach Trip<br>Skate 2000 in Bridgeton, NJ<br>Storybook Land<br>Strasburg Railroad<br>Swim Quest<br>Theaterworks - Philadelphia<br>Wells Fargo Center - Philadelphia<br>Wetlands Institute<br>Wheaton Village<br>Wilmington & Western Railroad |
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**PERSONNEL DIST/ HIGH SCHOOL**

**A. Employment**

Motion (     /     ) Board to Approve: **#8-C-2/DIST**

1. Board to approve the returning substitutes for 16-17 SY and new substitutes:

Bundy	Brenda
Braxton	Debra
Collins	Kevin
Fair	Amber
Gordon	Dorothy
Harvey	Ava
Hughes	Kelly
Johnson	Ivera
Kemm	Marie
Keen	Brittany
Konrady	Raymond
Landolfi	Caleb
Marshall	Crystalle
Martell	Bill
Mosley	John
Nelson	William
O'Leary	Donna
Paris	Tatiana
Parkell	Angela

Parker	Nancy
Pitts	Jancy
Ponti	Francis
Poloski	Anna
Reino	Megan
Ridgeway	Rachael
Ridgeway	Sarah
Spence-Lacy	Valerie
Shapiro	Danielle
Sickler	Rachael
Stell	Suzanne
Taylor-Marshall	Vienna
Wayne	Robert
Woodward	Herbert
Weigler	Amanda
Watson	James
Scull	Tracy
Reese	Shannonlee
Poliski	Kathleen

New Substitute

Collin Lewis     Bridgeton     Standard Teacher of English (pending finger printing)

2. Board to approve the following Maintenance/Operations salaries for 16-17 SY:

<b>Last Name</b>	<b>First Name</b>	<b>Step</b>	<b>Salary</b>
Alston	Francine		\$22,422
Cole	Joseph	\$731 Boiler	\$44,480
Crane	Donald	\$1,856 Head Cust	\$33,525
Dilks	Marie	\$731 Boiler	\$32,353



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Evans	Morris J.	\$1,856 Head Cust	\$46,558
Hand Jr.	Robert	\$731 Boiler	\$49,422
Justice	Derek	\$1,856 Head Cust \$731 Boiler	\$36,340
Parker	Ernest L.	\$1,075 Longevity \$731 Boiler	\$42,089
Ray	Charles	\$1,969 Maint 1 \$731 Boiler	\$42,082
Smith	Edwin V.	\$800 Long	\$38,114
Smith	Andre	\$731 Boiler	\$29,586
Turner	Neil		\$29,815
Weiss	Barry	\$731 Boiler	\$50,526
Woods	Joe	\$1,075 Long	\$42,403

3. Board to approve Dist Non Certified/Aides & Support Staff Salaries for 16-17 SY:

Last Name	First Name	Step	Salary
Classen	David	St 8 Tier 4	\$24,014
<b>Support Staff</b>			
McCoy-Cuff	Alfreda		\$30,962
Marich	Lisa	Exec.. Secy \$478	\$41,293
Brown	Larry	Stipend \$2000	\$42,711
Shuman	Bobbie	\$1029 Longevity Exec.. Secy \$478	\$45,793
Bundy	Esther		\$30,712
Burns	Donna C	\$2179 Longevity	\$66,013
<b>Non Tenure Support Staff</b>			
Tedesco	Trish		\$31,006

4. Board to approve Dist/HS Tenured Teaching Staff Salaries for 16-17 SY:

Last Name	First Name	Step	Salary
<b>SHS</b>			
Bergman	Kristina	MA08	\$59,368
Botbyl	Jonathan	BA09	\$58,668

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Boone	Victor	MA13	\$68,228
Bower	Heidi	MA14	\$71,228
Buck	Kenneth	MA15	\$74,228
Carney	Glenn	MA11+30	\$64,718
Clour	Miranda	BA06	\$54,918
Corbin	Janice	BA09	\$58,668
C-Pierangeli	Christina	IB Assist Coordinator \$2,500. MA18+60	\$86,321
Davis	Janice	BA05	\$53,918
Derham	Theresa	MA14 +30	\$72,278
DeStefano	Edward	BA13+30	\$67,228
Ferguson	Bruce	BA05	\$53,918
Gahrs	Gregory	MA09	\$60,668
Gatson	Regina	MA10	\$62,218
Hall	Helen	IB Coordinator \$5,000 MA18	\$84,121
Hauenstein	Micah	BA11	\$61,668
Hibbard	Kathleen	BA16	\$75,728
Hudock	Anne	MA18	\$84,121
Hunt	David	MA09	\$60,668
Ilaria	Regina	BA09+30	\$59,668
Irvine	Elizabeth	BA16	\$75,728
James	Jeffery	BA14	\$69,228
Lamont	Sara	MA07	\$58,193
LoMonico	Tracie	BA05+30	\$54,918
Landolfi	Suzanne	BA18+30	\$83,121
Lagakos	Gregory	MA09	\$60,668
Leonard	Brian	BA18	\$82,121
Levitsky	Scot	BA10	\$60,218
Leach	Michelle	MA09	\$60,668
Mace	Diana	BA12	\$63,633
Mellon	Charles	MA18	\$84,121
Merritt	Steve	BA18	\$82,121

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Mitchell	Colleen	MA18	\$84,121
		Dist Web Master, \$3,000	
Mutter	Lisa B	MA18	\$84,121
Nitshe	Susan	MA18	\$84,121
O'Brien	Sean	BA08	\$57,368
Poinsett	Lisa	BA12	\$63,633
Poole	Maerena	MA07	\$58,193
Sheffield	Steve	MA13	\$68,228
Unger	Kristin	BA10	\$60,218
Vengenock	Marisa	MA11	\$63,668
Woodlock	Brooke	BA14	\$69,228
<b>CST</b>			
Champion	Lydia	MA13	\$68,228
Longo	Joseph	MA09	\$60,668
Menold	Chris	MA16	\$77,728
Slaughter	Dr. Billie	MA18+60	\$86,321

5. Board to approve the Dist/HS Non Tenured Teaching Staff Salaries for 16-17 SY:

<b>Last Name</b>	<b>First Name</b>	<b>Step</b>	<b>Salary</b>
Bartholomew	Paul	MA15	\$77,728
Chieves	Rosalyn	MA13+30	\$69,278
Jakub-Cerro	Louise	MA18	\$84,121
Lopez-Delgado	Judit	MA09	\$60,668
Lord	Christina	BA02	\$52,018
Lynard	Shikeena	BA02	\$52,018
Murray	Renee	BA01	\$51,718
Tapia	Cindi	BA01	\$51,718

**B. Financial Request:**

Motion (     /     ) Board to Approve: **#8-D-3/DIST**

1. Board to approve Athletic Support Staff Positions for the 16-17 SY:

Ticket Seller	5 games @ \$75/game	\$375	Theresa Pitts
Videotaping	10 games @ \$53/game	\$530	Kenneth Buck

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2. Board to approve Fall 2016 coaching positions:

Field Hockey	Assistant Coach (JV)	\$ 1,697 Stipend per season	Shanna Scott
Volunteer Boys Soccer	Assistant Coach	-0-	David Turner

3. Board to approve for the following SHS faculty members to participate in STEM/Math professional development training during the month of August. Scheduled days August 23, 24 and 25, 2016.

Rosalyn Chieves      Miranda Clour      Anne Hudock      Dayna Cregar  
 Greg Gahrs      Greg Lagakos      Maerena Poole  
 Rate: \$26/hr x 6.5 hrs/day = \$169.00 x 3/days = \$507 x 7 = \$3549. #15-000-221-110R-03-SHS

4. Board to approve the following health waiver:

Name	Annual Amount	Account#	September Payment
Margaret Ingram	\$1,641.66	#15-000-290-291-03-SHS	\$1,641.66

5. Board to approve for the following staff to be paid from NCLB Title I Funds for the 2016-2017 school year:

NCLB Title I

Carla Kelley	JFS Reading Specialist	\$56,918	100%	\$56,918
Linda Barbara	JFS Reading Specialist	\$74,228	100%	\$74,228
Rosalyn Chieves	SHS Intensive	\$69,278	17%	\$11,777
Dayna Cregar	SHS Intensive	\$69,228	17%	\$11,769
Gregory Gahrs	SHS Intensive	\$60,668	33%	\$20,020
Diana Mace	SHS Intensive	\$63,633	33%	\$20,999
Steve Merritt	SHS Intensive	\$82,121	15%	\$12,318
Irina Yurchenko	SMS Basic Skills	\$62,218	75%	\$46,663
Dale Garner	Transition Coach	\$64,172	66%	\$42,353
John Bacon	Truancy Officer	\$53,916	66%	\$35,585

NCLB Title I FOCUS

Victor Boone	SHS Intensive	\$68,228	35%	\$23,880
Cameron Smith	SHS Family Coach	\$64,064	100%	\$64,064
Christopher Cuprak	SMS IT Data	\$71,387	28%	\$19,983

Funds are available in Account #: 20-231-100-100-00-SPP      20-231-100-100F-02-SMS  
 20-231-100-100F-03-SHS      NCLB – 2016-2017 Funds

6. Board to approve for John Bacon to be the Salem City School District Homeless Liaison, effective September 15, 2016 stipend will be \$2000 prorated.

**C. Miscellaneous:**

Motion (      /      ) Board to Approve: **#8-E-3/DIST**

Leave of Absence	Type of Leave	Leave Request	Fed Med Leave (max 90 days)	Time usage of FMLA	NJ Family Leave (max 90 days)	Time Usage of FLA	Use of Sick Days	Use of Personal Days	Use of Vaca Days	Unpaid Leave	Return Date
GW	Medical	9/6/16 9/30/16	9/6/16 9/30/16	3 wks	N/A	N/A	10.5 days	3 days	N/A	9/23/16 9/30/16	10/5/2016

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**PERSONNEL Non-High School**

**A. Resignation/Retirement**

Motion (     /     ) Board to Approve: **#8-A-3/NHS**

1. Board to approve the resignation of Erin Ecret Para Professional at the JFA effective August 10, 2016.

**B. Employment**

Motion (     /     ) Board to Approve: **#8-C-3/NHS**

1. Board to approve the employment of Barry Porch as a Para-Professional at John Fenwick Academy. Salary will be \$20,514 Step 1 Tier 4 for the 2016-2017 school year.
2. Board to approve the NHS Non Tenure Aides for JFA and SMS salaries for 16-17:

Last Name	First Name	Step	Salary
<b>JFA</b>			
Aiken	Teresa	St 1 Tier 1	\$17,314
Bagby	Shakema	St 3 Tier 4	\$21,514
Boyce	Kaneisha	St 4 Tier 3	\$20,014
Bundy	Jasmine	St 3 Tier 4	\$21,514
Carter	Kathleen	St 11 Tier 3	\$23,514
Davis	Aida	St 3 Tier 4	\$21,514
Devlin	Susan	St 5 Tier 4	\$22,514
Fletcher	Kendra	St 4 Tier 4	\$22,014
Flitcraft	Cheryl	St 7 Tier 4	\$23,514
Green-Ransome	Avonda	St 4 Tier 4	\$22,014
Harper	Shamara	St 5 Tier 3	\$20,514
Johnson Jr.	Lamont	St 3 Step 4	\$21,514
Ledford	Marcia L.	St 14 Tier 1	\$23,814
Maddox	Katrina	St 5 Tier 4	\$22,514
Moore	Donna	St 6 Tier 4	\$23,014
Pankok	Kimberly	St 11 Tier 4	\$25,514
Schofield	Curtis	St 5 Tier 4	\$22,514
Suah	Elton	St 2 Tier 4	\$21,014
Vanaman	Edward	St 3 Tier 3	\$19,514
Whitehead	Elizabeth	St 11 Tier 3	\$23,514
Wiggins	Gladys	St 2 Tier 1	\$17,814
<b>SMS</b>			
Dublin	Wendelin	St 11 Tier 4	\$25,514
Lusby	Rhonda	St 3 Tier 4	\$21,514

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Miller	Nina	St 12 Tier 1	\$22,814
Thompson	Jacquelyn	St 15 Tier 4	\$28,100
Tulini	Dawn	St 7 Tier 4	\$23,514

3. Board to approve the NHS Tenured Teaching staff salaries for 16-17 SY:

<b>JFA</b>			
Atkinson	Deborah	BA12	\$63,633
Barbara	Linda	MA15	\$74,228
Baker	Eyde	MA18+60	\$86,321
Bey	Valerie	MA11	\$63,668
Breslin	John	BA18	\$82,121
Cascaden	Jennifer	MA16	\$77,728
Cohen	Rebekah	MA18	\$84,121
Connor	Tonya	MA04	\$55,118
DeMarco	Karen	BA12	\$63,633
Garvine	Debra	BA18	\$82,121
Galasso	Victoria	BA10	\$60,218
Grimes	John	BA14	\$69,228
Haines	Elyssa	BA13+30	\$67,228
Kelley	Carla	MA06	\$56,918
Livingston	Deanna	MA15	\$74,228
Luzzo	Jane	BA18	\$82,121
McClaren	Patricia	BA16	\$75,728
McLaughlin	Melissa	BA11	\$61,668
Maccarone	Michelle	BA09	\$58,668
Martin	Alberte	MA04	\$55,118
Newkirk	Melissa	MA15	\$74,228
Parsons	Cheri	BA08	\$57,368
Paris	Sharon	MA18	\$84,121
Pastor	Karen	BA10	\$60,218
Sholders	Cassandra	BA11	\$61,668
Sutton-Paris	Jill	BA13	\$66,228
Terrell-Porter	Lisa	BA03	\$52,318
Wright	Karen	MA18+30	\$85,171
<b>SMS</b>			
Bacon	Jamie	BA07	\$56,193
Bey	Allyson	BA16	\$75,728

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Brauer	Shaun	BA11	\$61,668
Braun	Karen	BA10	\$60,218
Boyce	Nicole	BA11+30	\$62,668
Call	Roger	MA12+30	\$66,683
Cregar	Dayna	BA14	\$69,228
Crowley	Angela	MA08	\$59,368
Dixon	Hugh	MA05	\$55,918
Eck	Kathleen	BA15+30	\$73,228
Fialkow (Kropp)	Julie	MA11	\$63,668
Griffith	Randi	BA09	\$58,668
Howard	Tonya	MA07	\$58,193
Humenik	Dwayne	BA18	\$82,121
Johnson	Randy	BA18	\$82,121
Kutzura	Jason	BA15	\$72,228
Lee	Christopher	MA12	\$65,633
Morris	Lisa	BA13	\$66,228
McDermott	Tara	BA13	\$66,228
McConathey	Catherine	MA10	\$62,218
Oberman	William	BA13	\$66,228
Osman	Kimberly	MA18	\$84,121
Owen	Karen	BA18	\$82,121
Pino	Stacey	BA11	\$61,668
Pszwaro	Adam	MA06	\$56,918
Reese	Kathryn	BA15	\$72,228
Ricker	Christa	BA10+30	\$61,218
Rufino	Jennifer	BA08	\$57,368
Skinner	Melissa	MA18	\$84,121
Starn	Katherine	MA14	\$71,228
Tortella	Betsy	MA12	\$65,633
Montgomery-Weid	Sharon	MA10+30	\$63,268
Weigler	Lori	MA15	\$74,228
Yurchenko	Irina	MA10	\$62,218
Zink	Loretta	MA11	\$63,668

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4. Board to approve NHS Non Certified Staff –Tenure-Non-Tenured Support Staff Salaries for 16-17 SY:

Last Name	First Name	Step	Salary
Price	Doreen		\$26,064
Gullett	Bonita		\$26,064
<b>Support Staff Tenure</b>			
Mulhorn	Tatiana	Secretary \$478	\$39,943
Gross	Sharon	Secretary \$478	\$37,372
Busch	Thronna		\$38,488
<b>Support Staff Non Tenure</b>			
Allison	Talisha		\$31,006
Russell	Devon		\$31,006
Peltz	Christine		\$31,006

5. Board to approve the Non-Tenured Teacher JFA and SMS Staff Salaries for 16-17 SY:

Last Name	First Name	Step	Salary
<b>JFA</b>			
Ali	Ruqayyah	BA02	\$52,018
Colon	Regina	BA02	\$52,018
Douglas	Makema	BA10	\$60,218
Hughes	Michael	BA01	\$51,718
Jackson	Troy	MA18+60	\$86,321
Humes	Katherine	BA01	\$51,718
Mullen	Krystle	BA02	\$52,018
Meehan	Heather	BA02	\$52,018
Moschella	Stephanie	BA08	\$57,368
Thompson	Kerry	BA01	\$51,718
Trout	Laura	BA01	\$51,718
Tunstall	Joshua	BA01	\$51,718
Vernon	Ashley	BA08	\$57,368
<b>SMS</b>			
Claytor	Saudia	MA17	\$81,228



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Day	Anthony	BA01	\$51,718
Fernicola	Rachel	BA02	\$52,018
Hughes	Josiah	BA03	\$52,318
Laubengeyer	Sandra	BA02	\$52,018
Taylor	Brittany	MA05	\$55,918
Newell	Justin	BA14	\$69,228
Stanisce	Michelle	BA02	\$52,018
Shute	Veronica	BA02+30	\$53,018

**C. Financial Request:**

Action ( / ) Board to Approve: **#8-D-3/NHS**

- Board to approve of the following staff for the Family Friendly Center After-School Program for the 2016-2017 SY, running from September, 2016 through June, 2017, at John Fenwick Academy:

Syeda Woods	Coordinator	
Sharen Cline	Sub/ Coordinator	
Jennifer Cascaden	Teacher	Two Days Per Week
Melissa McLaughlin	Teacher	Two Days Per Week
Lisa Terrell-Porter	Teacher	Two Days Per Week
Deanna Livingston	Teacher	Three Days Per Week
Donna Moore	Teacher	Three Days Per Week
Sharon Paris	Teacher	Three Days Per Week
Sharon Gross	Secretary	7.5 Hours/Week
Dale Garner	Transition Coach/Counselor	2-3 Hours/Week
Ruqayyah Ali	Substitute Teacher	
Cheri Parsons	Substitute Teacher	
Shakema Bagby	Substitute Teacher	
Karen Pastor	Substitute Teacher	
Kimberly Pankok	Substitute Teacher	
Devon Russell	Substitute Secretary	
Tonya Connor	Substitute Transition Coach/Counselor	

Rate for Teacher is \$26/Hour, 2.5 Hrs/Day.      Rate for Secretary is \$16/Hour, 7.5 Hours/Week.  
Rate for Program Coordinator is \$375 Month      Rate for Counselor is \$26/Hour, 2 Hours/Week.

- Board to approve Sharon Paris to attend summer Eligibility/IEP meetings as needed.  
Rate is \$26/hr, account #15-216-100-101R-01-JFS
- Board to approve for eight teachers to participate in the end of the Summer Enrichment Program's trip. This year, the trip was to the Camden Aquarium.  
The trip was August 11, 2016, and the teachers were compensated for an additional two hours.  
There were 37 students and 8 teachers that attended.  
Teachers: Cheryl Flitcraft and Deanna Livingston (JFA)  
Allyson Bey, Shaun Brauer, Jason Kutzura  
Melissa Skinner, Michelle Stanisce and Brittany Taylor (SMS)

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August 11<sup>th</sup> Field Trip – 2 extra hours x \$26 x 8 staff = per day x 1 day x \$26 x 8 staff = \$416.  
Funds available in Account 20-231-100-100R-00-SPP NCLB –Title I – 2015-2016

4. Board to conduct a “Focus on Education” after school program for grades 3-8 Monday through Thursday from 3:00 p.m. – 5:00 p.m. beginning on October 11, 2016, through April 27, 2017 with professional development for teachers on October 6<sup>th</sup>. The program will focus on students who are below grade level in literacy and math.

Grade 3	Angela Crowley	Math and English Language Arts	
	Stacey Pino	Math and English Language Arts	
Grade 4	Tara McDermott	Math and English Language Arts	
	Michelle Stanisce	Math and English Language Arts (2 days)	
	Allyson Bey	Math and English Language Arts (2 days)	
Grades 3-4	Christa Ricker	SE /IN-Class Support (2 days)	
	Karen Owen	SE /IN-Class Support (2 days)	
Grade 5	Rachel Fernicola	English Language Arts	
	Randi Griffith	Math	
Grade 6	Justin Newell	English Language Arts	
	Randi Griffith	Math	
Grades 7-8	Nicole Boyce	English Language Arts (2 days)	
	Sharon Montgomery	English/Language Arts (2 days)	
	Veronica Shute	Math	
Grades 5-8	Kathy Eck	SE/IEP Support	
Substitutes:	Shaun Brauer	Dawn Tulini	Katie Starn
	Brittany Taylor	Jennifer Rufino	

Secretary – Donna Struss @ \$40.00/day stipend x 86 days = \$3440.

Substitute: Robin Winrow

Site Coordinator – Linda DelRossi @ \$100.00/day stipend x86 days =\$8600.

(substitute site coordinators: Pascale DeVilme', Michelle Beach)

11 Teaching positions @ \$80.00/day stipend x 86 days = \$75,680.

Funds in Account #: 20-231-100-100F-02-SMS 20-231-200-100F-02-SMS

**D. Miscellaneous:**

Action ( / ) Board to Approve: **#8-E-3/NHS**

1. Board to approve for Donna Moore, Para Professional at John Fenwick Academy to participate in Montclair’s course ECEL 510 Clinical. This clinic includes being assigned a mentor from Montclair who visits the classroom at John Fenwick Academy to observe Ms. Moore three times during the semester. Principal Ms. Woods approves.

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**Curriculum /Professional Development**

Motion (        /        ) Board to Approve: **#11-3/DIST**

1. Board to approve the out of district professional development for the staff listed:

<b>Staff Member</b>	<b>Building</b>	<b>Admin. Approving</b>	<b>Title</b>	<b>Date of Program</b>	<b>Location</b>	<b>Registration and Mileage Cost</b>
Valerie Bey	JFA	Sharen Cline	Small Group Times for Active Learners	09/26/2016 10/24/2016	On-Line	\$150.00    -0- 20-218-200-329-00-JFS
Lisa Mutter	SHS	John Mulhorn	Google for Education – Google Educator Certification Boot Camp	11/17/2016 11/18/2016	EIRC – Camden County College	\$300.00    -0- 15-000-222-500-03-SHS
Pamela Thomas	CST	Dr. Michel	Special Education Law in New Jersey	10/05/2016	Wyndham Mount Laurel NJ	\$199.00    -0- 11-000-219-592-00-CST
Krystle Mullen	JFA	Syeda Woods	New Jersey Kindergarten Teacher Conference	02/27/2016 02/28/2016	Atlantic City NJ	\$415.00    -0- 15-190-100-610-01-JFS
Pamela Thomas	CST	Dr. Michel	Fall 2016 APA/DLM Administrator Training	09/16/2016	Mt. Laurel Hotel Mt. Laurel NJ	-0-            -0-
Heidi Bower	SHS	John Mulhorn	2016 Adam Taliferro Foundation Medical Symposium	10/03/2016	Barry Brown Health Education Center Voorhees NJ	\$40.00        -0- 15-402-100-800-03-ATH
Regina Colon	JFA	Syeda Woods	COR Advantage On-Line Training	09/26/2016 10/31/2016	On-Line	\$250.00    -0- 20-218-200-580-00-JFS

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Julie Fialkow-Kropp Adam Pszwaro	SM S	Pascale DeVilme'	'A Basic Guide to Intervention and Referral Services (I&RS) Workshop	10/06/2016	Monroe Twp. NJ	\$149.00 \$149.00 15-000-218-500-02-SMS	\$47.93 \$47.93
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**Facilities Request**

Motion (        /        ) Board to Approve: **#12-3/DIST**

1. Board to approve the following Facilities Request:

Organization	Use	Date	Charge
Girl Scouts	JFA Cafeteria or Library	1 <sup>st</sup> & 3 <sup>rd</sup> Monday of each month 3PM – 5:00PM	Fees Waived
Girl Scouts	SMS Cafeteria	2 <sup>nd</sup> & 4 <sup>th</sup> Monday of each month 3PM – 5:00PM	Fees Waived

**Monthly Reports**

Motion (        /        ) Board to Approve: **#13-3/DIST**

1. Board to approve monthly reports for filing:

**EXECUTIVE SESSION**

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

*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: \_\_\_\_\_

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.

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**RETURN TO REGULAR SESSION**

Motion (        /        ) Board to return to open session at \_\_\_\_\_.

**NEW BUSINESS:**

Motion (        /        ) Board to Approve:

**ADJOURNMENT**

Motion (        /        ) Board to adjourn the September 14, 2016 meeting of the Salem City Board of Education at \_\_\_\_\_.