

*Board Minutes December 13, 2023*

**Salem City Board of Education  
Salem, New Jersey 08079  
Board of Education Meeting  
December 13, 2023**

**CALL TO ORDER:** A meeting of the Salem City Board of Education is called to order at 6:00 p.m. in the Salem High School Library located at 219 Walnut Street in Salem, New Jersey 08079.

**OPEN MEETING:** Sister Carol Adams, Vice President, 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 (Arrived 6:20PM)	Christopher Colon
Kendra Fletcher	Yuenge Groce (Arrived 6:45PM)	Heidi Holden (Absent)
Joan Hoolahan (Absent)	Daffonie Moore (Arrived 6:10PM)	Nilda Wilkins

**Student Representative:**

**District Representatives:**

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

**Administrators:**

Dr. Patrick Michel, Superintendent	Pascale DeVilme, Principal Salem Middle School (Absent)
Herbert Schectman, School Business Administrator	Mark Baker, VP Salem Middle School
Dr. Meghan Taylor, Director of Special Services(Absent)	Michele Beach, VP Salem Middle School (Absent)
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	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:

1. Be recognized by the Board President.

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

**Audience Participation:**

Cassandra Avila  
1314 Rt. 40  
Woodstown NJ

Wellness Center at 168 W. Broadway

- Has resources, will contact Dr. Michel

**PRESENTATION**

**Students of the month for November 2023:**

Salem High School

Alyssa DiCarolis  
Raegan Wilson

9<sup>th</sup> Grade  
12<sup>th</sup> Grade

Ms. Marioni  
Ms. Marioni

Salem Middle School

David Kologo  
Jordan Martinez

5<sup>th</sup> Grade  
5<sup>th</sup> Grade

5<sup>th</sup> Grade Team\*  
5<sup>th</sup> Grade Team\*

\*represented by Mr. Flaherty

John Fenwick Academy

Sa'Niyah Santos  
Joseph Williams

2<sup>nd</sup> Grade  
2<sup>nd</sup> Grade

Ms. Holland  
Ms. Boyce

**Staff Member(s) of the month for November 2023:**

Aida Davis      John Fenwick Academy

**BOARD COMMITTEE REPORTS**

Curriculum – Everything is good

Finance - Everything is good

Personnel – Met on December 11<sup>th</sup> and support all Superintendent's recommendations

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**PRINCIPALS'/ADMINISTRATORS' REPORTS AND COMMENTARY (See attachments for full reports**

Salem High School (SHS) Highlights:

- Aniyah Tucker is a Questbridge Scholar; full scholarship at \$85K/year
- Fall Awards Banquet held Monday December 11<sup>th</sup>
- SHS Winter Concert will be held December 19<sup>th</sup> at 6PM
- Pupil ACT Ultimate Course classes begin Saturday February 3, 2024
- Senior students have begun receiving their college acceptance letters
- Honor Roll Breakfast will be held on December 20<sup>th</sup>. Over 120 students qualified

Salem Middle School (SMS) Highlights:

- Enrollment is 463 students
- SMS Administration distributed VIP Cards to 156 students who met the VIP criteria: Good attendance, no grade below a "C" and no major discipline issues. VIP students went on a roller skating trip on December 8<sup>th</sup>.
- 111 Third and Fourth graders earned their first reading medal of the 100 Book Challenge
- SMS Staff and members of Student Council distributed over 40 Thanksgiving Food Baskets donated by the Delta Sigma Theta Sorority and the Kappa Alpha Psi Fraternity

John Fenwick Academy (JFA) Highlights

- Optical Academy will be held on 12/15/2023. Vision Exams and Eyeglasses provided
- Current enrollment: 401 (PK: 146, K: 92, 1<sup>st</sup>: 80, 2<sup>nd</sup>: 83)
- Over 100 students honored with medals for completion of Reading Challenge (100, 200 or 300 books)
- JFA had a float in the Salem Christmas Parade and the 2<sup>nd</sup> grade choir performed
- Salem County Community College Windows decorated by JFA staff November 28-December 1
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**SUPERINTENDENT'S COMMENTS/REPORTS**

- Dr. Michel announced that Uniform Surveys will be sent to teachers, students and parents in January
- Salem High School HVAC bid – SHS should be able to utilize remaining ESSER funds for an HVAC project

Motion (CC/KF) Board approved the regular minutes of November 8, 2023 Board of Education meeting.

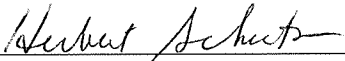
**Motion approved by unanimous voice vote of 7-0-2: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Nays: 0, Abstain: Carlson, Nacucchio**

**BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS**

**Board Reports (Exhibit A)**

Motion (CC/KF) Board approved the Board Secretary's reports in memo: #2-A-E-6

- A. \*Board approved the transfer of the funds pursuant to 18A:22-8.1 for the month of October 2023.
- B. \*Pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, I certify for the month ending October 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 October 2023 as follows:

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

12/15/23  
 Date

- C. \*Treasurer's Report in accordance with 18A:17-36 and 18A:17-9 for the month of October 2023. The Treasurer's Report and Secretary's Report are in agreement for the month of October 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 October 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.

E. Board approved the Payment of Bills and Purchase Report:  
 From the General Account for Balance as summarized on attached board memo(s)

Board approved Purchases Report for November 2023	\$23,521.03
Board approved Payment of Bills for December 2023	\$2,416,385.29
Confirmation of payrolls for November 2023	
November 15, 2023                      General Acct. Transfer	\$657,160.49
November 30, 2023                      General Acct. Transfer	\$702,860.44

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

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**Miscellaneous**

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

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

1. Board approved the 2024-2025 Tri County Conference proposed budget and ticket prices:

2024-2025 Proposed budget for the Tri County Conference: \$1,500.00 per school

2024-2025 Ticket prices, all athletic events for the 2024-2025 school year:

\$3.00 for adults

\$2.00 for students and senior citizens (the admission price for senior citizens and military personnel is at the discretion of the home team; B2.3.6 pg. 18 of Bylaws)

2. Board approved the Division of Early Childhood Annual Preschool Operational Plan Update for John Fenwick Academy for the 2024-2025 school year.
3. Board approved the projected Pre-Kindergarten Enrollment number of 165 for the 2024-2025 school year.
4. Board approved contract with Leah McLaughlin Rueda to serve as a bilingual speech/language therapist for the Child Study Team on an as needed basis. Costs for evaluations are \$600.00 not to exceed \$3,000.00. Account #11-000-219-390-00-CST.
5. Board approved contract with Ms. Niaya Taylor as SHS Dance/IB Consultant beginning January 22, 2024 through March 15, 2024. Ms. Taylor will be paid a total of \$650.00 for 13 sessions. Account #15-140-100-320-03-SHS.
6. Board approved contract with Mr. Steven Clair as SHS Dance/On Stage Choreographer Consultant beginning November 28, 2023 through March 9, 2024 (final curtain for the 2024 production of Mama Mia). . Mr. Clair will be paid the stipend of \$771.00. Account #15-140-100-320-03-SHS.
7. Board approved to reimburse Ms. Jessica Perez Irizzary for transportation for her son (03120141) to and from Creative Achievement in Vineland, NJ for the remainder of the 2023-2024 school year and for the 2024 Extended School Year Program. Parent will be paid \$66.66 each day the student attends school not to exceed \$12,000.00. Account #11-000-270-505-00-BUS.
8. Board approved a retroactive contribution to the City of Salem\* to provide Salem City School children access to city facilities in accordance with a shared services agreement. The amount of the contribution is \$38,500.00  
\*Previously the pool. Due to pool closure, this is in support of football field bleachers.
9. Board approved to hire DDS Painting to paint the stairwells and hallways at Salem Middle School. DDS Painting has provided a quote of \$91,650.00. The painting is scheduled to begin over the December break and will continue over the course of the rest of the school year.
10. Board approved to submit items for correction as a result of the School Nutrition Administrative Review that took place on November 28<sup>th</sup>. Because we are submitting the items to be corrected online through the SOARS system, a corrective action plan is not required. .

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11. Board approved the High Impact Tutoring Grant for grade 3 and grade 4 in the amount of \$96,487.
12. Board approved the award to New Jersey Tutoring Corps (NJTC) a contract for tutoring for grades 3, 4 and 5. A request for proposal was issued on November 9, 2023 and the bid opening was held on December 4<sup>th</sup>. NJTC will provide tutors from January 15-May 30 to implement tutoring during the school day for students. The contract will be paid using funds from the High Impact Tutoring Grant in the amount of \$96,487. Account number 20-450-100-300-00-BUS.
13. Board approved a contract with New Jersey Tutoring Corps (NJTC) to implement tutoring for grades K, 1 and 2 in the amount of \$41,917.50. NJTC will provide tutors from January 15-May 30 to implement tutoring during the school day for students. Funds from Title I have been repurposed from the Reading Specialist position). Account number 20-231-100-300-01-JFA
  - a. Ryan Caltabiano addressed a question from Kendra Fletcher re: how the students will be chosen
14. Board approved the following individuals as Volunteer Coaches for the Winter 2023-2024 season:  
  
**Girls' Basketball:**  
Danaysha Downes  
Simone Hopkins

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

**STUDENT MATTERS**

Motion (CC/KF) Board Approved: **#4-A-7**

1. Board approved for coaches Tiasia Tatem, Spenser Jarrett, Dyisha Allen, Danaysha Downes, Simone Hopkins and up to 13 members of the Salem High School girls' basketball team to attend a holiday basketball tournament at Wildwood Convention Center, Wildwood NJ. The cost for lodging will be \$1,309.40. Travel arrangements are being handled by Patten Travel. Transportation costs per B.R. Williams contract rate. The trip will run from December 26-December 27.
2. Board approved for a Winter Track Team Throw Clinic, located at the Salem High School. To be conducted by Launch Pad Track & Field. The clinic will be 6 sessions at a cost of \$600.00, to be held on the following dates: 1/5/24, 1/12/24, 1/19/24, 1/26/24, 2/2/24, 2/9/24.
3. Board approved for coaches Anthony Farmer, Christopher Oscar, Ramon Roots and up to 15 members of the Salem High School boys basketball team to attend a holiday basketball tournament at Bayonne High School, Bayonne, NJ. The costs for lodging not to exceed \$1,600.00. Balance to be offset by Coach Farmer's Go Fund Me page. Travel arrangements are being handled by Patten Travel. Transportation costs per B.R. Williams contract rate. The trip will run from December 27<sup>th</sup>-December 28<sup>th</sup>.

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

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

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

1. Board approved the below home instruction and out of district placements:

Student ID	HealthCare / School / Teacher	Grade	Costs / Tuition	Dates	Account #
01260185	Russell Phillips, Jr.	9 <sup>th</sup>	Teacher pay: \$35.00/hr	Instruction to begin immediately, end date TBD	11-150-100-320-00-BUS-
01270056	Rachel Hunt	9 <sup>th</sup>	Teacher pay: \$35.00/hr	Instruction to begin immediately, end date TBD	11-150-100-320-00-BUS-
01300157	Pineland	6 <sup>th</sup>	\$58,780.80	12/11/23-6/30/24	11-000-100-566-00-BUS
01280160	Sharon Montgomery	8 <sup>th</sup>	Teacher pay: \$35.00 per hour	10/2/2023 - TBD	11-150-100-101-00-BUS
01350096	Upper Deerfield Twp	1	\$15,643.00	1/3/24-6/30/24	11-000-100-562-00-BUS
01340105	Upper Deerfield Twp	2	\$15,643.00	1/3/24-6/30/24	11-000-100-562-00-BUS
01310173	Upper Deerfield Twp	5	\$26,481.00	1/3/24-6/30/24	11-000-100-562-00-BUS
01300151	Upper Deerfield Twp	6	\$17,562.00	1/3/24-6/30/24	11-000-100-562-00-BUS

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

**Personnel**

**A. Resignation/Retirement**

**Upon Recommendation of the Superintendent of Schools**

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

1. Board approved the resignation of Haley Callahan, Paraprofessional at John Fenwick Academy, effective November 15, 2023.
2. Board approved the resignation of Josiah Hughes, Special Education Teacher at Salem Middle School, effective December 21, 2023.
3. Board approved the resignation of Victoria Galasso, Pre-Kindergarten Teacher at John Fenwick Academy, effective January 31, 2024.
4. Board approved the resignation of Robert Hand, Jr., Maintenance Technician, effective January 2, 2024.

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5. Board approved the resignation of Brandie Parks-Chollis, Paraprofessional at John Fenwick Academy, effective December 21, 2023.

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

**B. Employment**

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

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

1. Board approved to hire Natasha Jackson as a Substitute Custodian, effective December 14, 2023.
2. Board approved the employment of Najerah Moorehead as a Paraprofessional for the Salem Middle School, effective December 14, 2023 through June 30, 2024. Ms. Moorehead's salary will be \$19,105.00 per annum, Tier 1, Step 2 (prorated to her start date of December 14). Salary is from the 2022-2023 school year and will, if applicable, be adjusted upon settlement of contract.

**Motion approved by unanimous roll call vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

**C. Financial Request**

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

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

1. Board approved the following staff members to fill Winter 2023-2024 staff positions. Stipends are from the 2022-2023 school year and will, if applicable, be adjusted upon settlement of contract.

Event Staff (HS)	As Needed	\$33.75/game	Jamael Bundy
Head Ticket Seller (Girls Basketball)	10*	\$94.50	Victor Boone+ (Replacing Miranda Perry)
Event Staff (MS)	As Needed	\$33.75/game	Daniel Mendoza+
Event Staff (HS)	As Needed	\$33.75/game	Daniel Mendoza+
Event Staff (MS)	As Needed	\$33.75/game	Melinda Marcano
Event Staff (MS)	As Needed	\$33.75/game	Montrey Wright
Scoreboard Operator (MS)	As Needed	\$53.46	Ambrionia Thompson

\*Number of games is subject to change. +Workers with multiple positions will only serve in one position per night

2. Board approved for teacher Lisa Anderson to provide compensatory services for language arts and math on an as needed basis. Instruction is \$35.00 per hour. Salary indicated is the salary of the 2022-2023 school year and if applicable will be adjusted upon settlement of contract.



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3. Board approved payment of the following health waivers:

High School				December Payment
<b>Health , Prescription &amp; Dental</b>				
Larry Brown	Security	\$4,437.31	15-000-291-290-03-SHS	\$2,218.66
David Hunt	Teacher	\$5,000.00	15-000-291-290-03-SHS	\$2,500.00
Nicholas Kline	Teacher	\$5,000.00	15-000-291-290-03-SHS	\$2,500.00
Scot Levitsky	Teacher	\$5,000.00	15-000-291-290-03-SHS	\$2,500.00
Alfreda McCoy-Cuff	Secretary	\$5,000.00	15-000-291-290-03-SHS	\$2,500.00
John Mulhorn	Principal	\$5,000.00	15-000-291-290-03-SHS	\$2,500.00
Rebecca Schaller	Teacher	\$4,437.31	15-000-291-290-03-SHS	\$2,218.66
<b>TOTAL</b>		<b>\$33,874.62</b>		<b>\$16,937.31</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
<b>High School Total</b>		<b>\$53,979.62</b>		<b>\$26,989.81</b>
<b>General Fund</b>				
<b>Health , Prescription &amp; Dental</b>				

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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	\$2,500.00
Amber Hann	LDTC	\$5,000.00	11-000-291-290-00-BUS	\$2,500.00
Devon Russell	Payroll Accountant	\$5,000.00	11-000-291-290-00-BUS	\$2,500.00
Herbert Schectman	Business Administrator	\$4,437.31	11-000-291-290-00-BUS	\$2,218.66
Danielle Secula	Speech	\$5,000.00	11-000-291-290-00-BUS	\$2,500.00
<b>TOTAL</b>		<b>\$29,437.31</b>		<b>\$14,718.66</b>
<b>Health &amp; Prescription</b>				
Amiot Michel	Superintendent	\$5,000.00	11-000-291-290-00-BUS	\$2,500.00
<b>General Fund Total</b>		<b>\$34,437.31</b>		<b>\$17,218.66</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	\$2,500.00
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
Brenda Fowler	Para-professional	\$5,000.00	15-000-291-290-01-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	\$500.00
Tyra McCombs	Teacher	\$4,437.31	15-000-291-290-01-JFA	\$2,218.66

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Tyrone Nock	Security	\$4,437.31	15-000-291-290-01-JFA	\$2,218.66
Brandie Parks-Chollis	Para-professional	\$5,000.00	15-000-291-290-01-JFA	\$2,500.00
Devin Regan	Para-professional	\$4,437.31	20-218-200-200-01-JFA	\$665.60
Laura Storms	Teacher	\$4,437.31	20-218-200-200-01-JFA	\$2,218.66
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
Luz Williams	Para-professional	\$5,000.00	15-000-291-290-01-JFA	\$2,500.00
<b>TOTAL</b>		<b>\$82,749.24</b>		<b>\$37,821.56</b>
<b>Health &amp; Prescription</b>				
Tonya Stewart	Preschool Social Worker	\$3,935.48	20-218-200-200-01-JFA	\$393.55
Elizabeth Whitehead	Para-professional	\$5,000.00	20-218-200-200-01-JFA	\$2,500.00
<b>TOTAL</b>		<b>\$8,935.48</b>		<b>\$2,893.55</b>
<b>John Fenwick Total</b>		<b>\$91,684.72</b>		<b>\$40,715.11</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
Christina Banks	Para-professional	\$5,000.00	15-000-291-290-02-SMS	\$2,500.00
Ramon Bentley	Para-professional	\$4,437.31	15-000-291-290-02-SMS	\$2,218.66
Alicia Carey	Teacher	\$5,000.00	15-000-291-290-02-SMS	\$2,500.00
Nicholas Cesario	Teacher	\$4,437.31	15-000-291-290-02-SMS	\$2,218.66
Lauren Maulo	Teacher	\$4,437.31	15-000-291-290-02-SMS	\$2,218.66
Theresa Riccio	Teacher	\$4,437.31	15-000-291-290-02-SMS	\$2,218.66

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Ramon Roots	Para-professional	\$4,437.31	15-000-291-290-02-SMS	\$2,218.66
Calvin Schaefer	Para-professional	\$4,437.31	15-000-291-290-02-SMS	\$2,218.66
Sue Seymour	Teacher	\$5,000.00	15-000-291-290-02-SMS	\$2,500.00
Carleigh Toogood	Teacher	\$4,437.31	15-000-291-290-02-SMS	\$2,218.66
Betsy Tortella	Teacher	\$5,000.00	15-000-291-290-02-SMS	\$2,500.00
<b>TOTAL</b>		<b>\$56,061.17</b>		<b>\$28,030.59</b>
<b>Health &amp; Prescription</b>				
John Murray	SRO	\$5,000.00	15-000-291-290-02-SMS	\$2,500.00
Pascale Francois-DeVilme	Principal	\$5,000.00	15-000-291-290-02-SMS	\$2,500.00
<b>Dental</b>				
<b>TOTAL</b>		<b>\$10,000.00</b>		<b>\$5,000.00</b>
<b>Middle School Total</b>		<b>\$66,061.17</b>		<b>\$33,030.59</b>
<b>TOTAL</b>		<b>\$246,162.82</b>		<b>\$117,954.16</b>

4. Board approved to increase the hourly pay rate for the below listed adult substitute custodians to \$19.00/hr, retroactive to 7/1/2023:

- Dione Alston
- Dashon Bundy
- James Marich
- Jeffery Mitchell
- Teron Nance
- Terrence Robinson
- DeAndre Sanders
- Ida Turner

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5. Board approved the training of the following Salem Middle School Staff Rapid Response Volunteers in CPR. Training will be provided by Ms. Tonya Faggins at a rate of \$55.00 per trainee. Account #15-190-100-500-02 SMS

John Murray  
Katie Starn  
Betsy Tortella

6. Board approved Mr. Aaron Righter, Applied Academics Teacher to advise the eSports Club for the 2023-2024 school year. Mr. Righter's stipend will be \$1,697.00 per year. Stipend is from the 2022-2023 school year and if applicable will be adjusted upon settlement of contract. Account #15-401-100-100-03-SHS

**Motion approved by unanimous voice vote of 8-0-1: Ayes: Adams, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio Nays: 0, Abstain: Bentley #1 and #4**

**D. Leave of Absence**

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

1. Board approved the following leaves of absence:

Employee ID	669	1613	1708
Employee Name	T. P.	M. N.	J. M.
Type of Leave	Intermittent - Medical	Family	Intermittent Medical
Leave Requested	11/14/2023-11/13/2024	11/15/2023-11/29/2023	11/21/2023-11/20/2024
Fed Max Leave (Max 90 days)	11/14/2023-11/13/2024	11/15/2023-11/29/2023	11/21/2023-11/20/2024
Time Usage of FMLA	12 weeks	12 weeks	12 weeks
Time Usage of FLA	N/A	N/A	N/A
*Use of sick days	7.5 days	36.25 days	0 days
*Use of Personal days	1.25 days	2.75 days	3 days
Unpaid Leave	After all sick and personal days are exhausted	After all sick and personal days are exhausted	After all personal days are exhausted
Intermittent Leave	2-3x per week 1 day per episode	1/2/2024-2/7/2024 1-2x per week 1 day per episode	2-3x per week 1 day per episode
Extended Leave	N/A	N/A	N/A
Est. Return Date	N/A	2/8/2024	N/A

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2. Request Board approval of the following non-FMLA leave of absence:

Employee	Requested Period
Jasmine Dodds	12/6/2023-3/1/2024

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

**Curriculum/Professional Development**

Motion (CC/KF) Board to Approve: **#11-6**

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

Staff Member	Building	Administrator Approving	Title	Date of Program	Location	Registration and Mileage Cost
Danielle Secula	JFA	Meghan Taylor	Two Day Conference for School-Based SLPs	2/26/24-2/27/24	Virtual Online	Regis: \$545.00 11-000-216-800-00-CST
Kendra Massie	JFA	Syeda Carter	District Team – Significant Disproportionality	12/4/2023	Rutgers Newark	---
Angela Crowley Ramon Roots Tara McDermott Sue Seymour Lisa Morris Alicia Seran-Carey Kathryn Reese Theresa Riccio Randi Griffith Roger Call Lisa Anderson	SMS	Ryan Caltabiano	enVision Math for Professional Development Program	TBD	Salem Middle School	\$3,450.00
Ryan Caltabiano Kaitlin Weidner Chibuzor Idimaogu	Curr SMS SMS	Dr. Michel	NJSLA Training	1/26/24	Atlantic City NJ	----

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

**Monthly Reports**

Motion ( / ) Board to Approve: **#13-6**

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

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**EXECUTIVE SESSION**

Motion (SCA/CC) Board adopted the following Resolution to go into executive session at 6:54PM:

*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: Student Matter

Minutes of such discussions shall be taken and released as soon as permitted by law in accordance with the specific individual topic discussed.

The Board shall take action as a result of such discussions only in an open to the Public session unless there is an express provision of law authorizing or requiring that such action be taken in a closed to the Public portion of a Board Meeting.

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**

**RETURN TO REGULAR SESSION**

Motion (CC/KF) Board returned to open session at 7:15PM:

**NEW BUSINESS:**

1. Yuenge Groce announced her resignation from the Board of Education effective 12/31/2023.
2. Sister Carol moved to introduce and read the below resolution honoring the service of Mrs. Yuenge Groce; Chris Colon seconded

**Resolution of the Salem City Board of Education  
Honoring the Service of Mrs. Yuenge Groce**

**WHEREAS, Mrs. Yuenge Groce** is a lifelong resident of Salem; and

**WHEREAS, Mrs. Yuenge Groce** was elected to and has been a member of the Salem City School District Board of Education for over 20 years; and

**WHEREAS, Mrs. Yuenge Groce** was elected to serve and has served as **President** of the Salem City School District Board of Education since 2009; and

**WHEREAS, Mrs. Yuenge Groce**, through this service, has shown dedication and commitment to the Salem City School District and the community of Salem; and

**WHEREAS, Mrs. Yuenge Groce** is retiring from her position on the Salem City Board of Education;

**NOW THEREFORE, BE IT RESOLVED that ON THIS DAY, Wednesday, December 13, 2023, WE, the Salem City Board of Education**, extend its sincere gratitude, deep appreciation, and best wishes to Mrs. Yuenge Groce for her service, dedication and commitment to the Salem City School District and the Salem community.

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3. Dr. Michel expressed his belief that Yuenge Groce is always there for the kids

**ADJOURNMENT**

Motion (CC/KF) Board adjourned the December 13, 2023 meeting of the Salem City Board of Education at 7:25PM.

**Motion approved by unanimous voice vote of 9-0-0: Ayes: Adams, Bentley, Colon, Fletcher, Groce, Moore, Wilkins, Carlson, Nacucchio**