

Board Minutes November 13, 2019

**Salem City Board of Education
Salem, New Jersey 08079
Board of Education Meeting
November 13, 2019**

CALL TO ORDER: A meeting of the Salem City Board of Education is called to order at 6:03 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 (Arrived 6:05PM)	Laquendala Bentley (Arrived 6:05PM)	Christopher Colon (Absent)
Yuenge Groce (Absent)	Joan Hoolahan	Julian LeFlore (Absent)
Rebecca Livingston (Absent)	Daffonie Moore (Arrived 6:10PM)	Veronica Wright

District Representatives:

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

Administrators:

Dr. Patrick Michel, Superintendent	Pascale DeVilmé, Principal Salem Middle School
Herbert Schectman, School Business Administrator	Pamela Thomas, Director of Special Services
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

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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PRESENTATION

Students of the month for October/2019:

John Fenwick Academy	Khi'La Hall	1 st Grade	Mrs. Persicketti
	Logan Buenviaje	1 st Grade	Mrs. Vernon
Salem Middle School	Ta'Nye Allen	4 th Grade	Ms. Seran
	Sasha Reese	4 th Grade	Ms. Seran
Salem High School	Brandon Valle Melendez	10 th Grade	Mr. Destefano
	Jimmira Trinidad	11 th Grade	Mr. Destefano

Staff Member(s) of the month for October/2019:

Rebecca Elder School Counselor Salem Middle School

BOARD COMMITTEE REPORTS

Personnel Committee

- Met with NJSBA to discuss the contract and negotiations

Finance Committee

- We need a policies meeting

Curriculum Committee

- The curriculum committee supports recommendations

PRINCIPALS'/ADMINISTRATORS' REPORTS AND COMMENTARY

Salem High School (SHS) Commentary/Event Activities:

- ❖ Round 2 of high school football continues on Friday night with SHS v. Woodstown HS at WHS field under the lights! Let's GO RAMS!
- ❖ College Applications Update: 34 of the 41 Collegewise students have submitted early action applications before November 1st. It's anticipated that the remaining students will have applications completed before school commences for the holiday break on December 21st
- ❖ The National Honor Society will hold its annual induction ceremony on Wednesday, November 20th at 6:00PM-7:30PM. All are invited to attend and share in our excitement of everything SHS has to offer our young scholars of the present and the future
- ❖ The FBLA National Region Summit will again be held at Salem High School on November 14th! SHS along with the FBLA Regional President, Emma Boggs will hold seminars, activities and break-out sessions beginning at 8AM. There will be more than 180 students from other schools in attendance this day with Mr. and Mrs. Ric and Jean Edelman as keynote speakers. Nice work, Emma and GOOD LUCK!
- ❖ Marking Period (MP) ended today. Report cards will be mailed early next week

Salem Middle School (SMS) Commentary/Event Activities:

- ❖ The enrollment as of today is 446 students
- ❖ Over the course of the past two weeks the school has welcomed to the staff Ms. Samantha Ecret, 4th grade and Ms. Rachel Spicer, 5th grade literacy. Both ladies has shown an exuberance and willingness to teach and work with our parents
- ❖ The end of the 45-day marking period was yesterday. Report cards will be going out by the end of the week and students who qualified for the Principal's Honor Roll, Honor Roll, or Merit Honor Roll will be notified next week

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- ❖ The Middle School Student Council led by advisors, Ms. Tortella and Mr. Oberman, held student body elections on Tuesday, November 5th to coincide with local county and state level elections. Students running for office made posters and gave speeches to their classmates in order to get their vote
- ❖ Our Academic League Team experienced their first win of the season against the Mannington Township School yesterday. Ms. Nugent's team of academics won by a score of 35-14
- ❖ Sign-Ups are being held now for the 2019-20 Middle School Basketball season. All boys and girls who are academically eligible in grades 5-8 can participate

John Fenwick Academy (JFA) Commentary/Event Activities:

- ❖ Current total enrollment is 426 students, PK-151, K-98, 1st-119, 2nd-58
- ❖ October 8-10 – Parent Teacher Conferences
 - PK-80%; K-73%; Grade 1-66%; Grade 2-69%
 - School Total: 73%
 - Four Classrooms with 100% parental participation (Colon, Garvine, Livingston, Tulini)
- ❖ After School Tutoring Began: Monday, October 28, (Mon-Thurs) 3:30-4:30pm
 - Current Enrollment: 34 Students (K-2)
- ❖ Events this month:
 - Readers' Challenge (Nov.1)
 - Sara Varon, Author Visit (Nov. 4)
 - Jump Rope for Heart (Nov. 6)
 - WOW Mobile Dentist Visit (Nov. 13)
 - Ready Set Go Disaster Bags: Grades 1-2 (Nov. 12-13)

SUPERINTENDENT'S COMMENTS/REPORTS

- Track is virtually complete
- JFA boiler has been installed and being tested

Motion (Bentley/Buzby) Board approved regular and executive minutes of October 9, 2019 Board of Education meeting.

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

BOARD SECRETARY/BUSINESS ADMINISTRATOR REPORTS

Board Reports (Exhibit A)

Motion (Bentley/Buzby) Board approved the Board Secretary's reports in memo: #2-A-E-5.

- A. *Board approved of the transfer of the funds as previously approved by the Superintendent pursuant to 18A:22-8.1 for the month(s) of September 2019.
- B. *Pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, I certify for the month ending September 2019 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

Herbert Schutman
Board Secretary

12/2/19
Date

- C. *Treasurer's Report in accordance with 18A:17-36 and 18A:17-9 for the month of September 2019. The Treasurer's Report and Secretary's Report are in agreement for the month of September 2019 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 September 2019 and after review of the Secretary's Monthly Financial Report and the Treasurer's Monthly Financial Report and upon consultation with the appropriate district officials, to the best of the Boards' knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10 (a)1 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
 - E. To approve the Payment of Bills and Purchase Report:
From the General Account for Balance as summarized on attached board memo(s)
- | | | |
|-------------------------------------|------------------------|----------------|
| Board approved Purchases Report for | October 2019 | \$ 185,361.97 |
| | | |
| Board approved Payment of Bills for | November 2019 | |
| | General Account | \$1,189,860.31 |
| | Food Service | \$120,753.45 |
| | | |
| Confirmation of payrolls for Dates | | |
| <u>October 15, 2019</u> | General Acct. Transfer | \$ 721,254.10 |
| <u>October 30, 2019</u> | General Acct. Transfer | \$ 704,478.99 |

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

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Miscellaneous

Motion (Bentley/McDonald) Board approved: #2-F-5

1. The Board of Education authorized Herbert Schectman, School Business Administrator to enter into a contract with Integrity Interpreting, LLC. The cost of the contract will be evenly split with Salem County Special Services District to meet the needs of a student at the Upper Pittsgrove program. The cost to Salem City not to exceed \$42,000.
2. The Board of Education authorized Herbert Schectman, School Business Administrator, to submit the three-year Comprehensive Maintenance Plan and form M-1 documenting required maintenance activities and expenditures for each of its school facilities.
3. Board approved for Aveanna Healthcare to provide services for a middle school special education student (01250039) for the 2019-2020 school year. Cost for services will be \$45.00 per hour for an LPN and a transportation fee of \$115.00/trip. Contract not to exceed \$35,000. Account #11-000-217-320-00-CST
4. Board approved of the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period July 1, 2018 to June 30, 2019 for Salem High School, Salem Middle School, and John Fenwick Academy. Board approved the certification of the Statement of Assurances for each school's Self-Assessment and submission to NJDOE.
5. Board approved to contract the following consultant on an as needed basis for the Child Study Team. Cost for each evaluation will be \$325.00. Not to exceed \$5,000. Account #11-000-216-320-00-CST

Wanda Vazquez – Bilingual Speech/Language Consultant

6. The Board of Education authorized Linda DelRossi, Supervisor of Instruction and Coordinator of Grants, to convene a District NJQSAC team to prepare the District Self Assessment (DPRs) and submit to NJQSAC for review.
7. Board approved of executed School Bus Emergency Evacuation Drills submitted for the following:
 1. John F. Academy: October 11, 2019
 2. Salem Middle School: October 7, 2019
 3. Salem High School: October 7, 2019
8. The Board of Education authorized Herbert Schectman, Business Administrator, to submit the Corrective Action Plan to the NJ Department of Agriculture in response to the audit findings for the fiscal year ended June 30, 2018.
9. Board approved of Premier Sports Medicine Substitute Athletic Training Services to cover for Athletic Trainer Heidi Bower as necessary. To be paid a fee of \$50.00 per hour not to exceed 7-10 hours per event. Materials will be supplied by Salem High School. Off site contingencies to be determined; including mileage. Heidi Bower to supply substitute athletic trainer procedures.
10. Board approved to accept the 2019-2020 Nursing Service Plan. In accordance with N.J.A.C. 6A: 16-2.1, and in collaboration with Joseph Lacavera, M.D., Chief Medical Inspector (CMI), Susan Nitshe, M.Ed., R.N.C., Certified School Nurse for Salem High School, Sandra Laubengeyer, R.N.C., Certified School Nurse for Salem Middle School and Jill Sutton-Parris, R.N.C., Certified School Nurse for John Fenwick Academy have developed Nursing Service Plan for the Salem City School District.
11. The Board of Education authorized the Superintendent to enter into a settlement agreement with K.H. o/b/o-D.P. as a resolution to a controversy in the form of a due process petition. Further Resolved, that the board of Education authorize Herbert Schectman to enter into a Parental Transportation Contract with K.H. to reimburse the parent for transportation costs.

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Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

STUDENT MATTERS

Motion (Bentley/Buzby) Board approved: **#4-A-5**

1. Board approved the following field trips:

William Paterson University Wayne, NJ College Tour	November (TBD)	Acct# TBD
Rowan University Glassboro, NJ Third Grade Students annual college visitation	November 18, 2019 94 persons 3 rd Grade	Ms. Elder, Ms. Crowley, Ms. McConathey, Ms. McDermott, Ms. Moore, Ms. Pino, Ms. Weigler & Nurse 2- Buses x 251.86 = \$503.72 Account: 15-000-270-512-02 SMS 1 substitute x \$125.00 = \$125.00 Account: 15-120-100-101S-02 SMS No cost to students
Bells Market Philadelphia, PA True Russian Experience Market	November 18, 2019 14 students	Mrs. Yurchenko & Ms. Clour 1 Bus x \$251.86 = \$251.86 Account: 15-000-270-512-03-SHS 2 Substitutes x \$250.00 = \$500.00 Account: 15-140-100-101s-03-SHS No registration fee
University of PA Philadelphia, PA Student Leadership Program	November 21, 2019 10 students	Mr. Hunt & Mr. Smith 1 Bus x \$229.47 = \$229.47 Account: 15-000-270-512-03-SHS No substitutes needed No registration fee
Delaware State University Dover, DE Sixth Grade annual college visitations	November 25, 2019 70 students 6 th Grade	Mr. Pszwaro, Ms. Graham, Ms. Nugent, Ms. Skinner, Ms. Starn, Ms. Tomasetti & Nurse 3 Buses x 229.47 = \$688.41 <i>*handicapped accessible/wheelchair tie-down for 1 wheelchair</i> Account: 15-000-270-512-02 SMS 1 substitute x \$125.00 = \$125.00 Account: 15-120-100-101S-02 SMS No cost to students
University of Pennsylvania Philadelphia, PA DVCEE MS Leadership Conf.	November 22, 2019 10 selected 8 th grade students	Mr. Pszwaro & Nurse 1 Bus x \$229.47 = \$229.47 Account: 15-000-270-512-02 SMS 1 substitute x \$125.00 = \$125.00 Account: 15-120-100-101S-02 SMS No cost to students
American National History Museum NY, NY SHS Environmental Club	November 25, 2019 30 students	Ms. Derham, Ms. Lomonico, Mr. Bartholomew, & Mr. Suah 1 bus: \$251.86 <i>*Bus fee to be paid through</i>

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		Environmental Club Fundraising* 3 substitutes x \$375.00 = \$1125.00 Account: 15-140-100-101s-03-SHS Registration fee: *To Be Paid Through Pupil/Club Fundraising*
Montclair University Montclair, NJ IB Dance Seniors	December 6, 2019 7 Students	Ms. Dixon 1 Bus x \$251.86 = \$251.86 Account: 15-000-270-512-03-SHS 1 Substitute x \$125.00 = \$125.00 Account: 15-140-100-101s-03-SHS
Salem Magic of Christmas Parade Salem, NJ	December 7, 2019 (Saturday) 25 Students SHS RAMS Marching Band	Ms. Murray, Mr. Kline, & Mr. Lindsay 1 Bus x \$229.47 = \$229.47 Account: 15-000-270-512-03-SHS No Substitutes No registration fee
Salem Community College Carney's Point, NJ SHS RAM Singers	December 14, 2019 (Saturday) 16 Students	Ms. Murray 1 Bus x \$229.47 = \$229.47 Account: 15-000-270-512-03-SHS No registration fee

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

Home Instruction: In/ Out of District/Residential

Motion (Bentley/Buzby) Board approved: #7-C-5

1. Board approved the following students for home instruction:

Student ID	Health Care/Teacher	Costs (Prorated)	Dates	Account #
01210236	Rachel Hunt	\$35.00/hr. 10 hrs. / (frequency TBD)	10/16/2019 – TBD	TBD
01320060	Laura Krupski	\$35.00/hr - 5hrs (1.25 hours per day from 3:30pm – 4:45pm)	11/04/2019-12/04/2019	15-000-270-512-01 JFA
01320094	Karen Pastor (Tuesdays & Thursdays) Kimberly Pankok (Mondays & Wednesdays)	Mon.- Thurs. 5 hours @ 1.25 hour per day from 4:30pm to 5:45pm	11/12/2019-01/13/2020	15-000-270-512-01 JFA

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2. Board approved for the following middle school and high school special education students to receive home instruction while patients at "A Step Ahead".

Student ID	Grade	Effective Dates	Location	Home Instruction Cost	Account #
01260172	6	10/28/19 - TBD	A Step Ahead	\$35.00 / Hour	11-219-100-320-00-CST
01250127	6	10/28/19 - TBD	A Step Ahead	\$35.00 / Hour	11-219-100-320-00-CST

3. Board approved for a high school special education student to attend an out of district placement for the 2019-2020 school year.

Student ID	School	Grade	Tuition	Effective Dates	Account Number
01210012	Brookfield Academy	11	\$51,770.00	10/15/19-6/30/20	11-000-100-566-00-BUS

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

Miscellaneous

Motion (Bentley/Buzby)) Board approved: **#7-D-5**

1. Board approved for students in the 1st and 2nd grade at John Fenwick Academy to be members of the Salem Young Men's Club. Michael Hughes, Josiah Hughes and Richard Riskie will volunteer as the coordinators. There will be 2-3 students in each class. It will focus on peers, family members, teachers, coaches, healthy lifestyle decisions, self-motivation, visions and dream building. There will be a few motivational guest speakers through the year to be determined.
2. Board approved of the following individual as a Volunteer Coach for the Winter 2019-2020 season:

Boys' Basketball
Lamont Johnson

Coach concurs with this recommendation.

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

PERSONNEL

A. Resignation/Retirement

Motion (Bentley/Buzby) Board approved: **#8-A-5**

1. Board approved the resignation of Ms. Crystal Petrow, teacher at Salem Middle School, effective December 20, 2019.
2. Board approved to amend the resignation date of Mr. Ryan Salandria, teacher at Salem High School, effective October 25, 2019.

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

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B. Employment

Motion (Bentley/Buzby) Board approved: #8-C-5

1. Board approved the employment of Mr. Tyberiusz Skarzynski as Audio Video/Broadcasting Teacher for the 2019-2020 school year. Mr. Skarzynski's salary will be \$74,737 (MA Step 15) pro-rated with a start date of Monday, October 21, 2019.
2. Board approved the employment of Chibuzo Idimaogu as IT Technician at John Fenwick Academy at a salary of \$45,000 (prorated), for the 2019-2020 school year, beginning November 14, 2019.
3. Board approved the employment of Brittany Forsythe as Art Teacher at John Fenwick Academy at a salary of \$58,782.00 (MA07) (prorated), for the 2019-2020 school year, beginning January 2, 2020.
4. Board approved the following substitutes for the 2019-2020 school year:
 Angela Bagby – Substitute Teacher
 Shannon Reese – Substitute Nurse

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

C. Financial Request

Motion (Bentley/Buzby) Board approved: #8-D-5

1. Board approved the following staff to be paid from ESSA Title I Funds for the 2019-2020 school year:

<u>ESSA Title I</u>		<u>Salary</u>	<u>Paid from ESEA</u>	
Carla Kelley	JFS Reading Specialist	\$61,307.	100%	\$61,307.
Linda Barbara	JFS Reading Specialist	\$86,221.	100%	\$86,221.
Dale Garner	Transition Coach	\$69,576	66%	\$45,920.
Cameron Smith	SHS Family Coach	\$69,460.	100%	\$69,460.
Tim Doubet	SMS IT Data	\$56,055.	27.3%	\$21,020.
John Bacon	Tuancy Officer	\$58,457.	66%	\$38,582.

Funds are available in Account#:

- 20-231-100-100-00-SPP
- 20-231-100-100-03-SHS
- 20-231-100-100-02-SMS

ESSA – 2019-2020 Funds

2. Board approved to add Ashley Vernon, Susan Gilmore and Christie Nelson to the substitute list for the After-School Tutoring Program at the John Fenwick Academy.

Board approved to add security for the After-School Tutoring Program (grades K, 1, and 2 and Special Education) held in the John Fenwick Academy Monday through Thursday from 3:30 to 5:00 p.m. beginning November 14, 2019 through May 7, 2020.

Security – 1/1-2 hours/per day (\$15/hour) for 75 days = \$1687.50

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Funds are available in Account 20-231-200-100-00-DIS
ESEA – Title I Funds (2019-2020)

3. Board approved of the adjustments to be made to the following inactive class and club accounts.

Classes: 1994, 1995, 1997, 1999, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2016

Clubs: Fitness Club, NJ Math League, Rampage School Newspaper, Shayla Llanos Scholarship, World Language Club

Balances to move to active accounts.

4. Board approved the following Winter 2019-2020 Athletic Support positions:

Basketball/Wrestling*

Head Ticket Seller (Boys')	8/3*	\$96/\$56*	Kathy Hibbard
Head Ticket Seller (Girls')	14/3*	\$96/\$56*	Alfreda McCoy-Cuff
Ticket Taker (Boys')	8/3*	\$56/\$32*	Miranda Clour
Ticket Taker (Girls')	14/3*	\$56/\$32*	Bobbie Shuman
Girls' Substitute Ticker Seller/Taker	As Needed	\$75/\$56	Kathy Hibbard
Boys' Substitute Ticker Seller/Taker	As Needed	\$75/\$56	Alfreda McCoy-Cuff
B/G Substitute Ticket Seller/Taker	As Needed	\$75/\$56	Rosalyn Chieves
B/G Substitute Ticket Seller/Taker	As Needed	\$75/\$56	Diana Mace
B/G Substitute Ticket Seller/Taker	As Needed	\$75/\$56	Lisa Moore
Scorekeeper (Boys')	8	\$53	Brook Woodlock
Scoreboard Operator (Boys')	8/3*	\$53	Sean O'Brien
Scorekeeper (Girl's)	14	\$53	Brook Woodlock
Scoreboard Operator (Girl's)	14	\$53	Sean O'Brien
Event Staff (HS)	As Needed	\$34/game	Victor Boone
Event Staff (HS)	As Needed	\$34/game	Tyrone Nock
Event Staff (HS)	As Needed	\$34/game	Jacquelyn Thompson
Event Staff (HS)	As Needed	\$34/game	Alfreda McCoy-Cuff
Event Staff (HS)	As Needed	\$34/game	John Colon
Event Staff (HS)	As Needed	\$34/game	OPEN
Event Staff (HS)	As Needed	\$34/game	OPEN
Event Staff (HS)	As Needed	\$34/game	OPEN
Event Staff (HS)	As Needed	\$34/game	OPEN
Event Staff (HS)	As Needed	\$34/game	OPEN
Event Staff (HS)	As Needed	\$34/game	OPEN
Event Staff (HS)	As Needed	\$34/game	OPEN
Event Staff (HS)	As Needed	\$34/game	OPEN
Event Staff (MS)	As Needed	\$34/game	OPEN
Event Staff (MS)	As Needed	\$34/game	Bonita Gullett
Event Staff (MS)	As Needed	\$34/game	Derrick Justice
Event Staff (MS)	As Needed	\$34/game	Melissa Skinner

**Motion approved by roll call voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0
Abstain: 0**

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D. Leave of Absence

Motion (Bentley/Buzby) Board approved: #8-E-5

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

Employee ID#	774	38	1555
Employee	M.M.	E.I.	A.C.
Type of Leave	Intermittent-Medical	Intermittent-Medical	Medical
Leave Requested	10/28/19 - 10/27/20	9/24/19 - 9/23/20	9/9/19-11/17/19
Fed Max Leave (max 90 days)	10/28/19 - 10/27/20	9/24/19 - 9/23/20	9/9/19-11/17/19
Time Usage of FMLA	12 weeks	12 weeks	10 weeks
NJ Family Leave (max 90 days)	N/A	N/A	11/18/19-2/10/20
Time Usage of FLA	N/A	N/A	12 weeks
*Use of Sick Days	20 days	34.5 days	16.5 days
*Use of Personal Days	.25 day earned at the end of the month	.25 day earned at the end of the month	3 day
*Use of Vacation Days	N/A	N/A	N/A
Unpaid Leave	N/A	N/A	11/18/19-2/10/20
Intermittent Leave	1x per week needed out for period of 2 days	2x per month needed out for period of 2 days	N/A
Extended Leave	N/A	N/A	N/A
Est. Return Date	N/A	N/A	2/11/2020

2. Board approved the extension of the following non-FMLA leave of absence:

Employee	Requested Period	Return Date
Danielle Secula	1/1/20 to 5/4/20 17 weeks (maternity)	5/5/20

*all time is accrued up to date of leave

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

Curriculum /Professional Development

Motion (Bentley/Buzby) Board approved: #11-5

1. Board approved the following out of district professional developments:

Staff Member	Building	Admin. Approving	Title	Date of Program	Location	Registration and Mileage Cost
Heidi Bower	SHS	John Mulhorn	The Athletic Trainers Symposium	11/12/2019	The Westin Mt. Laurel, NJ	\$40.00 \$27.28 15-402-100-500-03-SHS
Krystina Gorman	SHS	John Mulhorn	Red Cross CPR/First Aid Instructor Course	11/04/2019 11/05/2019	Wilmington DE	\$350.00 \$51.78 15-402-100-500-03-SHS

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Jessica Dixon	SHS	John Mulhorn	Classroom Visitation of Newark Academy	11/13/2019	Newark NJ	-0-
Jordan Pla Kristin Unger Micah Hauenstein	SHS	John Mulhorn	Intervention and Referral Services Training	12/05/2019	Stockton University Galloway, NJ	\$178.00 \$178.00 \$178.00 15-000-221-320-03-SHS

Motion approved by roll call voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

Facilities Requests

Motion (Bentley/Buzby) Board approved: #12-5

Organization	Use	Date	Time	Charge
Winter Musical- Mannington Elementary	Salem High School Auditorium	December 12, 2019	9am – 11 am (Practice) 6pm – 8:30pm (Show)	All fees waived

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

Monthly Reports

Motion (Bentley/Buzby) Board approved: #13-5

- Board approved monthly reports for filing: (attached)

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

Policies/Calendars

Motion (Bentley/Buzby) Board approved: #14-5

- Board approved of the 1st reading of the following policies:
5111 Eligibility of Resident/Nonresident Pupils
- Board approved the Salem City Board of Education meetings for 2020. Meetings will be held the 2nd Wednesday of the month, unless otherwise noted and will take place in the Salem High School Library at 6:00 pm.

Thursday January 2, 2020 **Reorganization
Wednesday February 12, 2020
Wednesday March 11, 2020
Wednesday April 8, 2020
Wednesday May 6, 2020 *Public Hearing
Wednesday June 10, 2020

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Wednesday July 8, 2020
Wednesday August 12, 2020
Wednesday September 9, 2020
Wednesday October 14, 2020
Wednesday November 11, 2020
Wednesday December 9, 2020

*1st Wednesday of the month

**1st Thursday of the month

**Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0
Abstain: 0**

Miscellaneous

Motion (Bentley/Buzby) Board approved: #15-5

1. Board approved for a pool rental for the Swim Team at the Rivers Edge Community Alliance (formally YMCA of Salem County) @ \$250.00 per week for 13 weeks for a total of \$3,250.00 for the season. 11/11/2019 – 02/07/2020; 3:00 – 5:00/M-F.

**Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0
Abstain: 0**

Board Minutes November 13, 2019

EXECUTIVE SESSION

Motion (Bentley/Buzby) Board adopted the following Resolution to go into executive session at 6:50 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 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

RETURN TO REGULAR SESSION

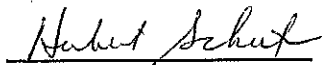
Motion (Bentley/Buzby) Board returned to open session at 7:40 P.M.

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0

ADJOURNMENT

Motion (Bentley/Buzby) Board adjourned the November 13, 2019 meeting of the Salem City Board of Education at 7:40 P.M.

Motion approved by unanimous voice vote of 7-0-0; Ayes: Adams, Bentley, Buzby, Hoolahan, McDonald, Moore, and Wright Nays: 0 Abstain: 0



Herbert Schectman
Business Administrator/Board Secretary
HS/ta