

PAULSBORO PUBLIC SCHOOLS

Board of Education Meeting
PAULSBORO, NEW JERSEY

MINUTES

MONDAY, JANUARY 24, 2022

**Paulsboro Junior / Senior High School Auditorium
670 N. Delaware Street
Paulsboro, New Jersey 08066**

6:00 p.m.

Board of Education Executive Session

7:00 p.m.

Board of Education Meeting

MISSION STATEMENT

The mission of the Paulsboro School District is to work with students, parents, educators, and community to develop excellence in education while preparing each student to be viable and productive citizens in society. Our goal is to develop the unique potential of the whole student by creating a challenging and diverse learning climate that prepares students for the 21st Century and is rich in tradition and pride.

CALL TO ORDER

As required by the Open Public Meetings Act as presiding officer, I announce that adequate notice of this meeting has been provided by mailing on the original date of Wednesday, June 23, 2021 and Wednesday, September 8, 2021 for the change of February 21, 2022 Meeting to February 22, 2021 to the Paulsboro Clerk, Greenwich Township Clerk, Courier Post, South Jersey Times, Secretary of Greenwich Township Board of Education and by posting the schedule of meetings in a public place reserved for such announcements by the Board of Education. The 2021-2022 Board of Education schedule of meetings was adopted by the Board of Education at the Meeting on August 25, 2021.

In addition, an announcement that this meeting would be conducted in public was placed on the district website, Facebook and Twitter. A phone blast announcement was sent to alert citizens that the information about the public meeting is available on the district website, Facebook and Twitter. As usual, notice of the meeting was posted in Paulsboro Borough Hall and sent to the newspapers.

ROLL CALL

Robert Davis, Marvin E. Hamilton, Crystal L. Henderson, Joseph Lisa (arrived 6:13 pm), Elizabeth J. Reilly, Markee Robinson (absent), Danielle Scott, Tyesha Scott, Irma R. Stevenson, Greenwich Township Representative Roseanne Lombardo, and Student Member Jason Gugel (absent).

EXECUTIVE SESSION

WHEREAS the "Open Public Meetings Act:" (Chapter 231 Laws of 1975) authorizes a public body to exclude the public from that portion of a meeting at which specified topics are to be discussed, the Paulsboro Board of Education will meet in Executive Session for the purpose of discussing the following: Personnel, Contracts, and Legal. The matters discussed will remain confidential until the need for confidentiality no longer exists.

BE IT RESOLVED: The Paulsboro Board of Education will adjourn to Executive Session to discuss personnel, contracts, and legal matters the results of which may be made known upon return to regular session or when conditions warrant.

Motion was made by Mrs. Stevenson and seconded by Ms. Reilly to go into Executive Session to discuss District contracts.

MOTION UNANIMOUSLY CARRIED

Motion was made to come out of Executive Session and return to the Regular meeting of the Paulsboro Board of Education by Mrs. Stevenson and seconded by Mrs. Lombardo.

MOTION UNANIMOUSLY CARRIED

PLEDGE OF ALLEGIANCE

PRESENTATIONS – None at this time.

RESOLUTION – None at this time.

PUBLIC COMMENTS – ITEMS UNDER THE JURISDICTION OF THE BOARD OF EDUCATION - None at this time.

CORRESPONDENCE – None at this time.

NEW BUSINESS

A. JANUARY 2022 IS THE NEW JERSEY SCHOOL BOARD RECOGNITION MONTH



Paulsboro Public Schools Staff and Community want to thank our Board Members for their vital role they serve in the lives of our children's education.

New Jersey's local boards of education play an essential role in our students' lives. They oversee 580 school districts, which in turn, operate nearly 2,500 public schools and provide educational services to nearly 1.4 million children. They set the policies for our schools and make important decisions affecting curriculum, financing, and staffing.

New Jersey's local school board members devote countless hours - with no compensation - to the oversight and advancement of our children's education.

January 2022 is the 21st annual School Board Recognition Month in New Jersey, a time to raise public awareness of the role and responsibilities of local boards of education and to thank your community's school board members for their efforts.

Thank you!

OLD BUSINESS: – None at this time.

PENDING ITEMS: – None at this time.

BOARD BUSINESS: – None at this time.

REPORT OF THE BOARD SECRETARY/BUSINESS ADMINISTRATOR

REPORT OF THE SUPERINTENDENT

EXECUTIVE SESSION

NEXT MEETINGS OF THE BOARD OF EDUCATION

Regular Meeting

**Tuesday, February 22, 2022 at
7:00p.m. in the
Paulsboro High School Auditorium**

- The Board will take official action at this meeting.
- The meeting is open to the public and comments will be solicited from citizens in attendance.

MOTION TO ADJOURN



REPORT OF THE BOARD SECRETARY/BUSINESS ADMINISTRATOR

RECOMMEND APPROVAL OF A – D: The Greenwich Township Representative may vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mr. Lisa to approve the Report of the Board Secretary/Business Administrator Items A- D.

Informational: The Report of Secretary to the Board of Education as well as associated reports of accounts will be available for review at the meeting or in advance in the Office of the Interim Business Administrator/Secretary to the Board of Education.

A. Approval of Minutes (**Attachments**)

Regular Meeting	December 20, 2021
Executive Meeting	December 20, 2021
Reorganization Meeting	January 4, 2022

B. Approval of the December 2021 transfers. (**Attachment**)

C. Approval of the November 2021 and December 2021 Board Secretary’s Report.
(**Attachments**)

Be It Resolved, pursuant to NJAC 6A:23-2-11(c)4, that we, the members of the Paulsboro Board of Education, certify that as of November 30, 2021 and December 31, 2021, after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over expended in violation of NJAC 6A:23-2.11(b) and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

D. Approval for payment of bills that are duly signed and authorized. (**Attachment**)

Informational: A copy of the Bill List will be available at the meeting or in advance in the office of the Business Administrator/Secretary to the Board for review by members of the Board of Education.

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott (no – A), Tyesha Scott (no – A), Irma R. Stevenson (abstained –A), Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

BOE Members’ Comments: Mrs. D. Scott – Requested that the Board revisit the public comment policy at the February BOE Meeting.

REPORT OF THE SUPERINTENDENT OF SCHOOLS

**NOTE: ALL RECOMMENDATIONS IN THE REPORT OF THE SUPERINTENDENT ARE MADE
“UPON THE RECOMMENDATION OF THE SUPERINTENDENT.”**

PERSONNEL B - F: The Greenwich Township Representative may vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mrs. Henderson to approve Personnel Items B-F.

A. Informational: All people being recommended for employment must have completed a Criminal History Background Review and met certificate / license requirements along with all necessary paperwork prior to board action unless otherwise noted.

B. Recommend approval of the substitute teachers on the attached list from ESS (formally known as Source 4 Teachers). (**Attachment**)

Informational: The Board of Education has a contract with ESS to provide substitute teachers for the district. ESS verifies proper certification, Criminal History Background checks, etc. The Paulsboro Board of Education must then approve the names of the

C. Recommend approval to grant the Superintendent authority to use a letter of intent to hire staff, as needed, prior to the Tuesday, February 22, 2022 meetings of the Board of Education.

Informational: “Letter of Intent” authority authorizes the Superintendent to offer positions to candidates prior to the next meeting of the Board of Education. At its next meeting, the Superintendent will request the Board of Education to approve these appointments. The Superintendent will only use letters of intent when absolutely necessary. The letter of intent authority will not be used for administrative or supervisory positions.

D. Recommend approval to change the degree status for Paulsboro Public Schools Social Worker Renee Smallwood-Thigpen from MA Step L \$69,648.00 to MA+30 Step L – \$70,848.00 effective February 1, 2022.

E. Recommend approval for the following personnel to hang their boiler license for the 2021 - 2022 school year with a stipend of \$694.00.

Kathleen Moran

F. Recommend approval for the following Rowan University Students to complete their Clinical Experience Requirement for the following course:

Program: Schools & Society: Foundations of Secondary Education

Course: SMED 60550

Section: 1C

Professor: Jaime Grookett

Total hours: 20

Start/End Dates: 01/18/22 – 4/28/22 or upon completion of 20 hours

Field Day: To be determined & agreed upon by cooperating teacher & student candidate

Time: To be determined & agreed upon by cooperating teacher & student candidate

Student	Subject Content	School	Cooperating Teacher	Grade
Desai, Lekhini	English	PHS	Andrea Bish	12
Dillon, Caroline	English	PHS	Amy Bria	11
Gurcsik, Andrew	Biology	PHS	Lisa Broder	9
Mabin, Alexandra	English	PHS	Brittany Toole	11
Sirisky, Heather	Theatre	PHS	Barbara Thompson	10,11

Course Description: This introductory course addresses a number of foundational questions in the field of education, including: Who goes to school and for what purposes? What is taught and who decides? How are schools organized and who funds them? How are schools different now than they were after the second Industrial Revolution in the early 20th century?

What legal precedents have shaped education today? How are schools in the United States similar to and different from those abroad? In addition to reading and discussing works by seminal scholars in the field of education, students will also be required to reflect on their field experiences in order to build a bridge between theory and practice.

Field Experience Description: Teacher candidates enrolled in this course are pursuing a course of study toward teacher certification and a B.A. or M.S.T. degree in Education. There are three major purposes of this field experience. First, it provides candidates an opportunity to observe and reflect upon classroom instruction, interactions, organization, and management. Second, it provides candidates an opportunity to become directly involved with the instruction and activities occurring in the school and their assigned classroom. Third, it allows candidates to reflect on educational theory and policy in practice.

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson, Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

PERSONNEL G - U: The Greenwich Township Representative may not vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mrs. D. Scott to approve Personnel Items G-U.

- G. Recommend approval for the following Rowan University Students to complete their Clinical Experience Requirement for the following course:

Course: SMED 01284
 Program: Introduction to Assessment & Instruction for the Music Educator
 Professor: Adrian Barnes
 All students arrival/departure time: 8:00 am and depart 2.5 hours after arrival

Students must be placed in Grades 3-12. (Inclusive Classrooms OR General Education classrooms including children at risk or children with any type of special needs.) Students can be placed in pairs/groups of 4-8 per school.

Student	School	Cooperating Teacher	Dates
Arianna Granda	PJHS	Brian Betz	2/8-2/15
Annina Lopes	PJHS	Brian Betz	2/8-2/15
Stefania Osorio	PJHS	Brian Betz	2/8-2/15
Ruby Whitesell	PJHS	Brian Betz	2/8-2/15
Eric Amorelli	PJHS	Jenna Ouellette	2/22-3/1
Allison Bagliani	PJHS	Jenna Ouellette	2/22-3/1
Sean Baker	PJHS	Jenna Ouellette	2/22-3/1
Lucas Bergen	PJHS	Jenna Ouellette	2/22-31
Nyah Charles	PJHS	Jenna Ouellette	2/22-3/1

Course Description: This course is specifically designed to continue the development of an understanding of inclusivity and teaching in diverse settings begun in the Principles and Pedagogies in the Inclusive Classroom course and apply it specifically to the music classroom. This course will be music education specific to develop a broad and deep knowledge of music education processes throughout grades K-12 in music settings. A field component is part of this course.

Field Experience Description: Candidates visit the classroom/lab area as a small group of 4-8. They will have 3 to 4 sites visits per assigned school. Students with disability settings should include students with either disabilities OR students with one or more IEPs.

H. Recommend approval for the following Rowan University Students to complete their Clinical Experience Requirement for the following course:

Program: Inclusive Education (Elementary)

Professor: Jill Perry Course: INCL 02352 Section: 1

Arrival Time: Teacher report time, remaining approximately 7 hours (full day)

Total Number of Hours: Minimum 80 hours

Start Date: Tuesday, 1/25/22

Visits: 2 days a week for 12-14 weeks (Note: Schedule may vary due to Spring Break and state testing schedules)

Field Experiences Day(s): Tuesday and Thursday (Field Days: 1/25-4/28)

Student	Grade	School	Cooperating Teacher	Dates
Isabella Bettigole and Alexa Whiting	6	LES	Tamara Diodati	1/25-4/28
Caitlyn Braun	5	LES	Lauren Brasill	1/25-4/28
Nicole Ceballos	4	LES	Tara Stahl	1/25-4/28
Matthew DeAngelis	3	LES	Amber Berry	1/25-4/28
Robin Groome	3	LES	Kaitlyn Silvia	1/25-4/28
Gabriella Lugo and Jaime Cuttrera	3	LES	Bonnie McHale	1/25-4/28
Jessica McGrath	3	LES	Christine Roberts	1/25-4/28
Emily Monroe and Bianca Moffa	6	LES	Gianna Lombardi	1/25-4/28
Leidy Bonilla and Lindsey Donahue	5	LES	Jennifer Hoffman	1/25-4/28
Madison Otto	6	LES	Shaun Darby	1/25-4/28
Lauren Roldan	6	LES	Tom Richardson	1/25-4/28
Benjamin Silber	4	LES	Krista Lange	1/25-4/28
Alyxandra Vinci	4	LES	Susan Piccone	1/25-4/28

Student	Grade	School	Cooperating Teacher	Dates
Ashley Finocchio	3	LES	Danielle Relation	1/25-4/28
Nicole Keefe	5	LES	David Denelsbeck	1/25-4/28
Sarah Sheppard	3	LES	Jayna Constantino	1/25-4/28
Marisa Caccese	K	BECC	Judy Toscano	1/25-4/28
Alyssa Magliaro	1	BECC	Kai Myers	1/25-4/28
Kayleigh Murray	1	BECC	Stefani Bucco	1/25-4/28
Kayla Puppò	1	BECC	Suzanne Tuttle	1/25-4/28
Brooke Strauss	2	BECC	Mary Ann Lang	1/25-4/28

Course Description: This course focuses on inclusive pedagogy, including differentiating instruction across content areas, with a particular focus on Social Studies and Science, implementing principles of Universal Design for Learning, and adapting curriculum and classroom environments to support diverse learners in inclusive settings. The course is designed to align with the program goals of the BA in Inclusive Education and to accompany INCL 02323: Social Studies Methods for the Inclusive Classroom and INCL 02322: Science Inquiry and Methods for the Inclusive Classroom. Students build on the skills they have been developing in coursework and through INCL 02351: Clinical Experience I in Inclusive education and have the opportunity to implement their skills in the field to support a wide range of learners, collaborate with cooperating teachers, school-based professionals, and families. This course is a required course in the B.A. in Inclusive Education program, Elementary Education specialization (K-6).

Field Experience Description: Frequency of visit: Two full days a week for 12-14 weeks with visits totaling at least 80-hours of face-to-face clinical experience (Note: Schedules may vary due to Spring Break and state testing schedules).

- I. Recommend approval to appoint Daniel Mack to the position of Loudenslager Elementary School Part Time Inclusion Aide for the 2021-2022 school year. Mr. Mack will earn Step 1 - \$23.67 per hour as per agreement with the Paulsboro Education Association. Part time positions work 3.8 hours per day not to exceed 19 hours per week. This recommendation is contingent on completion of all required paperwork and the Criminal History Background Review.

Informational: Interviews were conducted and references checked by Loudenslager Elementary School Principal Matthew Browne.

- J. Recommend approval to appoint Mychelle Robinson to the position of Playground/Cafeteria Aide at Loudenslager Elementary School for the 2021-2022 School Year. Ms. Robinson will earn \$13.00 per hour for 3.5 hours per day on those days that lunch is served. This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background Review.

Informational: Interviews were conducted and references were checked by Loudenslager Elementary School Principal Mr. Browne.

- K. Recommended appointment of the following staff member to serve as Lunch Detention Monitors at Loudenslager Elementary School for the remainder of the 2021 - 2022 School Year.

<u>Position</u>	<u>Staff Member</u>	<u>2021 – 2022</u>	<u>Account #</u>
Lunch Detention Monitor	Samantha Strube	\$18.87/Hr.	11-000-262-107-03-012

Informational: Samantha Strube is a Classroom Aide at Loudenslager Elementary School. The Lunch Detention Monitor hours do not exceed 2 periods daily x 45 minutes/period prorated for the remainder of the 2021 - 2022 school year not to exceed 2 periods daily.

- L. Recommend approval to appoint Casey LaFrance to the position of 1:1 Instructional Classroom Aide at Billingsport Early Childhood Center. Ms. LaFrance will earn Step 1 - \$26,134.00 prorated as per the agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background Review.

Informational: Interviews were conducted and references were checked by Billingsport Early Childhood Center Principal Tina Morris and Loudenslager Elementary School Principal Matthew Browne.

- M. Request approval of the following salaries funded through Federal Elementary and Secondary Education Act (ESEA)/Title I funds for the 2021-2022 School Year, retroactive since September 2021:

<u>Teacher</u>	<u>% of Full Salary</u>	<u>ESEA Salary</u>	<u>Account</u>
Dotty Palmisano	100%	\$20,526.00	20-231-100-100

Informational: The salary of Marie Lexa, Pre-K Aide, will be removed from being funded through the Federal Elementary and Secondary Education Act (ESEA/Title I) and will be replaced by Dotty Palmisano, Kindergarten Aide. The positions of these two staff members were switched in September and the changes should be made retroactive to that date through the remainder of the 2021-2022 school year.

- N. Recommend approval to accept the resignation of Billingsport Early Childhood Preschool Master Teacher Barbara Devine effective date will be February 15, 2022 or when this position is filled.

Informational: Ms. Devine has served the Paulsboro Public Schools for 2 years. Per the teacher contract, they may at any time give 60 days' notice in writing of their intention to terminate.

- O. Recommend approval to appoint Francine Faltz to the position of Grade 5 & 6 Special Education Teacher at Loudenslager Elementary School. Ms. Faltz will earn prorated MA+30 - Step M - \$75,309.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent upon completion of all required paperwork and the Criminal History Background Review.

Informational: Ms. Faltz has worked as a special education teacher for over 15 years and will fill the position vacated by Mr. Corey Hoffman who was previously approved on the October 25, 2021 Board of Education Agenda to be transferred to the Basic Skills Reading Teacher at Loudenslager Elementary School. Interviews and references were conducted by Loudenslager Elementary School Principal Matthew Browne.

- P. Recommend approval to appoint Natalie Fisher to the position of Preschool Intervention & Referral Team-Early Childhood at Billingsport Early Childhood Center. Ms. Fisher will earn MA Step A - \$51,385.00 prorated for the remainder of the 2021-2022 school year. This recommendation is contingent on completion of all required paperwork and the Criminal History Background Review.

Informational: Ms. Fisher will fill the position vacated by Ms. Megan Dimit. Interviews were conducted by Billingsport Early Childhood Center Principal Tina Morris and Supervisor of Curriculum & Instruction Kristen Reid.

- Q. Recommend approval, via Letter of Intent dated January 10, 2022, to appoint Tracey Scott to the position of School Nurse at Billingsport Early Childhood Center. Ms. Scott will earn MA Step O - \$86,294.00 prorated for the remainder of the 2021-2022 school year. This

recommendation is contingent on completion of all required paperwork and the Criminal History Background Review.

Informational: Ms. Scott has over 30 years of experience. For the past four years, she has worked in the Trenton Public School System at a K-5 school servicing 768-800 students independently. Her responsibilities consisted of health counseling, medical assistance, emergency healthcare, and Covid expert in the building. Interviews were conducted by Superintendent Dr. Roy J. Dawson III.

- R. Recommend approval, via Letter of Intent dated January 10, 2022, to appoint Juliana Calce to the position of Grade 2 Teacher at Billingsport Early Childhood Center effective January 10, 2022. Ms. Calce will earn BA Step A - \$48,985.00 prorated for the remainder of the 2021-2022 school year. This recommendation is contingent on completion of all required paperwork and the Criminal History Background Review.

Informational: Ms. Calce was the Long-Term Substitute Teacher assigned to Preschool at Billingsport Early Childhood Center from August 31, 2021 until December 23, 2021. Interviews were conducted by Billingsport Early Childhood Center Principal Tina Morris and Interim Supervisor of Special Education Robert Harris.

- S. Recommend approval to accept the resignation of Loudenslager Elementary School Playground Aide Letia Davis effective December 28, 2021.

- T. Recommend approval of a Family Medical Leave of Absence for Staff #1008 DOH 12/14/2015, with the following terms and conditions:

Dates of Leave

Friday, December 10, 2021 – Tuesday, January 4, 2022

Terms and Conditions of Leave

With pay and benefits by use of accumulated sick and personal leave as well as the concurrent use of Federal Family Leave (12 days)

- U. Recommend approval for the following job description:

1. Student Wellness Associate, LPN (**Attachment**)

- V. Informational: Correction to be made to Paulsboro Board of Education meeting on December 20, 2021- Section: Personnel - Item L. – The salaries for these staff members will be funded through the Federal Elementary and Secondary Education Act (ESEA)/Title I funds beginning on the following dates: Corey Hoffman, January 24, 2022 and Shirley Gill, February 1, 2022.

Originally approved as: Recommend approval of the following salaries funded through Federal Elementary and Secondary Education Act (ESEA)/Title I funds for the 2021-2022 School Year:

<u>Teacher</u>	<u>% of Full Salary</u>	<u>ESEA Salary</u>	<u>Account</u>
Shirley Gill (Loudenslager)	100%	\$83,894.00	20-231-100-100
Corey Hoffman (Loudenslager)	84%	\$58,504.00	20-231-100-100

Informational: These staff members are currently employed by the Paulsboro Public School District and have transferred to vacant positions supported by the Federal ESEA Grant. Corey Hoffman began November 1, 2021 and Shirley Gill will begin January 1, 2022.

Roll call Vote:

Robert Davis (No)-O, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott (Abstained –Q) , Tyesha Scott (Abstained –Q), Irma R. Stevenson

MOTION CARRIED

STAFF AND CURRICULUM DEVELOPMENT A - B: The Greenwich Township Representative may vote on items in this section of the agenda.

Motion made by Mrs. Stevenson and seconded by Ms. Reilly to approve Staff & Curriculum Items A – B.

- A. Recommend approval for Paulsboro Public Schools Director of Facilities John Swanson to participate in training sessions in order to fulfill continuing education requirements under the Certified Educational Facilities Manager (CEFM) Program.

Informational: The State of New Jersey requires all Certified Educational Facilities Managers (CEFM) to complete 20 hours of training or continuing education in fields of study related to school facilities in the State and approved by the department. Participation in these workshops responds to these State mandates for continuing education credits of a CEFM. There is no cost to the district.

- B. Recommend retroactive approval for Paulsboro Public Schools staff to attend Edulastic 101 Training.

Informational: Edulastic is a free on-line platform in which staff and students can create and complete formative and summative standards-aligned assessments. The tool offers immediate achievement and growth feedback and can be used to guide staff as they plan for instructions tailored to student needs. There is no cost to the district.

- C. **Informational:** The New Jersey Quality Single Accountability Continuum (NJQSAC) requires districts to inform local school boards of student-level state assessment results. The Start Strong Assessment for individual students for English language arts, mathematics and science were administered to students in fall 2021. The assessments are aligned to specific learning standards from the previous grade level or high school course with the primary purpose of providing instructional information to classroom teachers about students’ needs for additional support upon their return to school in the fall of 2021. (**Attachment**).

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson, Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

STAFF AND CURRICULUM DEVELOPMENT D: The Greenwich Township Representative may not vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mr. Lisa to approve Staff & Curriculum Items D.

- D. Recommend the following Mentor/Buddy Teachers at Billingsport Early Childhood Center, Loudenslager Elementary School and Paulsboro Junior High School for the 2021-2022 school year:

Subject	New Staff Member	Buddy	Mentor
Grade 2 Teacher	Juliana Calce		Maryann Lang
Preschool Intervention & Referral Team-Early Childhood	Natalie Fisher	Tarah Duda	
Grade 5 Teacher	Francine Faltz	Corey Hoffman	
Grade 5/6 Mathematics Teacher	Lewis McCall	Shirley Gill	

Informational: When a novice teacher is hired, they are issued a Provisional Certificate. Upon the completion of two years of successful teaching, the Provision Certificate converts to a Standard Certificate. During the first year with a Provision Certificate, the teacher must be assigned a mentor teacher. The provisional teacher pays a stipend to the mentor.

Experienced teachers who begin work in the Paulsboro Public Schools are assigned a buddy teacher to help orient and guide them through their first year of service. This is a local requirement not one imposed by the state. The buddy teachers are not paid but rather serve as a professional courtesy to their colleagues.

E. Informational - Enrollment and Class Size:

1. The following chart presents the enrollment data for Preschool -8:

Grade	Enrollment - January 15, 2022						
	2016	2017	2018	2019	2020	2021	2022
Pre- School Age 3 & 4	57	68	63	79	82	48	58
K	104	97	92	102	96	77	76
1	111	86	94	84	86	85	82
2	79	86	80	83	78	81	85
3	56	65	100	90	79	90	89
4	65	70	60	103	82	81	88
5	64	60	71	61	97	86	82
6	53	82	60	71	56	98	84
7	73	71	92	68	72	61	101
8	62	77	68	90	67	71	66
Self-Contained Special Education Billingsport/Loudenslager*	26*	27*	19*	20*	22*	13	26
Grand Totals	750	789	799	851	817	791	837

* At Loudenslager School, students in self-contained classes are included with general education students for purposes of this report.

2. The following chart presents the enrollments for Paulsboro Senior High School:

Grade	Enrollment – January 15, 2022						
	2016	2017	2018	2019	2020	2021	2022
9	63	82	92	94	108	100	112
10	82	76	81	83	86	101	97
11	80	77	64	78	73	76	84
12	78	98	84	63	85	84	77
TOTAL	303	333	321	318	352	361	370

3. The following chart presents the class sizes for Billingsport Early Childhood Center and Loudenslager Elementary School:

Grade	Number of Students per Class as of January 15, 2022					
	Pre-School	10	10	10	10	9
Kindergarten	20	19	18	19		
1	21	20	20	21		
2	21	21	21	22		
3	21	23	22	23		
4	20	25	22	20	1	
5	19	21	20	21	1	
6	22	16	20	23	3	
Special Education		4	8	9		

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson

MOTION CARRIED

INSTRUCTIONAL SERVICES A - B: The Greenwich Township Representative may vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mrs. D. Scott to approve Instructional Services Items B.

Item A was tabled until the February 22, 2022 meeting in order for the Board Members to get clarity on how the District plans to enforce recovery procedures that require parents to pay for lost or damaged devices.

- A. Recommend approval of the District Issued Student Device Policy, Procedure and Information Handbook for the 2021-2022 school year. (**Attachment**)

Informational: The purpose of the policy is to establish guidelines for issuance, acceptable use, care, repair and / or replacement of a district issued technology device. In order for a student to receive a school district provided piece of technology equipment, the parent and student must sign a form requiring the parent/guardian and student to comply with the provisions included, but not limited to, those in the document.

- B. Recommend approval to provide homebound instruction for the following students Grades 9-12:

Case #	Grade:	Hours of Instruction
230345	10	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Inspira Health Network for a minimum of 10 hours/week at \$32/hour. Student is attending Inspira Health Program in Bridgeton, New Jersey. Start date was 12/15/2021.

- C. **Informational:** The Paulsboro Public School district is currently working with the Gloucester County Special Services School District (GCSSSD) to provide one-to-one supplemental instruction to eligible McKinney-Vento (MCKV) students. The GCSSSD MCKV Education Program is federally funded and serves children in Gloucester County. The tutoring provided supplements classroom instruction in math, language arts and other subject areas, as needed. There is no cost to the district for this service.

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson, Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

INSTRUCTIONAL SERVICES D - E: The Greenwich Township Representative may not vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Ms. Stevenson to approve Instructional Services Items D & E.

- D. Recommended approval to submit a grant application for the National Football League’s Fuel Up to Play 60 Grant. This recommendation also includes approval to accept the grant funds (maximum \$4,000.00) when approved through the grant application process.

Informational: Sponsored by the National Dairy Council, state and regional Dairy Councils and other supporting organizations, the competitive, nationwide funding program provides money up to \$4,000.00 per year, per school to jumpstart healthy changes. Funds are used to help your school implement one Healthy Eating Play and one Physical Activity Play. If selected, Loudenslager will receive supplies to support a Composting Program which will connect directly to our School Garden Program as well as a walking club to promote exercise during recess. This grant is being developed and written by Loudenslager teachers Monica Moore-Cook, Susan Piccione and Dean Duca.

BOE Members’ Comments: Mrs. D. Scott requested that Board members are provided with an executive summary that includes a description of how the funds will be used.

- E. Recommend approval to provide homebound instruction for the following students Grades PK-8:

Case #	Grade:	Hours of Instruction
353130	KF	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Brookfield Schools/ Inspira Children’ Health Behavioral Health for a minimum of 5 hours/week at

Case #	Grade:	Hours of Instruction
		\$32/hour. Student is attending Inspira Health Program in West Deptford, New Jersey. Start date was 12/16/2021.
333128	2	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Brookfield Schools/ Inspira Children's Health Behavioral Health for a minimum of 5 hours/week at \$32/hour. Student is attending Inspira Health Program in West Deptford, New Jersey. Start date was 1/6/2022.
283177	6	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Inspira Health Network for a minimum of 5 hours/week at \$32/hour. Student is attending Brookfield Schools in Cherry Hill, New Jersey. Start date was 11/23/2021.

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson

MOTION CARRIED

STUDENT ACTIVITIES A - B: The Greenwich Township Representative may vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mrs. Lombardo to approve Student Activities A & B.

- A. Recommend approval for the Paulsboro Junior-Senior High School students who earned Gold and Red Renaissance Cards to attend the annual "Pasta with the Principal" luncheon at the Paulsboro Sportsman's Club in Paulsboro, New Jersey on February 24, 2022 between 11:15 AM and 1:00 PM. Paulsboro High School Principal Paul Morina is in charge of this activity. Cost to the Board of Education is \$28.35 for school bus transportation (bus driver and gasoline).

Informational: The Renaissance Program recognizes students who have excellent grades, excellent attendance and excellent behavior records. The Sportsman's Club hosts the event free of charge. The Renaissance account is used to pay for the food and the meal is prepared by volunteers.

BOE Members' Comments: Mrs. D. Scott inquired if the District buses and drivers will provide transportation and how will they be paid. (Yes, they are paid an hourly rate.) She also inquired about the number of District owned buses. (6 buses).

- B. Recommend approval for the Paulsboro High School Jazz band to attend the Rowan University Jazz Festival on February 11, 2022 between 8:30am and 2:00pm. There will be approximately 20 students attending. Music Directors Brian Betz and Jenna Ouellette will accompany the students. Admission to the festival is free for the students since Mr. Betz is an Adjunct Professor at Rowan University. Cost to the Board of Education is \$83.70 for school bus transportation (bus driver and gasoline).

Informational: This will be a wonderful opportunity to expose our music students to the opportunities at the college level as they prepare to look and programs at the post-graduation level. The festival will function under all COVID-19 Regulations.

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson, Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

STUDENT ACTIVITIES C: The Greenwich Township Representative may not vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mrs. Henderson to approve Student Activities Item C.

- C. Recommend approval to have a Robotic Student Appreciation Day Assembly for the Billingsport Early Childhood Center Students. The assembly will be held on Friday, March 4, 2022 from 9:00am - 11:00am in the cafeteria and STEAM lab at Billingsport.

Informational: The Billingsport Early Childhood Center students learn about robots as an extension of the STEAM class. The Robotics will interact with the students by singing, dancing and playing games. They will also take pictures with the students.

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson

MOTION CARRIED

POLICY: None at this time.

CONSTRUCTION UPDATES:

Safety Grant: The District is ready to move forward on plans for Safety Vestibules for each of the buildings. Drawings were received from Garrison Architects to complete the vestibules and install Access Control Systems for the doors and Security Cameras. Using the Camden County Educational Services Cooperative Pricing system, a quote has been received to complete the brick-and-mortar portion of the vestibules that is within the funding limit of the Safety Grant Award. We will look for additional funding sources to complete the project at a later date but are moving forward with this critical project so that we can get this into the construction material supply chain.

Informational: ROD and Non-ROD Grants

District Consultant Frank Domin has established contact with and conducted meetings with the official at the School Development Authority (SDA) charged with the Paulsboro projects that are jointly funded by the 2015 Bond Referendum and SDA. All parties are reviewing and familiarizing themselves with the projects since they have been dormant for approximately four years.

The first task is to assemble all of the required documents to apply for reimbursement from SDA for projects that are at the 65% completion level. When this information is submitted to and approved by SDA, reimbursement will be paid to the district.

The second task is to determine what facilities upgrade are included in the application to SDA. It appears that some of the items in the application to SDA were not part of the original scope of the bond referendum. On the other hand, some items included in the original scope of the project seem to have been “de-scoped” which removed them from funding consideration by SDA. Mr. Domin, working with representatives of SDA and School Architect Robert Garrison has resolved these concerns. All parties now agree that the project is now just as it was presented to the public for the 2015 bond referendum.

The SDA official emphasized the importance of beginning work on those items that all parties agree are within the scope of the projects. The work needs to be completed quickly for two reasons. First, the projects are critical repairs to district facilities. Second, to protect the funding available by SDA. Mr. Domin is now working with the School Architect and Camden County Special Services School District in order to restart projects. It seems likely that within a month or two, the Board of Education will be able to award contracts for projects such as heater controls, drainage projects, etc. so that the work begun in 2015 can move forward.

January 2022 Update

ESIP Energy Savings Improvement Program: The State’s consultant has kept an ambitious meeting schedule with John Swanson, either in person or via zoom to kick off the energy audits for all off the buildings. When completed, the next step will be to appoint the consultant to make recommendations for energy improvement that can be paid for out of the energy savings.

ROD Grant Program: The School Development Authority (SDA) at the State has received our request for reimbursement for the High School Boiler Project and after review requested additional supporting documentation. Garrison Architects and the contractor, CM3, supplied the information within 24 hours of the request. We have had good communication with all the parties involved.

FACILITIES A - B: The Greenwich Township Representative may vote on items in this section of the agenda.

A motion was made by Mrs. Stevenson and seconded by Ms. Reilly to approve Facilities Items A & B.

- A. Recommend approval of the attached 2021-2022 Statement of Assurance for Health and Safety Evaluation of School Buildings Checklist. (**Attachment**)

Informational: The purpose of this evaluation is for the health and safety of students and staff even in the absence of a specific statute or code. The Health and Safety Evaluation of School Buildings Checklist.

Facilities review is for the evaluation of school buildings including traditional public school districts (owned or leased), private schools for the disabled, charter schools, renaissance school projects and any other school settings. This evaluation checklist must be completed annually by appropriate district personnel and kept on file for inspection or other legal issues.

Further, districts must submit the Health and Safety Evaluation of School Buildings Checklist Statement of Assurance annually by January 30. These checklist items cover regulations issued by New Jersey Department of Education, New Jersey Department of Community Affairs, and Occupational Safety and Health Administration.

- B. Recommend authorization for the Superintendent to approve the following organizations to use school facilities as listed for the 2021-2022 school year. This recommendation is contingent on each group filing the appropriate request and verification of insurance.

ORGANIZATION/ PERSON	ACTIVITY	FACILITY	CONTACT
St. Margaret Regional School	Track and Field Practice – March 2, 2022 to May 30, 2022 6:00 – 7:30 Mondays and Wednesdays	Athletic Complex	Robert Doody

Roll call Vote:

Robert Davis, Crystal L. Henderson (Abstained – A), Joseph Lisa (Abstained – A), Elizabeth J. Reilly, Danielle Scott (yes, but no confidence vote), Tyesha Scott, Irma R. Stevenson, Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

FACILITIES C: The Greenwich Township Representative may not vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mr. Lisa to approve Facilities Item C.

- C. Recommend approval to dispose of the following materials from Billingsport Early Childhood Center:

Quantity	Item	Age of Item	Method of Disposal	Reason for Disposal
10	Cafeteria Tables / Food Carts	Unknown	Trash / Metal Recycling	Very poor condition / Rusty

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson

MOTION CARRIED

FINANCE A - B: The Greenwich Township Representative may vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mr. Lisa to approve Finance Items A & B.

- A. Recommend approval to adoption of the attached resolution authorizing the Paulsboro Board of Education President Marvin E. Hamilton, Sr. to use an electronic (facsimile computer generated) signature on checks written against the Warrant Account. (**Attachment**)

Informational: The attached resolution is required to allow the Paulsboro Board of Education President Marvin E. Hamilton, Sr. to utilize an electronic signature on checks being written against the Warrant Account. This will allow the business office to operate more efficiently.

BOE Members' Comments: Mr. Lisa stated he was not in favor because manually signing vendor checks on behalf of the District is part of the Board President's job.

- B. Recommend approval to enter into an agreement with KD National Force Security to provide school safety and security services to Paulsboro Public Schools. Services will begin on or around March 1, 2022 and extend through July 30, 2022 with an option to renew for the following two school years. Services will be paid from ESSER Grant funds and shall not exceed the amount of \$ 44,000.00.

Informational: In an effort to improve the safety and security in all schools of the Paulsboro Board of Education, a request for proposals was submitted to vendors in the State of New Jersey willing to provide school security services.

It is recommended, after reviewing the incoming proposal (1) that KD National Force Security be awarded the contractual services for school security.

KD National Force Security offers highly qualified security personnel. Each member of their team has a minimum of 20 years of law enforcement experience. KD National Force Security has personnel trained in: emergency crisis intervention, CPR/First Aid, conflict resolution, and are up to date with current school-wide security trends and issues. KD National Force Security will act as a liaison between the Paulsboro School District and Jurisdictional Law Enforcement.

The agreement will be from an anticipated start date of or before March 1, 2022 through July 30, 2022. Services will include:

Hourly Rates:

Regular School District Detail	\$36.50
Extra-Curricular Sporting Events	\$36.50
Holiday / Overtime Detail	\$54.75

KD National Force Security will provide security personnel at each of our schools.

Roll call Vote:

Robert Davis (no-B), Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott (no-B), Tyesha Scott (no-B), Irma R. Stevenson, Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

C. Informational - Child Nutrition

The following information summarizes the financial status of the child nutrition program:

Month	Revenues	Expenses	Revenue - Expenses
July	\$17,778.63	\$17,590.99	\$187.64
August	\$1,792.75	\$7,663.85	-\$5,871.10

Month	Revenues	Expenses	Revenue - Expenses
September	\$84,129.48	\$66,611.56	\$17,517.92
October	\$99,018.76	\$86,919.46	\$12,099.30
November	\$85,771.28	\$68,569.99	\$17,201.29
December	\$86,477.84	\$84,362.88	\$2,114.96
Year to Date	\$374,968.74	\$331,718.73	\$43,250.01

Informational – Breakfast and Lunch Service at all schools during 2021-2022.

Month	Breakfast	Lunch	Total Meals Served
September	8,444	13,170	21,614
October	9,667	15,757	25,424
November	8,440	13,608	22,048
December	8,538	13,071	21,609
Year to Date	35,089	55,606	90,695

FINANCE D - G: The Greenwich Township Representative may not vote on items in this section of the agenda.

Motion was made by Mrs. Stevenson and seconded by Mr. Lisa to approve Finance Items D - G.

- D. Recommended approval to accept the donation of the Project entitled: We Can't Hear You through anonymous donors through donorschoose.org. The donated items include JLab Audio JBuds Pro Signature Earbuds for students and will be utilized in Mrs. Brassill's Language Arts Classroom. These items are worth approximately \$250.00.

Informational: DonorsChoose.org is a non-profit organization that allows individuals to donate directly to public school classroom projects in the United States. This item was requested by Loudenslager 5th Grade Teacher Lauren Brassill.

- E. Recommended approval to accept the donation of the Project entitled; Flexible Furniture through anonymous donors through donorschoose.org. The donated items include an adjustable height student desk and chair for students and will be utilized in Ms. Diodati's Special Education Classroom. These items are worth approximately \$300.00.

Informational: DonorsChoose.org is a non-profit organization that allows individuals to donate directly to public school classroom projects in the United States. This item was requested by Loudenslager Special Education Teacher Mrs. Tamara Diodati.

- F. Recommended approval to accept the donation of the Project entitled; Marvelous Magazines through anonymous donors through donorschoose.org. The donated items include educational magazines and will be utilized in the STEAM Center at Loudenslager Elementary School. These items are worth approximately \$150.00.

Informational: DonorsChoose.org is a non-profit organization that allows individuals to donate directly to public school classroom projects in the United States. This item was requested by Loudenslager STEAM Teacher Rebecca Richardson.

- G. Recommend approval for Billingsport Early Childhood Center to accept a donation of 60 sets of pajamas and 20 books for the students from Dusti Kramer. These items are valued at approximately \$700.00.

Roll call Vote:

Robert Davis, Crystal L. Henderson, Joseph Lisa, Elizabeth J. Reilly, Danielle Scott, Tyesha Scott, Irma R. Stevenson

MOTION CARRIED

SCHOOL SAFETY A:

A. Informational: Report of School Security Drills

Report of Paulsboro Public Schools Security Drills				
Type of Drill	Notation	Schools		
		Paulsboro Junior / Senior High	Loudenslager Elementary	Billingsport Early Childhood Center
Fire Evacuation	Each school must conduct one per month	09/09/2021 10/14/2021 11/01/2021 12/17/2021	09/15/2021 10/25/2021 11/29/2021 12/23/2021	09/14/2021 10/14/2021 11/09/2021 12/08/2021
Communication Drill**	September 2021	09/16/2021		
Evacuation (Non-Fire)	Each school must conduct two annually		09/28/2021	09/20/2021
Lockdown	Each school must conduct two annually	11/10/2021	11/23/2021	
Bomb Threat	Each school must conduct two annually			11/17/2021
Active Shooter	Each school must conduct two annually			12/16/2021
Shelter In Place (Secure Classroom)	Each school must conduct two annually	10/28/2021 12/02/2021	10/18/2021 12/18/2021	10/15/2021
Other Drills				
Bus Evacuation	School District (Annually)	(P7) 11/18/2021 (P5) 11/17/2021		
Bus Evacuation	School Routes (2 Annually)	(P7) Bankbridge Elementary 09/21/2021 (P8) Bankbridge Regional 10/04/2021 (P7) Bankbridge Dev. Center 09/21/2021		
Test of Emergency Communication System	Not required but conducted as an extra safety measure			
AED (Automated External Defibrillators) *	Not required but conducted as an extra safety measure	09/30/2021 10/22/2021 11/23/2021 12/21/2021	09/30/2021 10/22/2021 11/23/2021 12/21/2021	09/30/2021 10/22/2021 11/23/2021 12/21/2021

*The Administration Building AED testing is included with the Paulsboro Junior / Senior High School.

**Communication Drill is a test of the internal communications system will help identify the true capability of the school to effectively communicate on - campus emergencies

It is anticipated adjustments will be made by schools to help reduce the likelihood of virus transmission during the upcoming school year.

These will take the form of implementing practices recommended by the CDC, NJ DOH, etc. such as practicing safe social distancing, wearing face coverings, etc.

PUBLIC COMMENTS

At this time, the public came forth to address the Board of Education with questions and/or comments.

- **Theresa Cooper:**
 - Not enough paper copies of the agenda on hand.
 - Concerned about the District hiring staff at salaries higher than current staff.
 - Believed the budget is blown.
 - Requested curriculum presentation
- **District response:**
 - **The agenda is now available on the District's website. Furthermore, additional copies of the agenda will be provided at future BOE meetings.**
 - **Incoming staff have the ability to negotiate their salaries prior to accepting employment. Current represented staff are bound by the terms of their collective bargaining agreement in regards to salary increases.**
 - **Per the Business Administrator, the budget is currently not at risk of being overspent.**
- **Tara Stahl**
 - Wants to District to honor the *Student of the Month* at the monthly board meetings.
 - Requested that administrative staff be required to attend the monthly board meetings so that they can answer questions that pertain to their work/department.
 - Concerned about staff leaving the District in pursuit of higher salaries.
- **District response:**
- **Erica Scott:**
 - Concerns about truancy in the District. Questioned whether the Truancy Officer is taking parents to Truancy Court. Stated that she is aware of student who have been significantly truant throughout the school year, but despite this students are being promoted to the next grade.
 - Not enough electives are available to juniors and seniors. The district does not have enough electives to offer these students. Mentioned there are no Spanish teachers.
- **District response:** We have 2 Spanish Teachers at the High School.
- **BOE Response**
 - **Ms. Tyesha Scott:**
 - Believes District teachers are not being paid enough.
 - District needs Special Education Teachers
 - **Mrs. Danielle Scott:**
 - Has curriculum concerns
 - District has not Special Education Teachers
- **Krista Lange**
 - Concerns about differences in salaries for new hire teachers vs. current teachers
 - Questioned what the District is doing to keep up with salaries of new hires.
 - New hire information is not consistently displayed in the Board Agenda. Some employees' years of experience was not provided.
 - Would like to hear the Superintendent praise staff, visit schools, meet with students & staff to get to know them.
 - Would like teachers to be given grace.
- **BOE Comments:**
 - **Mrs. Danielle Scott:** District needs to figure out how to keep teachers here
 - **Ms. Tyesha Scott:** Teachers don't get the respect they deserve. Asked for a round of applause for the teachers.
 - **Mrs. Irma Stevenson:** the BOE needs to be better, and must support the school by going to events.
 - **Mr. Joseph Lisa:** The District attorney should be present at the BOE meetings.

MOTION TO ADJOURN

Motion made by Mrs. Stevenson, seconded by Ms. Reilly and unanimously carried (8-0) to adjourn the meeting at 7:49 pm.

Respectively Submitted,



Board Secretary