

*Board Agenda February 14, 2018*

**Salem City Board of Education  
Salem, New Jersey 08079  
Board of Education Meeting  
February 14, 2018**

**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	Laquendala Bentley	Christopher Colon
Yuenge Groce	Heidi Holden	Joan Hoolahan
Rebecca Livingston	Daffonie Moore	Stephanie Walsh

**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	Gia Guyton, Assistant Principal of Early Childhood
Jordan Pla, VP Salem High School	Darryl Roberts, VP Salem High School

**OTHERS:** Corey Ahart - Solicitor

Presented by Corey Ahart:

- a. Swearing in newly elected Board of Education member from a sending district:  
Alicia Sperry

**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.

**PRESENTATION**

**Students of the month for January, 2018:**

John Fenwick Academy:	Essence Sanders	Grade 1	Ms. Vernon
	Avah Brown	Grade 1	Ms. Thompson
Salem Middle School:	Anyna Goodwin	Grade 7	Ms. Owen
	Jay-Den German Dairsow	Grade 7	Mr. Lee
Salem High School:	Justice Iverson	Grade 9	Ms. Mace
	Gage Ausland	Grade 10	Ms. Unger

**Staff Member(s) of the month for January, 2018:**

Maintenance/Custodial Department

**PRESENTATIONS**

**BOARD COMMITTEE REPORTS**

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



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6. 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 **December 2017/January 2018**

\$314,525.70

To approve Payment of Bills for **February, 2018**

General Account	<b>\$1,098,198.43</b>	Food Service	<b>\$220,521.85</b>
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Confirmation of payrolls for January 2018

<b><u>January 12, 2018</u></b> General Acct. Transfer	\$695,479.38
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<b><u>January 30, 2018</u></b> General Acct. Transfer	\$686,161.29
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**Miscellaneous**

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

1. Board to approve the tuition rates for the 2018-2019 school year and board approval to contract with the sending districts of Lower Alloways Creek, Quinton, Elsinboro, and Mannington Township at the following pupil rates:
 

Preschool/Kindergarten	\$14,000
Grades 1-5	\$14,500
Grades 6-8	\$15,500
Grades 9-12	\$14,500
Multiple Disabilities	\$20,000
Preschool Disabled – Full Time	\$20,000
Resource Room	\$25.40/per hour
Extended School Year	\$3,500
  
2. Board to approve for the following Learning Consultant to provide evaluations as needed for the 2017-2018 school year. Cost will be \$325.00 per evaluation, not to exceed \$5,000.00  
 Rolanda Sykes  
 Account #11-219-100-320-00-CST
  
3. Board to approve a contract with Dr. Kathleen McCabe-Oderi from the Partners in Learning, Inc. located in Willamstown, NJ to provide functional behavior assessment for a middle school special education student. Cost for the assessment will be \$150.00 per hour plus travel.
  
4. Due to no bids from GCSSSD, Board to approve the Camden County Educational Services Commission for any needed transportation services for Salem City School District for the remainder of the 2017-2018 school year.
  
5. Resolved, that the Board of Education authorize Herbert Schectman, Business Administrator, to transfer an amount of \$6,500.00 from the General Fund to the Capital Reserve Fund. This amount is available as there are funds budgeted for rental costs for the Salem Middle School.
  
6. Resolved, that the Board of Education authorize Herbert Schectman, Business Administrator, to enter into a contract with Accountemps for temporary staffing to assist with payroll processing within the Business Office. The hourly rate has been established at \$27.34.

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The assistance will be intermittent based on the needs of the Business Office until such time as full-time staff is able to resume normal activity.

7. Board to approve the tentative memorandum of agreement with the Salem City Educational Association, as agreed by the Board committee and the Salem City Educational Association, pending ratification by the SCEA. This is a three year contract beginning July 1, 2017 through June 30, 2020.
8. Board to approve Paulette Taylor to approve, monitor and certify the related services of the speech/language students for the NJ Special Education Medicaid Initiative. Ms. Taylor will approve, monitor and certify the documentation for the school year 2017-2018 at a cost of \$400.00 per month, not to exceed \$4,000.00.  
Account #11-000-216-320-00-CST
9. Board to approve Paulette Taylor to provide speech/language evaluations as needed for the 2017-2018 school year at \$325.00 per evaluation not to exceed \$5,000.0.  
Account #11-219-100-320-00-CST
10. Resolved, that the Board of Education accept the one-time receipt from the Department of Children and Families in the amount of \$3,383.93 and authorize the expenditure of this amount to direct support professionals within the School-Based program.
11. Board to authorize the submission of SIA Part A as awarded under the ESSA Title I Program. Amount \$109,716.00.
12. Board to approve the completion of an independent review into a personnel matter at the direction of the Superintendent and Board of Education conducted by The Padilla Group (TPG), and the payment of all invoices associated with the review. Rate will be \$70.00 per hour.

**STUDENT MATTERS**

Motion (                    /                    ) Board to Approve: **#4-A-8**

1. Board to approve the following High School field trips:

Salem Community College Carney's Point, NJ	03/01/18 3 Students Science Fair Set-Up Day	Mr. Ferguson 1 bus - \$220.90 15-000-270-512-03-SHS
Salem Community College Carney's Point, NJ	03/02/18 3 Students Annual Science Fair and Judging	Mr. Ferguson 1 sub - \$125.00 15-140-100-101s-03-SHS 1 bus - \$220.90 15-000-270-512-03-SHS
Liberty Science Center Jersey City, NJ	02/23/18 30 Students Environmental Science Club	Ms. Derham, Mr. Bartholomew, Ms. LoMonico \$12.75 per student (paid through fundraising) 3 subs - \$375.00 15-140-100-101s-03-SHS 1 bus - \$220.90 15-000-270-512-03-SHS

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Camp Ockanickon Medford, NJ	03/14/18-03/15/18 12 Students Teen PEP Mid Program Retreat Annual Overnight Trip	Mr. Levitsky, Ms. Woodlock Cost per student - \$111.00 (paid through grant funding) 2 subs (2 days each) - \$500.00 15-140-100-101s-03-SHS 1 bus - \$220.90 15-000-270-512-03-SHS
Harrah's Convention Center Atlantic City, NJ	03/07/18-03/09/18 9 Students FBLA Annual State Leadership Conference	Ms. Landolfi, Ms. Poinsett Costs: \$2,216.75 for Advisor and Students 2 subs/3 days each -\$750.00 15-140-100-101s-03-SHS 2 buses - \$441.80 (paid through Junior Achievement) 15-000-270-512-03-SHS
Newseum, Smithsonian Museum of Africa/Native History Washington, DC	03/15/18 50 Students	Ms. Buck, Ms. Pierangeli, Mr. Hunt, Mr. Wright 2 subs - \$250.00 15-140-100-101s-03-SHS 2 Buses - \$441.80 15-000-270-512-03-SHS Cost - \$12.50 per person (paid through fundraising)
Philadelphia Museum of Art Philadelphia, PA	03/27/18 60 students Sophomores	Ms. Lamont, Ms. Mace, Ms. Unger, Mr. Boone 4 subs - \$500.00 15-000-270-512-03-SHS 2 buses - \$441.80 15-000-270-512-03-SHS Cost \$7.00 per person (paid through fundraising)
Philadelphia Museum of Art Philadelphia, PA	03/29/18 60 students Juniors	Mr. Merritt, Ms. Ilaria, Ms. Mellon, Ms. Lord, Ms. DelRossi 3 subs - \$375.00 15-000-270-512-03-SHS 2 buses - \$441.80 15-000-270-512-03-SHS Cost \$7.00 per person (paid through fundraising)
Richard Stockton University Galloway Twp, NJ	03/07/18 Approx. 70 Students and adults Tour of University Campus	Mr. Pszwaro, Ms. Bey, Ms. Braun, Mr. Oberman, Ms. Montgomery, Ms. Tortella 2 buses - \$444.32 15-000-270-512-02-SMS
Villanova University Villanova, PA	03/23/18 Approx. 71 Students and adults Tour of University Campus	Ms. Fialkow-Kropp, Mr. Day, Mr. Dixon, Ms. Cocca, Ms. Stewart, Ms. Weigler, Aide 3 buses (1 wc) - \$666.48 15-000-270-512-02-SMS

2. Board to approve the enrollment of L.M., son of Ms. Martin, pre-school teacher at JFA, to attend John Fenwick Academy's pre-school program for the 2017-2018 school year, beginning March 5, 2018.

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3. Board to approve the participation of select students in grades 3 through 8 in the BARK Buddies Book Program. The select students will primarily be identified struggling readers. Volunteers with the BARK Buddies Book Program will bring canine companions into the Salem Middle School after regular school hours (tentatively scheduled for Wednesdays from 3:30 to 5:30 PM) to engage in activities with the canines that will build self-confidence and self-esteem in the students as well as help them develop improved reading and communication skills. Parental permission will be a requirement for student participation.

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

Motion ( / ) Board to Approve: **#7-C-8**

1. Board to approve the following out of district students:

<b>Student ID</b>	<b>Health Care/Teacher</b>	<b>Costs (Prorated)</b>	<b>Dates</b>	<b>Account #</b>
01270113	A Step Ahead Bridgeton, NJ	\$32.00/hr 10 hrs/wk	12/11/17 6 weeks	11-150-100-101-00-BUS
01250075	Hugh Dixon Anthony Day (substitute)	\$32.00/hr 10 hrs/wk	01/02/18 – TBD	11-219-100-101-00-CST
01250037	Jamie Bacon	\$32.00/hr 5 hrs/wk	01/11/18 –TBD	11-150-100-101-00-BUS
01250017	Betsy Tortella	\$32.00/hr 5 hrs/wk	01/23/18 –TBD	11-150-100-101-00-BUS
01250138	Hugh Dixon	\$32.00/hr 5 hrs/wk	01/26/18 –TBD	11-150-100-101-00-BUS
01280028	Karen Pastor	\$32.00/hr 5 hrs/wk	02/05/18-03/15/18	11-150-100-101-00-BUS
01250051	A Step Ahead Elmer, NJ	\$32.00/hr 90 hrs \$2,880.00	12/18/17 45 days	11-150-100-320-00-BUS
01250017	A Step Ahead Elmer, NJ	\$32.00/hr 40 hrs \$1,280.00	01/29/18 20 days	11-150-100-320-00-BUS
01270146	A Step Ahead Elmer, NJ	\$32.00/hr 40 hrs \$1,280.00	12/18/17 20 days	11-150-100-320-00-BUS
01220091	A Step Ahead Elmer, NJ	\$32.00 60 hrs \$1,920.00	01/09/18 30 days	11-150-100-320-00-BUS
01250066	Inspira Health Center Bridgeton, NJ	\$32.00/hr 20 hrs \$640.00	02/07/2018 10 days	11-219-100-320-00-CST

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2. Board to approve the following middle school special education student who has transferred into the district to attend an out of district placement for the remainder of the 2017-2018 school year.

Student ID #	School	Grade	Tuition (Pro Rated)	Dates	Account #
8847726842	Brookfield School	8	\$53,100.00	02/12/18-06/30/18	11-000-100-566-00-BUS

3. Board to approve the following elementary special education student who is homeless from Salem living in Woodbury to continue at his current out of district placement for the remainder of the 2017-2018 school year.

Student ID #	School	Grade	Tuition	Dates	Account #
01290147	Archway School	1	\$19,902.00	01/24/18-06/30/18	11-000-100-566-00-BUS

**PERSONNEL MATTERS**

**Resignation/Retirement/Increment Withholding**

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

1. Board to approve the resignation of Haneefah Holmes, Para-professional at John Fenwick Academy, effective December 31, 2017.
2. Board to approve the resignation of Susan Devlin, Para-professional at John Fenwick Academy, effective January 26, 2018.
3. Board to approve the resignation of David Classen, Para-professional at Salem Middle School, effective February 19, 2018.
4. Board to approve the Increment Withholding for 2018-2019 for Ms. Stacey Pino, and the completion of mandatory professional training.

**Employment**

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

1. Board to approve the employment of Ms. Kari Vazquez as a 1-1 paraprofessional for student S.H. Ms. Vazquez will replace Ms. Jaquelyn Thompson. Pay will be \$20,014 (Step 4, Tier 3) with longevity at \$500, pro-rated from the start date. Start date will be 30 days after Salem City Board approval.  
\*pay to be adjusted upon settlement of new contract.\*
2. Board to approve the following substitute for the 2017-2018 school year:  
Susan Devlin    Mickleton    Teacher of Music
3. Board to approve the employment of Maryanne Loughran as a paraprofessional at John Fenwick Academy at a salary of \$25,514.00 (Step 11, Tier 4) with longevity at \$500, for the 2017-2018 school year, beginning February 15, 2018.



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4. Board to approve the employment of Danielle Cornman as temporary Security at John Fenwick Academy at a pay rate of \$80.00/day and \$14.32/hour for evening events, for the 2017-2018 school year, beginning February 15, 2018.

Evening Events

- Mother-Son Dance – 02/23/18
- Parent University – 03/22/18
- Family Fitness Night – 04/18/18
- Parent Conferences – 04/25/18 – 04/26/18
- Spring Arts Festival @ SHS – 05/31/18
- Daddy-Daughter Dance – 05/18/18
- Spring Fling & Health Fair – 05/22/18

**Financial Request**

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

1. Board to approve the stipend change for the following:

From:

Bowling (Boys')	Head Coach	\$4,515	Kenneth Buck
Bowling (Girls')	Head Coach	\$4,515	Kristina Bergman

To:

Bowling (Boys')	Head Coach	\$4,762	Kenneth Buck
Bowling (Girls')	Head Coach	\$4,762	Kristina Bergman

2. Board to approve the stipend change for the following:

From:

Indoor Track	Assistant Coach	\$2,761	Regina Gatson
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To:

Indoor Track	Assistant Coach	\$3,822	Regina Gatson
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3. Board to approve the stipend change for the following:

From:

Basketball (Girls')	Head Coach	\$4,951	Shikeena Lynard
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To:

Basketball (Girls')	Head Coach	\$5,512	Shikeena Lynard
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4. Board to approve:

Basketball (Boys')	Middle School JC Coach	\$1,541	Christopher Lee
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5. Board to approve Ms. Debra Garvine to tutor for the after school reading program at a rate of \$35.00 per hour.

6. Board to approve Ms. Debra Persicketti to tutor for the after school reading program at a rate of \$35.00 per hour.

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7. Board to approve the following additional substitute for the After School Focus on Education Program to be held in the Salem Middle School Monday through Thursday, from 3:00 to 5:00 p.m., beginning on October 10, 2017.

Drew Favat

Funds are available to ESSA Title I 20-231-100-100F-02-SMS  
ESSA Funds 2017-2018

8. Board to approve the following Winter Athletic Support position:

Event Staff (MS)	As Needed	\$34/game	Josiah Hughes
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9. Board to approve the following Spring 2018 Athletic Coaching positions:

Baseball	Head Coach	\$4,515	Josiah Hughes
Baseball	Assistant Coach (Varsity)	\$2,230	Dominic Wyshinski
Baseball	Assistant Coach (JV)	\$3,822	Steve Sheffield
Softball	Head Coach	\$4,762	Steve Merritt
Softball	Assistant Coach (Varsity)	\$3,822	Charles Mellon
Softball	Assistant Coach (JV)	\$2,761	Miranda Clour
Track (Boys')	Head Coach	\$2,761	John Bacon
Track (Boys')	Assistant Coach	\$3,822	David Hunt
Track (Girls')	Head Coach	\$4,762	Jeffery James
Track (Girls')	Assistant Coach	\$3,822	Regina Gatson

10. Board to approve the following secretaries for the After School Focus on Education Program to be held in the Salem Middle School Mondays through Thursdays, from 3:00 – 5:00 p.m., beginning on October 10, 2017.

Robin Winrow, Christine Peltz, Lynne Chappell

Funds are available to ESSA Title I 20-231-200-100F-02-SMS  
ESSA Funds 2017-2018

11. Board to approve the following salary adjustment for Mr. Anthony Day, Social Studies teacher at Salem Middle School.

From \$51,718 (BA Step 1) to \$52,718 (BA+30 Step 1)

12. Board to approve the following Spring 2018 Athletic Support positions:

Scoreboard Operator (MS B/G)	10/3	\$53.46 per event	Ambrionia Thompson
Event Staff (MS)	As Needed	\$34/game	Bonita Gullett

**Miscellaneous**

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

1. Board to approve the following leave of absences:

Leave of Absence	Type of Leave	Leave Requested	Fed Med Leave (max 90 days)	Time usage of FMLA	NJ Family Leave (max 90 days)	Use of Sick Days	Use of Personal Days	Use of Vaca Days	Unpaid Leave	Return Date
JB	Medical	01/02/18-03/27/18	01/02/18-03/27/18	12 wks	N/A	N/A	N/A	N/A	01/02/18-03/30/18	04/02/18

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JG	Medical	03/19/18-04/30/19	03/19/18-04/30/19	N/A	N/A	N/A	N/A	N/A	N/A	04/30/18
MM	Medical	01/09/18-04/09/18	01/09/18-04/09/18	N/A	N/A	N/A	N/A	N/A	N/A	04/09/18
RW	Medical	12/20/17-02/12/18	12/20/17-02/12/18	N/A	N/A	N/A	N/A	N/A	N/A	02/12/18
VS	Intermittent -Medical	02/05/18-02/04/19	02/05/18-02/04/19	12 wks	N/A	Varies	Varies	N/A	N/A	N/A

**Curriculum /Professional Development**

Motion (                    /                    ) Board to Approve: **#11-8**

1. Board to approve the following out of district professional developments:

Staff Member	Building	Admin. Approving	Title	Date of Program	Location	Registration and Mileage Cost
Darryl Roberts	SHS	John Mulhorn	DAANJ – State Conference	03/12/18-03/16/18	Atlantic City, NJ	Registration \$375 LTC 503 Ath. \$125 15-405-100-500-03-ATH
Julie Fialkow	SMS	Pascale DeVilme'	Working with Children: Understanding Trauma	01/24/18	Sheraton Atlantic City, NJ	Registration \$25.00 15-000-218-500-02-SMS
Jane Luzzo Karen DeMarco	JFA	Syeda Woods	Increase All Your Students Learning with Practical Timesaving Workstations that Work	01/29/18	Voorhees, NJ	Registration \$259.00 Registration \$259.00 20-218-200-580-01-JFA
Cassandra Sholders	JFA	Syeda Woods	New Jersey Conference for PreK Teachers	02/26/18	Atlantic City, NJ	Registration \$244.00 20-218-200-580-01-JFA
Heather Meehan	JFA	Syeda Woods	New Jersey Conference for PreK Teachers	02/26/18	Atlantic City, NJ	Registration \$244.00 20-218-200-580-01-JFA
Janine Champion	CST	Pamela Thomas	NASW – NJ: 2018 Annual Conference and Exhibition	04/29/18 – 05/01/18	Borgata Hotel Atlantic City, NJ	Regis. \$530.00 Room \$204.00 Add on Ticket \$5.00 11-000-219-592-00-CST
Joseph Longo	CST	Pamela Thomas	NASW – NJ: 2018 Annual Conference and Exhibition	04/29/18 – 05/01/18	Borgata Hotel Atlantic City, NJ	Regis. \$530.00 Room \$204.00 Add on Ticket \$5.00 11-000-219-592-00-CST
Dale Primas-Garner	CST	Pamela Thomas	NASW – NJ: 2018 Annual Conference and Exhibition	04/29/18 – 05/01/18	Borgata Hotel Atlantic City, NJ	Regis. \$170.00 Room \$204.00 11-000-219-592-00-CST

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Daille Kettrell	SMS	Pascale DeVilme'	American Young Voices Teacher Workshop	03/08/18	Liacouras Center Philadelphia, PA	-0-
Patricia McClaren	JFA	Syeda Woods	Dealing with Difficult Students	02/26/18	Camden County College	Registration \$149.00 20-218-100-320-00-JFA
Gia Guyton	JFA	Syeda Woods	School Climate and Anti-Bullying Conference	05/23/18	Stockton University Galloway, NJ	Registration \$149.00 20-218-100-320-00-JFA
Gia Guyton	JFA	Syeda Woods	Abbott PreSchool at 20: Building on Success	03/14/18	Conant Hall Princeton, NJ	-0-

**Monthly Reports**

Motion (            /            ) Board to Approve: **#13-8**

**Policy/Job Descriptions/Calendar**

Motion (            /            ) Board to Approve: **#14-8**

1. Board to approve the 1<sup>st</sup> reading of the following policy:
  - i. 6142.19 ADA Compliant Website
- Board to approve the 2<sup>nd</sup> reading and adoption of the following policies:
  - i. 4112.8 Nepotism (Instructional Personnel)
  - ii. 4212.8 Nepotism (Support Personnel)
  - iii. 1410 Local Units

**Miscellaneous**

Motion (            /            ) Board to Approve: **#15-8**

1. Board to approve the following individuals as Volunteer Coaches for the Spring 2018 season:
    - Baseball: PJ Pankok
    - Michael Hughes
    - Joel Bacon
- Coach Hughes concurs with this recommendation.

**EXECUTIVE SESSION**

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

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**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.

**RETURN TO REGULAR SESSION**

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

**NEW BUSINESS:**

Motion (                    /                    ) Board to Approve:

**ADJOURNMENT**

Motion (                    /                    ) Board to adjourn the February 14, 2018 meeting of the Salem City Board of Education at \_\_\_\_\_.