

*Board Minutes February 10, 2021*

**Salem City Board of Education  
Salem, New Jersey 08079  
Board of Education Meeting  
February 10, 2021**

**CALL TO ORDER:** A **virtual** 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:** 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 (6:15 Left Meeting)	Christopher Colon
Kendra Fletcher	Yuenge Groce	Joan Hoolahan
Daffonie Moore (Arrived 6:40)	Nilda Wilkins (Arrived 6:10)	Veronica Wright (Absent)

**District Representatives:**

LAC: Laura Tice Crane  
Quinton: William McDonald (Absent)  
Mannington: Eric Buzby

**Administrators:**

Dr. Patrick Michel, Superintendent	Pascale DeVilmé, Principal Salem Middle School
Herbert Schectman, School Business Administrator	Will Allen, VP Salem Middle School
Dr. Meghan Taylor, Director of Special Services	Michele Beach, VP Salem Middle School
Linda Del Rossi, Supervisor of Literacy/SS PreK-12	Syeda Carter, Principal John Fenwick Academy
John Mulhorn, Principal Salem High School	Gia Sparacio Scarani, VP of Early Childhood
Jordan Pla, VP Salem High School	Darryl Roberts, VP Salem High School (Arrived 6:40PM)

**OTHERS:** Mr. Corey Ahart

**AUDIENCE PARTICIPATION**

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

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

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.

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**AUDIENCE PARTICIPATION**

1. Sandra Smith, 80 Chestnut Street, Salem NJ
  - Not fair that student has no teacher
  - Child failing
  - Child on remote did not request virtual

➤ *Dr. Michel told parent to contact Principals (SHS, SMS)*
2. Ray Mosely, 111 Thompson Street, Salem NJ
  - Darnell Crawford Caretaker
  - Dr. Michel explained the difference between virtual and remote
3. Jill Sutton-Parris, 32 Newell Road, Salem NJ
  - Express concerns that SCEA members not included in re-opening decisions
  - Custodial staff not properly trained
  - No night shift supervisor
  - What if someone has to quarantine from close contact at work

*Dr. Michel responded:*

- Reality is that parents were upset when we went virtual
- Class size characterizations are false
- September to November was a success
- Custodial staff has been trained

*Mrs. Sutton-Parris commented that she did not lie; based on reports that she received.*

**PRESENTATION**

**Students of the month for January 2021:**

Salem Middle School	Darnell Crawford	7 <sup>th</sup> Grade	Ms. Gaeta
	Celeste Crumb	7 <sup>th</sup> Grade	Ms. Boyce
Salem High School	Alex Gomez	10 <sup>th</sup> Grade	Ms. Clour
	Savanna Harvey	12 <sup>th</sup> Grade	Ms. Hudock
John Fenwick Academy	Asghar Cooke	1 <sup>st</sup> Grade	Ms. Persicketti
	Shakye Williams	1 <sup>st</sup> Grade	Ms. Tulini

**Staff Member(s) of the month for January 2021:**

Ms. Kristina Marioni	Science Teacher	Salem High School
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### **BOARD COMMITTEE REPORTS**

#### Personnel / Negotiations

- ❖ Did not meet
- ❖ SCEA Memorandum of Agreement

#### Curriculum

- ❖ Good

#### Finance

- ❖ Nothing – Good for now
- ❖ Budget Calendar

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

#### Salem High School (SHS) Commentary/Event Activities:

- ❖ Mid Term Examinations were given on January 25-January 29, 2021
- ❖ The last day of Marking Period #2 was January 27, 2021 with report cards being mailed Friday, February 5, 2021
- ❖ Student scheduling for the 2021-2022 school year will begin mid-February 2021 as the newest edition of the Program of Studies has been printed
- ❖ ACT Prep classes are in the planning stages at this time
- ❖ Our student College Board continues to grow! Stop by and check it out in the main entry
- ❖ SHS Ram Theatre hopes to have a virtual stage production this year. More info to come!
- ❖ A special thank you to Mr. Roberts, The SHS Athletic Trainer and Coaches for a smooth start to our sports season
- ❖ Preparations are in the works for in-person classes to begin March 1, 2021

#### Salem Middle School (SMS) Commentary/Event Activities:

- ❖ Mid-Year Benchmark Testing in Literacy & Mathematics
- ❖ Report Cards distributed February 2<sup>nd</sup>
- ❖ MLK, Jr. Art & Essay Contest Winners
- ❖ Parent Contact/Attendance Improvement
- ❖ March 1 Re-opening Planning

#### John Fenwick Academy (JFA) Commentary/Event Activities:

- ❖ Faculty Meeting (Virtual) on January 4 (COVID-19 Documentation/Virtual/In-Person Days)
- ❖ Staff In-Service (Virtual) on January 7
- ❖ Shelter in Place Drill on December 15
- ❖ Drilling Guidance for Schools – January 2021 Webinar on December 18
- ❖ Fire Drill on January 21
- ❖ Bomb Threat Drill on January 26
- ❖ Current Total Enrollment: Total Students: 368 (302 In-Person, 66 Remote)
- ❖ Average Virtual Learning Attendance for January 2021: 60%
- ❖ ESS Report for January: 3 Students Highlighted
- ❖ Improvement Areas: Virtual Attendance/Grades/Participation

#### Upcoming February Activities:

- ❖ February 1: Faculty Meeting (Virtual)
- ❖ February 5: Grade Level Meetings (Virtual)

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- ❖ February 18: VAT Meetings (Virtual)
- ❖ February 19: Pandemic Team Meeting (Virtual)

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

- ❖ Thanks to administrative staff as we enter budget season
- ❖ PCR, program previews
- ❖ Within a month we should have preliminary numbers to Board of Education

Motion (Colon/Hoolahan) Board approved regular and executive minutes of January 6, 2021 Board of Education meeting.

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***



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**Miscellaneous**

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

Motion (Colon/Fletcher) Board Approved: #2-F-8

1. Board approved of the tuition rates for the 2021-2022 school year and board approval to contract with the sending districts of Lower Alloways Creek, Quinton, Elsinboro, and Mannington Township at the following per pupil rate:

Preschool/Kindergarten	\$13,000
Grades 1-5	\$13,500
Grades 6-8	\$13,750
Grades 9-12	\$14,000
Multiple Disabilities	\$20,000
Preschool Disabled-Full Time	\$20,000
Resource Room	\$25.40/per hour
Extended School Year	\$3,500

2. The Board of Education adopted the Budget Calendar for the 2021-2022 school year.
3. Board approved of the tentative memorandum of agreement with Salem City Education Association (SCEA) and the Board of Education. This is a three-year contract agreement beginning July 1, 2020 through June 30, 2023.
4. Board approved for the following bilingual learning consultant to conduct learning evaluations per the student's IEP on an as needed basis. Cost for each evaluation is \$325.00 per evaluation. Not to exceed \$1,500.00. Acct# 11-000-219-320-00-CST

Sonya Bertini

5. Board accepted the grant in the amount of \$18,180 to re-start the Preschool Afterschool Wrap program for year 2020-2021. Preschool students will attend Monday thru Thursday from 3:30-5:30 p.m. beginning March 3 thru June 3, 2021. In addition, approved of the following pay rates and staff members who will manage the program:

Teacher and Substitute Teacher:	\$35.00/hr.	<u>Security</u>
Substitute Paraprofessional:	\$22.00/hr.	Tyrone Nock
Secretary/Security:	\$22.000/hr.	
Program Administrator:	\$375.00/month	<u>Secretary</u>
		Tenyatta Sanders
<u>Teachers</u>	<u>Paraprofessionals</u>	
Deborah Atkinson	Aida Davis	<u>Program Administrator</u>
Jennifer Cascaden	Kimberly Bacon	Gia Sparacio Scarani
Victoria Galasso		
Susan Gilmore		
Alberte Martin	<u>Substitutes</u>	
Ashley Vernon	Mary Ann Allen	Kaneisha Boyce
	LaShawn Best-Key	Cheri Parsons

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6. Board accepted the grant in the amount of \$45,463 to restart the Family Friendly Center afterschool program for year 2020-2021. Kindergarten, First and Second grade students will attend Monday thru Thursday from 3:30-5:30 p.m. beginning March 3 thru June 3, 2021. In addition, approved of the following pay rates and staff members who will manage the program:

Teacher/Substitute Teacher/Social Worker/Nurse:	\$35.00/hr.
Substitute Paraprofessional:	\$22.00/hr.
Secretary:	\$22.00/hr.
Program Administrator:	\$375.00/month

<u>Teachers</u>	<u>Substitutes</u>
Stephanie Crawford	Kaneisha Boyce
Deanna Livingston	Mary Morris
Karen Pastor	Cheri Parsons

<u>Transition Coach/Social Worker</u>	<u>Nurse</u>
Dale Garner	Jill Sutton-Parris

<u>Secretary:</u>	Lynne Chappell
<u>Program Administrator:</u>	Syeda Carter

7. Board approved of the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period July 1, 2019 through June 30, 2020 for Salem High School, Salem Middle School, and John Fenwick Academy.

Further, Board approved the certification of the Statement of Assurances for each school's Self-Assessment and submission to the NJDOE.

***Motion approved by roll call voice vote of 8-0-2; Ayes: Adams, Bentley, Buzby, Crane, Fletcher, Hoolahan, Moore, and Groce Nays: 0 Abstain: Colon & Wilkins #3***

**Home Instruction: In/ Out of District/Residential**  
 Motion (Colon/Fletcher) Board Approved: #7-C-8

1. Board approved the following students for home instruction:

Student ID	Health Care/Teacher	Costs (Prorated)	Dates	Account #
01240201	Vineland High School	\$27,634	02/16/2021-06/30/2021	11-000-100-562-00-BUS
01220075	The Rockford Center through Learn Well Education Services	\$45.00 per hour/5 hours per week	12/03/2020 to date of discharge	TBD

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

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**Miscellaneous**

Motion (Colon/Fletcher) Board Approved: **#7-D-8**

1. Board approved for E.C. (resident district school – Pennsgrove High School) to continue attending Salem High School as an 11<sup>th</sup> grade IB pupil. Parents moved to Pennsgrove, NJ on November 23, 2020. Parents have completed a school choice form and will provide their own transportation.

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**PERSONNEL**

**A. Resignation/Retirement**

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

Motion (Colon/Fletcher) Board Approved: **#8-A-8**

1. Board approved of the resignation of Ms. Carla Kelley, teacher at Salem Middle School, effective March 8, 2021.
2. Board approved of the resignation of Ms. Heather Meehan, teacher at John Fenwick Academy, effective February 26, 2021.

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**B. Employment**

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

Motion (Colon/Fletcher) Board Approved: **#8-C-8**

1. Board approved of the employment of Mr. Curtis Schofield as Youth Development Specialist within School Based Youth Services for the 2020-2021 school year. Mr. Schofield's start date will be 2/11/2021. Mr. Schofield's salary will be \$49,316 (pro-rated). Acct# 20-435-200-104-03-SHS

***Motion approved by roll call voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**C. Financial Request**

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

Motion (Colon/Fletcher) Board Approved: **#8-D-8**

1. Board approved of the following event staff:

Event Staff (HS)	As Needed	\$34/game	Christopher Vasquez
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2. Board approved of the following individuals as Volunteer Coaches for the Winter 2020-2021 season:



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**Boys' Basketball**

Deron Barnes

Gary Henry

Chris Oscar

Coach Wright concurs with this recommendation. Pending fingerprinting for Chris Oscar.

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**D. Leave of Absence**

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

Motion (Colon/Fletcher) Board Approved: #8-E-8

1. Board approved of the following leaves of absence:

<b>Employee ID#</b>	801	1209	1178	1587
<b>Employee</b>	R.C.	T.C.	K.T. (REVISED)	B.C.
<b>Type of Leave</b>	Medical	Medical	Medical	Maternity
<b>Leave Requested</b>	10/19/2020 - 11/16/2020	12/21/2020 – 03/30/2021	09/09/2020 – 12/02/2020	03/08/2021 – 04/20/2021
<b>Fed Max Leave (max 90 days)</b>	10/19/2020 - 11/16/2020	12/21/2020 – 03/30/2021	09/09/2020 – 12/02/2020	03/08/2021 – 04/20/2021
<b>Time Usage of FMLA</b>	4 weeks	12 weeks	12 weeks	6 weeks
<b>NJ Family Leave (max 90 days)</b>	N/A	N/A	N/A	N/A
<b>Time Usage of FLA</b>	N/A	N/A	N/A	N/A
<b>*Use of Sick Days</b>	10.25 days	N/A	16.25 days	26 days
<b>*Use of Personal Days</b>	3 days	N/A	3 days	1 day
<b>*Use of Vacation Days</b>	N/A	N/A	N/A	N/A
<b>Unpaid Leave</b>	After exceeding all sick and personal days	12/21/2020 – 03/30/2021	12/03/2020 – TBD (Approx. 3-6 months)	After exceeding all sick and personal days
<b>Intermittent Leave</b>	N/A	N/A	N/A	N/A
<b>Extended Leave</b>	N/A	N/A	12/03/2020 – TBD	N/A
<b>Est. Return Date</b>	11/17/2020	04/01/2021	TBD	04/21/2020

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- Board approved for V.B. Employee# 560, to be placed non-FMLA leave without pay effective Monday February 22, 2021. This employee is currently on an unpaid approved FMLA leave which ends February 19, 2021. The employee has applied for an ordinary disability pension benefit to be effective March 1, 2021.

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**Curriculum /Professional Development**

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

Motion (Colon/Fletcher) Board Approved: #11-8

- Board approved of the following out of district professional developments:

Staff Member	Building	Admin. Approving	Title	Date of Program	Location	Registration and Mileage Cost
Brianna Santarelli	SHS	Jordan Pla	Language A Literature Category 1 DP	2/11/21 through 2/13/21	Virtual	Regis: \$825.00 6 hours x \$35. \$1,035 (one day training is a Saturday) 15-190-100-500-03-SHS
Kristina Marioni	SHS	Jordan Pla	IB Biology Category 1 and 2	2/11/21 through 2/13/21	Virtual	Regis: \$825.00 6 hours x \$35. \$1,035 (one day training is a Saturday) 15-190-100-500-03-SHS
Sandra Langley	SHS	Jordan Pla	Spanish B Category 1 DP	2/11/21 through 2/13/21	Virtual	Regis: \$825.00 6 hours x \$35. \$1,035 (one day training is a Saturday) 15-190-100-500-03-SHS

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**Monthly Reports**

Motion (Colon/Fletcher) Board Approved: #13-8

- Board approved the monthly reports for filing: (attached)

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

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**Policies/Calendars**

Motion (Colon/Fletcher) Board Approved: **#14-8**

1. Board approved of the 2<sup>nd</sup> reading of the following policy:

5000/5145.46          Student Gender & Status

***Motion approved by roll call voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**Miscellaneous**

Motion (Colon/Fletcher) Board Approved: **#15-8**

1. Board approved of the following Clinical Practice Placement from Rowan University:

Clinical Intern	Education Major	****Placement School	Teacher/Grade Level
Alyanna Cruz	Social Worker	John Fenwick Academy Salem Middle School Salem High School School Based Youth Services Child Study Team ESS	Dale Primas-Garner – Social Worker Adam Pszwaro – Guidance Regina Gatson – Guidance Jacquelyn Thompson – Mental Health Counselor Janine Champion – Social Worker

\*\*\*\*Placement not to exceed 70 hours.

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**EXECUTIVE SESSION**

Motion (SCA/Colon) Board adopted the following Resolution to go into executive session at 7:10 P.M.:

**RESOLUTION**

BE IT RESOLVED by the Board of Education of Salem City that in compliance with "The Open Public Meeting Act", P.L., 1975, C. 173, NJSA 10:4-6 et seq., that the Board shall move to a closed portion of this meeting from which the public is excluded for the purpose of discussing a matter or matters permitted to be so discussed by that Act.

The general nature of the matter(s), which the Board intends to discuss, is: **PERSONNEL.**

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

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

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

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**RETURN TO REGULAR SESSION**

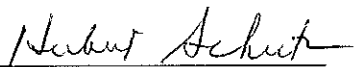
Motion (Colon/Fletcher) Board returned to open session at 7:58 P.M.

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***

**ADJOURNMENT**

Motion (Colon/Fletcher) Board adjourned the February 10, 2021 meeting of the Salem City Board of Education at 7:59 P.M.

***Motion approved by unanimous voice vote of 10-0-0; Ayes: Adams, Bentley, Buzby, Colon, Crane, Fletcher, Hoolahan, Moore, Wilkins, and Groce Nays: 0 Abstain: 0***



Herbert Schectman  
Business Administrator/Board Secretary  
HS/ta