

*Board Minutes July 8, 2020*

**Salem City Board of Education  
Salem, New Jersey 08079  
Board of Education Meeting  
July 8, 2020**

**CALL TO ORDER:** A virtual meeting of the Salem City Board of Education is called to order at 6:24 P.M. in the Salem High School Library located at 219 Walnut Street in Salem, New Jersey 08079.

**OPEN MEETING:** Adequate notice of this virtual 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
Kendra Fletcher	Yuenge Groce	Joan Hoolahan
Daffonie Moore (Absent)	Nilda Wilkins	Veronica Wright

**District Representatives:**

LAC: Laura Tice Crane  
Quinton: William McDonald (Absent)  
Mannington: Bethanne Patrick (Absent)

**Administrators:**

Dr. Patrick Michel, Superintendent  
Herbert Schectman, School Business Administrator

**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.

**BOARD COMMITTEE REPORTS**

Finance Committee

- Meeting to be held before the next board meeting

Personnel Committee

- The committee sent questions to Dr. Michel regarding retirement and resignations
- No exit interview needed for Allison Gilbert

Curriculum Committee

- There wasn't a meeting
- JFA had 39 of 41 students signed up for program

**SUPERINTENDENT'S COMMENTS/REPORTS**

- There weren't any comments or reports from the Superintendent during this meeting:

Motion (Colon/Bentley) Board approved regular minutes of June 17, 2020 Board of Education meeting.

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**



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**Miscellaneous**

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

Motion (Colon/Bentley) Board approved: #2-F-1

1. Board approved the contract for professional development in math and science with 21<sup>st</sup> Century Partnership for STEM Education for the 2020-2021 school year. Cost not to exceed \$87,425.
2. Board approved for the refusal of the ESEA Title III Funds in the amount of \$4,115.00 for the FY 2021. This amount will be allocated for the County Consortium.
3. Board approved for the following staff to be paid from Perkins Funds for the 2020-2021 school year.
  - Suzanne Landolfi – \$540. (Perkins clerical – Summer of 2020)  
Funds are available in Account 20-361-200-100-03-SHS Perkins Grant – 2020-2021
4. Board approved of the submission of Report Period #2 (January 1, 2020 to June 30, 2020) for the Student Safety Data Submission (SSDS) to the State of New Jersey DOE (Under the Anti-Bullying Bill of Rights Act).
5. Board approved of the District Improvement Plan (DIP) and for submission to the New Jersey Department of Education. (QSAC)
6. Board approved of the revised/updated Master Teacher Job Description.
7. Board approved for the following staff members to encompass the Salem High School Intervention and Referral Services Team (SIRS) for the 2020/2021 school year as follows:

Jordan Pla	Assistant Principal – SIRS Coordinator
Jordan Pla	SIRS Facilitator
Susan Nitshe	School Nurse
Tracie LoMonico	Special Education Teacher
Micah Hauenstein	Regular Education Teacher
Kristin Unger	Regular Education Teacher
Edward DeStefano	Regular Education Teacher
Janine Champion	Child Study Team Representative
David Hunt	Guidance Counselor
Regina Gatson	Guidance Counselor
Cameron Smith	Transition Program Coordinator
John Bacon	District Truancy Officer
Kelli Smith	School Based Youth Counseling Services

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8. Board approved for the I&RS members listed below:

John Fenwick Academy I&RS Members

Dale Garner	Social Worker
Tonya Connor	Social Worker
Linda Barbara	Reading Specialist
Jill Sutfon-Parris	Nurse (as needed)
CST	designated representative
Gia Scarani	Assistant Principal of Early Childhood PK-2

9. Board approved of the assignments for the following faculty and staff to the Salem Middle School's "Student Intervention and Referral Services" for the 2020-2021 school year:

William J. Allen, III – Vice Principal  
Michele Y. Beach – Vice Principal  
Pascale E. DeVilmé – Principal  
Rebecca S. Elder – School Counselor  
Adam Pszwaro – School Counselor

10. Board approved for Mrs. Marisa Vengenock to serve as SCIP-SHS liaison for the 2020-2021 school year.
11. Board approved for the assignment of Jaime Bacon, Teacher, to the Salem Middle School's School Improvement Panel for the 2020-2021 school year. This assignment is in accordance with the provisions of the TEACHNJ Act and AchieveNJ.
12. Board approved of the School Improvement Panel member Karen Pastor; John Fenwick Academy teacher.
13. Board approved of the Annual NJSIAA Membership for 2020-2021 School Year:

The Board of Education of the Salem City School District, County of Salem, State of New Jersey, as provided for in Chapter 172 Laws 1979 (N.J.S.A. 18A: 11-3, et seq.) herewith enrolls Salem High School as a member of the New Jersey Interscholastic Athletic Association to participate in the approved interschool athletic program sponsored by the NJSIAA. This resolution to continue in effect until or unless rescinded by the Board of Education and shall be among the policies adopted annually by the Board. Pursuant to N.J.S.A. 18A-11:3, in adopting this resolution, the Board of Education adopts as its own policy and agrees to be governed by, the Constitution, Bylaws, and Rules and Regulations of the NJSIAA.

14. Board approved to contract Dr. Cherrie L. Ligameri to provide home instruction for the Salem City School District on an as needed basis for the 2020-2021 school year: Cost for instruction will be \$35.00 per hour. Not to exceed \$25,000.00. Account #11-000-216-320-00-CST
15. Board approved for CNNH Neuro Health Services in Voorhees, NJ, to conduct a Neurological Evaluation on student (12669484). Cost for the evaluation will be \$660.00. Account # 11-219-100-320-00-CST
16. Board approved for Dr. Cherrie Ligameri to provide contracted services for the Salem Child Study Team Extended School Year Program from July 13<sup>th</sup> to August 6, 2020. Salary will be \$35.00/hour x 5 hours per day on Mondays and Wednesdays and \$35.00 per hour for 2.5 hours on Tuesdays and Thursdays. Account# 11-000-216-320-00-CST

**Motion approved by roll call voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**

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

Motion (Colon/Bentley) Board approved: **#7-C-1**

1. Board approved of the following non high school and high school special education students to attend out of district placement for the extended school year:

Student ID #	School	Grade	Tuition	Date	Account #
01260134	SCSSSD – Salem Campus	6	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01220064	SCSSSD – Salem Campus	10	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01210194	SCSSSD – Salem Campus	12	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01220094	SCSSSD – Salem Campus	11	\$4,900.00	7/20/20 – 8/21/10	11-000-100-565-00-BUS
01260083	SCSSSD – Salem Campus	6	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01190142	SCSSSD – TCP Program	12	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01180074	SCSSSD – TCP Program	12	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01250020	SCSSSD – Daretown	7	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01310129	SCSSSD – Cumberland	2	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01280159	SCSSSD – Cumberland	5	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01300016	SCSSSD – Cumberland	3	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01290097	SCSSSD – Cumberland	3	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01260047	SCSSSD – Cumberland	7	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01240167	SCSSSD – Cumberland	9	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01270170	SCSSSD – Cumberland	6	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01320084	SCSSSD – Cumberland	1	\$4,900.00	7/20/20 – 8/21/20	11-000-100-565-00-BUS
01240078	Pennsville School Dist.	9	\$3,600.00	7/20/20 – 8/14/20	11-000-100-565-00-BUS
01290173	Petway School, Vineland	4	\$5,712.62	7/7/20 – 8/3/20	11-000-100-565-00-BUS
01300066	Petway School, Vineland	1	\$5,712.62	7/7/20 – 8/3/20	11-000-100-565-00-BUS

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**

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**Miscellaneous**

Motion (Colon/Bentley) Board approved: #7-D-1

- Board approved 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:

† Honor Student  
 Φ IB Diploma Candidate  
 \* National Honor Society

**Class of 2020 Graduates**

Quadier Esthmar Adams †Φ	T'Aja Nicole Goodwin	Lorena Perez	Semaj Ivy' Telfair
Jean Midelson Anna	Jacob Scott Grusemeyer †Φ*	Karli Diana Peterson †Φ	Jessica Laura Tomlinson
Gage Michael Ausland †Φ*	Janiyah LaShay Harris	Anna Martine Pope †Φ*	Kenneth Omar Turner, Jr.
TyAsia Monique Bagby	Kristina Anne Hemple	Jacklyne Marie Prater †Φ*	Amya Olivia Warren
Shazira D'Goddess Barge	Harley Renee Hill †	Diamani L'Shae Reed Φ	Gabriel Ja'Lil Wilkins
Jeremy Christopher Beal †Φ*	Thomas Edward Hunter, Jr. †Φ*	Diana Jean Reed	Paul Daniel Williams, Jr.
Precious Monet Bell	Destiny Jamiya Jackson	Kristopher Ventura-Hall Regan	Courtney Sue Wilson †Φ*
Emma Rose Boggs †Φ*	Thomere Lacashze Jackson-Hubbard	Ashley Nicole Rhames	Ashanti Lanay Wright
Keyon D'Von Brown	Amirah Michelle Johnson	Anthony Jahiem Robinson	Jaleal Jahiem Wright
Da'Shon Jaheim Bundy	Zakirah Che'Betty Jones	Yai'seer Amir Rodgers	Tatiana Mae Wright
Rachel Julia Cagle †Φ*	Tyrese Jordan	Damir Gregory Rogers	
Jennifer Cano-Rosales †Φ	Salman Khan	Amani Rishona Rolle	
Vincent Steven Corbin	Jada Aza'Rae Lee	Juan Carlos Sanchez-Alicea	
Joseph Lewis Crawford	Steven Limonta	Darius Tremanye Sanders, Jr. †Φ*	
Zilon Halrold Cupe	Trevon Marques Little	Montrae Zion Saunders	
Andrew Lee Datz †Φ*	Raul Lopez, II	Jannah Bint Shakir †Φ	
Alexa Rose DeVilme †Φ*	Kyle Xavian Martinez	Jamar Abdul Sheppard, Jr.	
Alexis Lynn Dominique	Synita Lil'Ija McGuire	Bryce Andrew Smick †Φ*	
Elijah George Evans, Jr.	Ashanti Ryana McIver	Nyledge Tevance Smith	
William James Floyd, IV	Lonnia Ne'Shae Moore	Ziara Kailisha Spence	
Kobe Shareif Foster	Nautica Zion Moore	Alexis Jade Stegall	
Elinor Ann Frank †*	Tykerron William Morrison	Kacirr Malshon Street	
Hysan Ali Golden	Dei'Avion Cincere Murphy †Φ	Anthony Lamar Streeter	
Juan Jose Gonzalez-Rivera, Jr.	Dalton Andrew Peacock	Sharde Sheri Summiel	

- Board approved of Brielle Murry of Penns Grove as a 1st Grade Interdistrict Choice Student at John Fenwick Academy for the 2020-2021 school year.
- Board approved of Mahalle Murry of Carneys Point as a 1st Grade Interdistrict Choice Student at John Fenwick Academy for the 2020-2021 school year.

**Motion approved by roll call voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**

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**PERSONNEL**

**A. Resignation/Retirement**

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

Motion (Colon/Bentley) Board approved: **#8-A-1**

1. Board approved of the retirement of Mrs. Sharon Paris, teacher for John Fenwick Academy effective July 1, 2020.
2. Board approved of the resignation of Mrs. Robin Henry, accountant/payroll administrator, effective July 23, 2020.
3. Board approved of the retirement of Mrs. Pamela Thomas, director of special services for child study team effective September 1, 2020.
4. Board approved of the resignation of Ms. Allison Gilbert, teacher for Salem Middle School, effective June 30, 2020.
5. Board approved of the resignation of Ms. Alicia Cocca, teacher at Salem Middle School, effective June 30, 2020.
6. Board approved of the retirement of Mr. Steven Merritt, teacher for Salem High School effective June 30, 2020.

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**

**PERSONNEL MATTERS**

**A. Assignments**

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

Motion (Colon/Bentley) Board approved: **#8-B-1**

1. Board approved the assignments for the following staff members at Salem High School for 2020-2021 school year:

**Administration (3)**

John Mulhorn  
Jordan Pla  
Darryl Roberts

**Health/Phy. Ed (4)**

Scot Levitsky  
Krystina Gorman  
Sean O'Brien  
Brooke Woodlock

**Technology**

Robert Carpo

**Others (4)**

Heidi Bower – Athletic Trainer  
Lisa Mutter – Librarian  
Susan Nitshe – Nurse  
Cameron Smith – Family Coach Specialist

**Humanities (4)**

Kenneth Buck  
Edward DeStafano  
Micah Hauenstein  
Marisa Vengenock

**Science (5)**

Bridget Cheeseman  
Theresa Derham  
Bruce Ferguson  
Louise Jakub-Cerro  
Kristina Marioni

**Secretaries (3)**

Lisa A. Bacon  
Alfreda McCoy-Cuff  
Trish Tedesco

**Paraprofessional (2)**

Michael Deans 1/1  
Anita Garcia

**SBYS (4)**

Kelli Smith - Director  
Montrey Wright - YDS  
Theresa Pitts - Secretary

**Applied Academics (4)**

Paul Bartholomew

**Language Arts (6)**

Victor Boone

Jacquelyn Thompson MHC



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Janice Corbin  
Kathleen Hibbard  
Suzanne Landolfi

**Fine Arts (5)**

Jessica Dixon  
Elizabeth Irvine  
Nicholas Kline  
Renee Murray  
Tyberiusz Skarzynski

**Counseling/Special Services (2)**

Regina Gatson  
David Hunt

3 – Administration  
4 – Other  
3 – Secretaries  
2 – Paraprofessionals  
4 – School Based Youth Services  
1 – Security  
2 – Counselors  
1 – Technology  
42 – Teachers  
**Total: 62**

Sara Lamont  
Diana Mace  
Brianna Santarelli  
Kristin Unger  
-OPEN-

**Mathematics (6)**

Rosalyn Chieves  
Miranda Clour  
Drew Favat  
Gregory Gahrs  
Anne Hudock  
Gregory Lagakos

**Security (1)**

Larry Brown

**Special Education (5)**

Kristina Bergman  
Jeffrey James  
Tracie LoMonico  
Steve Sheffield  
-OPEN-

**World Languages (3)**

Glenn Carney – French  
Rachel Hunt - Spanish  
Sandra Langley – Spanish

2. Board approved the assignments for the following staff members at the Salem Middle School for the 2020-2021 school year:

**Administration (3)**

Pascale DeVilmé  
William Allen  
Michele Beach

**Other (1)**

Danielle Secula – Sp/Lang

**Secretarial Support (3)**

Lynne Chappell  
Tatiana Mulhorn  
Christine Peltz

**Grade 3 (4)**

Angela Crowley

Catherine McConathey  
Tara McDermott  
Stacey Pino

**Grade 4 (4)**

**Grade 6 (4)**

Nicole Graham - Literacy  
Melanie Nugent-Science  
Melissa Skinner -SS  
Laura Tomasetti-Math

**Grade 7 (4)**

Nicole Boyce-Literacy  
Randy Johnson-SS  
Christopher Lee-Science  
Open - Mathematics

**Grade 8 (4)**

Allyson Bey-Science  
Sharon Montgomery-Literacy  
William Oberman-SS

Open - Mathematics

**Instructional Aides (3)**

Christina Banks – 1 to 1

**Special Subjects (6)**

Jaime Bacon - PE/Health  
Roger Call-Technology (1/2)  
Dwayne Humenik- PE/Health  
Jason Kutzura - Art  
Christopher Lindsay - Music  
Nicolette Muse – Music

**Student Services (4)**

Thronna Busch (ISS)  
Rebecca Elder (Counselor)  
Sandra Laubengeyer (Nurse)  
Adam Pzwaro (Counselor)

**Information Technology (1)**

John T. Doubet

**Operations (5)**

Marie Dilks (Night)

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Samantha Ecret  
Lisa Morris  
Kathryn Reese  
Alicia Seran

Nina Miller – 1 to 1  
Lisa Moore – 1 to 1

Bonita Gullett (Security)  
Derek Justice (Day)  
Andre Smith (Night)  
Barry Weiss (Day)

**Grade 5 (4)**

Open - Mathematics  
Hugh Dixon - Science  
John Flaherty – SS  
Rachel Spicer - Literacy

**Reading Specialist (1)**

Carla Kelley

**Special Education (8)**

Kathleen Eck - MD  
Randi Griffith - RR  
Josiah Hughes - MD  
Kimberly Osman - RR  
Katherine Starn - MD  
Betsy Tortella - MD  
Lori Weigler - MD  
OPEN - MD

3 - Administration  
1 - Other  
3 - Secretarial Support  
3 - Instructional Aides  
4 - Student Services  
39 - Faculty  
1 – IT  
5 – Operations  
**Total: 59**

3. Board approved the following staff assignments at John Fenwick Academy for the 2020-2021 school year:

**Administration (2)**

Syeda Carter  
Gia Sparacio Scarani

**Secretaries (2)**

Devon Russell  
Tenyatta Sanders

**Pre-K (12)**

Deborah Atkinson  
Valerie Bey  
Jennifer Cascaden  
Regina Colon  
Victoria Galasso  
Debra Garvine  
OPEN  
Alberte Martin  
Heather Meehan  
Cheri Parsons  
Cassandra Sholders  
Karen Walker

**Kindergarten (5)**

Laura Krupski  
Deanna Livingston  
Krystle Mullen  
Karen Pastor  
Lisa Terrell-Porter

**Grade One (5)**

Tiara Barron  
Michael Hughes

**Student Services (3)**

Dale Garner – Transition Coor.  
Tonya Connor - SW-PK  
Jill Sutton-Parris - Nurse

**Grade Two (5)**

Ruqayyah Ali-White  
Stefanie Crawford  
Richard Riskie  
Patricia McClaren  
OPEN

**Reading Specialist (1)**

Linda Barbara

**Special Education (4)**

Elyssa Haines PSD  
Kim Osman RR 1/2 day  
OPEN MD  
Dawn Tulini MD

**K- Para-Professionals (5)**

Kaneisha Boyce/K. Mullen  
Barry Porch/L. Trout  
Kim Pankok/D. Livingston  
Kimberly Bacon/K. Pastor  
Mary Morris/L. Porter

**Technology (1)**

**Special Subjects (4)**

Christie Nelson- Computers/Media Specialist  
Brittany Forsythe- Art  
Jack Grimes - Music  
Melissa McLaughlin - P.E.

**Pre-K Para-Prof. (12)**

Teresa Aitken - PK Meehan  
Susan Gilmore - PK OPEN  
Kathleen A. Carter - PK Sholders  
Mary Ann Allen - PK Bey  
Aida Davis - PK Atkinson  
Deidra Davis - PK Martin  
Cheryl Flitcraft - PK Walker  
Michelle Norton - PK Parsons  
Shakema Bagby - PK Garvine  
Avonda Green-Ransome - PK Cascaden  
Elizabeth Whitehead - PK Galasso  
LaShawn Best-Key - PK Colon

**PSD/MD/1-1 Paraprofessionals (3)**

Angelica Roman 1-1 PSD Haines  
Rhonda Lusby/ 1-1 OPEN  
Kathleen R. Carter/MD 1-1 Tulini

Administration - 2  
Secretaries - 2  
Faculty - 36  
Technology - 1  
Security - 1

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Debra Persicketti  
Kerry Thompson  
Ashley Vernon

Chibuzo Idimaogu  
Security (1)  
Tyrone Nock

Paraprofessional - 20  
Student Services – 3  
TOTAL: 65

**Motion approved by unanimous voice vote of 7-0-2; Ayes: Adams, Bentley Crane, Fletcher, Hoolahan, Wilkins, and Groce**  
**Nays: 0 Abstain: 1. Colon-R. Colon, 2. Wright – M. Wright**

**B. Employment**

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

Motion (Colon/Bentley) Board approved: #8-C-1

1. Board approved of the employment of Teron Nance as a Substitute Custodian effective July 9, 2020.
2. Board approved of the employment of Mr. Anthony Farmer as Teacher of Special Needs for the 2020-2021 school year. Mr. Farmer's salary will be \$52,657 (BA Step 01). \*Salary contingent upon SCEA salary negotiations\*
3. Board approved of the employment of Lynn Gaeta as a 7<sup>th</sup> Grade Math Teacher for the Salem Middle School effective September 1, 2020 through June 30, 2021. She will be paid (BA Step 05) \$54,557.00 per annum.
4. Board approved of the employment of Chelsea Abhau as an Elementary School Teacher at John Fenwick Academy at a salary of \$53,757 (BA Step 4) for the 2020-2021 school year, beginning September 1, 2020.
5. Board approved of the employment of Latisha Thomas as a Pre-K Master Teacher at John Fenwick Academy at a salary of \$70,538 (pro-rated), (MA Step 07) for the 2020-2021 school year, beginning July 9, 2020.

**Motion approved by roll call voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright**  
**and Groce Nays: 0 Abstain: 0**

**C. Financial Request**

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

Motion (Colon/Bentley) Board approved: #8-D-1

1. Board approved to operate SHS Virtual Summer School July 6<sup>th</sup> to August 13<sup>th</sup> 2020, including the classes listed below. All teaching positions are contingent upon student enrollment.

Board approved of the following teachers for SHS Virtual summer school:

Algebra I & II – Lagakos, Greg  
Biology – Cheeseman, Bridget  
Chemistry – Ferguson, Bruce  
English I & II – Ardito, Amy  
English III & IV – Merritt, Steve

Geometry – Chieves, Rosalyn  
Health/Physical Education – Levitsky, Scot  
History II & World History – Hauenstein, Micah  
History I – Buck, Ken  
Special Education – Sheffield, Steven

Costs:

\$35.00/hour x 2.5 hours/day x 24 days x 11 teachers = \$23,100  
(Account #20-231-100-100R-00 SPP)

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2. Board approved to operate a Summer School at the Salem Middle School for grades 3 through 8. The program will begin July 6, 2020 and operate Monday through Thursday from 8:00am to 1:00pm until August 13, 2020.

Furthermore, Board approved for the employment of the following certified teachers as instructors in the Salem Middle School's Summer School 2020 Remediation Program:

**Grades 3-4: In Person-Mon and Wed (5hrs) Instructional Packets Thurs and Fri (3hrs)**

Angela Crowley	Grade 3/4 – Mathematics
Tara McDermott	Grade 3/4 – LA/Literacy

**Grades 5-8: Virtual Learning (Plato) Monday – Thursday 2.5hrs**

Nicole Graham	Grade 5/6 – LA/Literacy
Laura Tomasetti	Grade 5/6 – Mathematics
Randi Griffith	Grade 7/8 – Mathematics
Sharon Montgomery	Grade 7/8 – LA/Literacy

Roger Call      Substitute Teacher

Costs:

Grades 3-4: \$35.00/hour x 5 hours x 12 days x \$35.00 / hour x 3 hours x 12 days x 2 teachers = \$6,720

Grades 5-8: \$35.00/hour x 2.5 hours/day x 24 days x 4 teachers = \$8,400

(Account # 20-231-100-100R-00-DIS)

The calculations are subject to change as a result of enrollment and availability. Rate compensation is frozen at the 2019-2020 level and may change as a result of contract negotiations between the Salem City Board of Education and the Salem City Education Association.

3. Board approved for Camp Fenwick to operate Monday through Thursday from 8:30 a.m. until 12:00 p.m. School will begin on July 6, 2020 and run through August 13, 2020. The camp will service the present preschool (5- year olds transitioning into kindergarten) through second grade students with a focus on Literacy. Eight teachers will be paid as follows:

- 3.5 hours x 12 days x \$35/hour x 8 staff = \$11,760
- 3 hours x 12 days (9am-12pm) x \$35/hour x 8 staff (students not present) = 10,080

Funds exist in the following account: 20-231-100-100R-00-DIS & 20-218-100-100R-00-JFA

Teachers

Regina Colon  
Victoria Galasso  
Laura Krupski  
Alberte Martin  
Tiara Barron  
Jennifer Cascaden  
Ashley Vernon  
Patricia McClaren  
Stefanie Crawford

Substitutes

Kaneisha Boyce  
Mary Morris  
LaShawn Best-Key

4. Board approved of the following extra pay positions for the 2020-2021 school year:

District Webmaster: Lisa Mutter	\$3,000/year
Pay to be split between three schools:	

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Account Numbers: 15-000-222-100x-03-SHS  
15-000-222-100x-02-SMS  
15-000-222-100x-01-JFA

IB Coordinator: Jordan Pla \$5,000/year  
Account Number: 15-000-218-104x-03 SHS

IB CAS Coordinator: Renee Murray \$2,500/year  
Account Number: 15-301-100-101x-03-SHS

5. Board approved for the operation of Extended Essay Writing Summer Sessions:

- Week 1: July 6<sup>th</sup>- July 9<sup>th</sup>, 2020 Hours 9AM-1PM
- Week 2: July 13<sup>th</sup>-July 16<sup>th</sup>, 2020 Hours 9AM-1PM
- Week 3: July 20<sup>th</sup> through July 23<sup>rd</sup>, 2020 Hours 9AM-1PM
- 

July 9<sup>th</sup>, July 16<sup>th</sup>, and July 23<sup>rd</sup> will be virtual/online learning days

Board approved for Mrs. Mutter and Mrs. Lamont to serve as mentor/teacher for this program. There will be 21 Senior IB students in this program. During the program, students will be writing their extended essay's for the IB programme.

Teachers will be proctoring and helping facilitate essays with a focus on one aspect of essay each day. Teachers will answer questions and provide 1/1 help with essays.

Students will be divided into three groups; with 7 students per group as to adhere to social distancing.

Lunch will be served daily through METZ Culinary Management.

Room to be used: LRC

Costs:

Teacher Pay - \$35 per hour x 60 hours x 2 teachers= \$4200  
(Acct. 15-422-100-178R-03-SHS)

\*Teacher rate of pay to reflect when negotiations are final\*

6. Board approved to issue a \$375.00 clothing allowance to Custodial, Maintenance and Security employees.

DEPARTMENT OF FACILITY OPERATIONS

Custodians

Alston, Francine

Dilks, Marie

Evans, Morris

Justice, Derek

Smith, Andre

Smith, Edwin

Turner, Neil

Woods, Jr. Joseph

Maintenance

Cole, Joseph

Hand, Robert

Weiss, Barry

Ray, Charles

Security

Brown, Larry

Gullett, Bonita

Nock, Tyrone

7. Board approved for the following SHS summer hours:

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Guidance -	Ms. Regina Gatson (Acct. #15-000-218-104R-03 SHS)	- 160 @ \$35.00 (\$5600.00)
Guidance -	Mr. David Hunt (Acct. #15-000-218-104R-03 SHS)	- 160 @ \$35.00(\$5600.00)
Learning Resource Center -	Mrs. Lisa Mutter - (Acct. #15-000-222-100R-03 SHS)	- 98 @ \$35.00 (\$3430.00)
Nurse -	Ms. Susan Nitshe (Acct. #15-000-213-100R-03 SHS)	- 63 @ \$35.00 (\$2205.00)

8. Board approved for the following staff members to perform summer hours:

Nurse -	Ms. Sandra Laubengeyer (Acct. #15-000-213-100R-02 SMS)	- 75 hrs. @ \$35.00+ (\$2625.00)
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The Salem Middle School nurse will act as the healthcare professional on staff two days per week to address the needs of our students during the SMS Remediation Program and the SCSD Extended School Year Programs (due to COVID-19). Furthermore, the nurse, as in previous years, will assist in the enrollment of new students by obtaining their health history, checking their immunizations, health problems, etc.; transfer medical records of students moving out of district, check students entering 6<sup>th</sup> grade for compliance of mandated immunizations – Tdap and meningococcal vaccines; update student health concerns; prepare and distribute First Day of School papers to teachers, order and stock supplies.

Guidance -	Ms. Rebecca S. Elder (Acct. #15-000-218-104R-02 SMS)	- 30 @ \$35.00+ (\$1050.00)
	Ms. Adam Pszwaro (Acct. #15-000-218-104R-02 SMS)	- 30 @ \$35.00+ (\$1050.00)

The school counselors' summer hours provide an opportunity to accomplish the following: scheduling of students, update files, organize programs, catalogue resources, review counseling curriculum, review state testing procedures, update I&RS (SIRS) forms, scheduling of trainings, and development of parent/guardian referral list. +Contracted hourly rate of pay may change as a result of ongoing negotiations between the Salem Board of Education and the Salem City Education Association.

9. Board approved for Ms. Jill Sutton-Parris, School Nurse, to work hours during Camp Fenwick on the following dates:

July: 14, 15, 16, 22, 23, 28, 29, 30  
August: 4, 5, 6

Camp Fenwick will operate from 8:30 am – 12:00 pm. Rate of pay will be \$35/hour.  
3½ Hours x 11 Days x \$35/Hour = \$1,347.50  
Funds exist in the following account: 20-218-100-106R-00-JFA

10. Board approved for the following special education and regular education teachers to attend summer Eligibility/IEP Meetings as needed. Salary will be \$35.00 per hour.

Dwayne Humenik  
Melissa McLaughlin  
Vickie Galasso  
Kim Osman  
Elyssa Haines

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Michael Hughes  
Tiara Barron

Accounts #15-216-100-101R-01-JFA, #15-213-100-101R-02-SMS, #15-213-100-101R-01-JFA, #15-213-100-101R-03-SHS

11. Board approved for 6 days of summer work for Christie Nelson, librarian at John Fenwick Academy. Ms. Nelson will work July 6, 13, 20, 27 and August 3, 10, 2020. She will be paid \$35/hr. Account # 20-218-100-106R-00-JFA
12. Board approved for the Extended School Year Program for students in the Preschool Disabilities and Multiple Disabilities classes from JFA & SMS. This program will start on July 13 to August 6, 2020. Students will attend two days a week from 8:30 a.m. to 1:00 p.m. then receive work packets for the other two days to be done at home. Cost will be \$35.00/hour x 5 hours per day Mondays and Wednesdays and \$35.00 for 2.5 hours on Tuesdays and Thursdays.

John Fenwick Academy Teachers

Ms. Stefani Crawford

Mrs. Melissa McLaughlin – Substitute

Salem Middle School Teachers

Mrs. Katie Starn

Mrs. Betsy Tortella

Mr. Craig Paris – Substitute

Accounts # 15-212-100-101R-01-JFA, 15-216-100-101R-01-JFA, 15-212-100-101R-02-SMS, 11-000-216-101R-00-CST, 11-000-219-104R-100-CST

13. Board approved for the following CST members to be employed during July & August 2020 for the completion of evaluations, case management and individualized education programs (IEP). Rates will be \$325.00 per evaluation inclusive of IEP meetings and for other summer case work. The rate will be \$35.00 per hour.

Adrienne Brown

Janine Champion

Deborah Maule

Ashley Williams

Account # 11-000-219-104R-100-CST

**Motion approved by unanimous voice vote of 7-0-2; Ayes: Adams, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce**  
**Nays: 0 Abstain: 1-Colon #3, 2-Bentley #6**

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**D. Leave of Absence**

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

Motion (Colon/Bentley) Board approved: #8-E-1

1. Board approved the following leave(s) of absence:

Employee ID#	615
Employee	N.B.
Type of Leave	Intermittent – Medical
Leave Requested	9/19/20 – 9/18/21
Fed Max Leave (max 90 days)	9/19/20 – 9/18/21
Time Usage of FMLA	12 wks
NJ Family Leave (max 90 days)	N/A
Time Usage of FLA	N/A
*Use of Sick Days	21.5
*Use of Personal Days	3 Days
*Use of Vacation Days	N/A
Unpaid Leave	Varies upon attendance
Intermittent Leave	1X every 3 months needed out for period of 1 day
Extended Leave	N/A
Est. Return Date	N/A

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**

**Policies**

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

Motion (Colon/Bentley) Board approved: #14-1

1. Board approved of the 1st reading of the following policy:

6000/6142.17 Instructional Program

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**

**EXECUTIVE SESSION**

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



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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, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**

**RETURN TO REGULAR SESSION**

Motion (Colon/Bentley) Board returned to open session at 7:26 P.M.

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**

**ADJOURNMENT**

Motion (Colon/Bentley) Board adjourned the July 8, 2020 meeting of the Salem City Board of Education at 7:32 P.M.

**Motion approved by unanimous voice vote of 9-0-0; Ayes: Adams, Bentley, Colon, Crane, Fletcher, Hoolahan, Wilkins, Wright and Groce Nays: 0 Abstain: 0**



Herbert Schectman  
Business Administrator/Board Secretary  
HS/ta