

PAULSBORO PUBLIC SCHOOLS

BOARD OF EDUCATION MEETING
PAULSBORO, NEW JERSEY

AGENDA

MONDAY, APRIL 29, 2024

**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

- 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.

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, July 27, 2022, and Monday, September 26, 2022 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 2023-2024 Board of Education schedule of meetings was readopted by the Board of Education at the Reorganization Meeting on January 2, 2024.

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

Theresa Cooper, Frank Damminger, Kyana Evans, Lawrence Haynes, Sr., Jack Henderson, Joseph Lisa, Markee Robinson, Danielle Scott, Tyesha Scott, Greenwich Township Representative Roseanne Lombardo, and Student Member Austin Willetts.

EXECUTIVE SESSION

BE IT RESOLVED: The Paulsboro Board of Education will adjourn to the 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.

PLEDGE OF ALLEGIANCE

RESOLUTIONS – WINTER SPORTS TEAMS AND ATHLETES

1. Recommend #03-25-24-001 resolution honoring Gloucester County Winter Teams and athletes:

Gloucester County Basketball League 5/6th Grade Boys

March 8th, 2024

Defeated Deptford 40-32

Head Coach: Ian Veney

Assistant Coaches: Rashad Thomas and Leonard Smith

Informational: Gloucester County Basketball League 5/6th Grade Boys were unable to attend the March 25, 2024, Board Meeting.

PRESENTATIONS:

1. March’s *Raider Report* presented by Loudenslager Elementary School Teachers Krista Lange and Tara Stahl.
2. Student of the Month Awards for February 2024 and March 2024:

Paulsboro Junior High School	Paulsboro High School
<u>February Students of the Month</u>	<u>February Students of the Month</u>
Taraji Patterson - Grade 7 Karli Hutchinson- Grade 8	Aarlynn Dixon - Grade 9 Kirsten Goldman - Grade 10 Johnnie West - Grade 11 Xavier Orangers-Tucker - Grade 12
<u>March Students of the Month</u>	<u>March Students of the Month</u>
Javan Bagby - Grade 7 Tae’Ren Carlson - Grade 7 John David, III - Grade 8	Anyileini Valdez - Grade 9 Sanai Rone - Grade 10 A’mory Vega-Stephenson - Grade 11 Violet Williams - Grade 12

Following this presentation, the Paulsboro Education Association invites the families and the Board of Education Students of the Month for light refreshments in the cafeteria.

CORRESPONDENCE: Recommend acceptance to approve:

1. Thank you letter from Dr. Walter Quint and his family for the honor of the dedication of *the Dr. Walter C. Quint STEAM Center* at Loudenslager Elementary School.

NEW BUSINESS:

SAVE THE DATE – NJSBA 2024 CONFERENCE
QUEST FOR STUDENT SUCCESS
 Atlantic City Convention Center
 Monday, October 21, 2024, to Thursday, October 24, 2024
 Please let the Business Office know by May 10th, 2024, if you would like to attend.

PUBLIC HEARING ON THE 2024 – 2025 ANNUAL SCHOOL BUDGET

A. PRESENTATION OF THE PROPOSED 2024 - 2025 BUDGET (Attachment)

B. ACTION ITEMS

Recommend approval to make the following line-item adjustments to the proposed 2024-2025 budget:

A. To make the following line-item adjustments:

REVENUE	20-3218 - \$426,641 – Pre-K Carryover FY 23
	20-32XX - \$160,525 – Non-Public Aide
	10-307 - \$560,000 – Local Share ESIP Project
APPROPRIATIONS	12-000-400-931 - \$560,000 – ESIP Project Local Share
	20-5XX-XXX-XXX - \$160,525 – Non-Public Expenditures
	20-218-XXX-XXX – Pre-K Carryover FY 23 Expenditures

Capital Reserve Withdrawal – Other Capital Projects

BE IT RESOLVED that included in the general fund appropriations, budget line 620 is a withdrawal from Capital Reserve – Other Capital Projects in the amount of \$560,000 for other capital project costs of \$560,000, specifically the Local Share of the District’s Energy Savings Improvement Program (ESIP) project. The total cost of this project is \$8,601,397 which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the New Jersey Student Learning Standards.

Travel and Related Expense Reimbursement 2024-2025

WHEREAS, the Paulsboro Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23A-7.3 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, the Paulsboro Board of Education established \$50,000 as the maximum travel amount for the current school year and has expended \$25,290 as of this date; now

THEREFORE, BE IT RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7.3, to a maximum expenditure of \$50,000 for the 2024-2025 school year.

Final Budget Adoption

WHEREAS, the Paulsboro Board of Education adopted a tentative budget on March 18, 2024, and submitted it to the Executive County Superintendent of Schools for approval, and

WHEREAS, the tentative budget was approved by the Executive County Superintendent of Schools on April 2, 2024, and

WHEREAS, the tentative budget was advertised in the legal section of the Courier Post on April 7, 2024, and, in the legal section of the South Jersey Times on April 15, 2024, and

WHEREAS, the final budget was presented to the public during a hearing held in the Paulsboro Jr/Sr High School Auditorium, 670 N. Delaware St., Paulsboro, NJ, on April 29, 2024,

	General Fund	Special Revenue	Debt Service	TOTAL
2024-2025				
Total	\$ \$33,346,623	\$ 3,185,354	\$ 213,945	\$ 36,745,922
Expenditures				
Less:				
Anticipated Revenues	\$ 36,346,623	\$ 3,185,354	\$ 213,945	\$ 36,745,922
Taxes to be Raised	\$ 6,799,808	- 0 -	\$213,945	\$ 7,013,753

THEREFORE, BE IT RESOLVED, the Board of Education of Paulsboro Public Schools approves the revised budget as presented during the public hearing of \$36,745,922.

- C. Recommend approval of a Resolution establishing maximum spending limits for specified expenditures in accordance with the NJ Accountability Regulations as follows:

Public Relations (6A:23A-5.2 Public relations and professional services; district board of education policies; efficiency)

Television Station \$25,000 (Not to Exceed)
 All Other \$25,000 (Not to Exceed)

Professional Services: (6A:23A- 8.1 Budget submission; supporting documentation; website publication)

Legal \$150,000 (Not to Exceed)
 Architect/Engineer \$100,000 (Not to Exceed)
 Physician \$ 60,000 (Not to Exceed)
 Special Education Professionals \$150,000 (Not to Exceed)
 Auditor \$ 60,000 (Not to Exceed)
 Negotiator \$ 50,000 (Not to Exceed)

RESOLUTIONS:

A. PARTICIPATION IN NEW JERSEY STATE INTERSCHOLASTIC ATHLETIC ASSOCIATION

Recommend adoption of the following resolution:

BE IT RESOLVED, recommend adoption of Resolution #04-29-24-001 that Paulsboro High School as a member of the New Jersey State Interscholastic Athletic Association (NJSIAA) 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 included among those 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.

B. COUNTY TEACHER OF THE YEAR: GLOUCESTER COUNTY

Recommend adoption of the following resolution:

BE IT RESOLVED, recommend adoption of Resolution #04-29-24-002 that The Annual Teacher Recognition Awards Ceremony and Reception will take place on Monday, May 20, 2024 prior to the regular scheduled meeting.

- Honoring the teacher upon their selection as **COUNTY TEACHER OF THE YEAR: GLOUCESTER COUNTY RECOGNITION AWARD** recipient for 2024.

2023-2024
Dr. Phillip C. Neff, Jr.

The New Jersey Department of Education (NJDOE) strives to recognize educators who have gone above and beyond in their service to New Jersey’s students. All local educational agencies (LEAs) are encouraged to participate in Governor’s Educator of the Year program to honor the hardworking teachers and educational services professionals for their dedication to students, and to the profession.

The Governor’s Educator of the Year Recognition Program (GEOY) promotes a culture that recognizes excellence, creates a sense of pride, and brings public attention to the work of outstanding educators.

C. ANNUAL TEACHER RECOGNITION AWARDS CEREMONY AND RECEPTION

Recommend adoption of the following resolution:

BE IT RESOLVED, recommend adoption of Resolution #04-29-24-003 that The Annual Teacher Recognition Awards Ceremony and Reception will take place on Monday, May 20, 2024 prior to the regular scheduled meeting.

- Honoring teachers upon their selection as **GOVERNOR’S TEACHER RECOGNITION AWARD** recipients for 2024.

2023-2024	
Billingsport Early Childhood Center	Rachel Kuser
Loudenslager Elementary School	Tara Stahl
Paulsboro Junior High School	Douglas Foglein
Paulsboro High School	Monica Garner

Informational: 2023-2024 Governor’s Educator of the Year Recognition Program:

The New Jersey Department of Education (NJDOE) aims to recognize educators who have gone above and beyond in their service to New Jersey’s students. Over the past several months, educators changed the way they delivered instruction to New Jersey’s 1.4 million students. Now, more than ever before, is the time to celebrate New Jersey’s outstanding educators. Therefore, every school in every district is encouraged to participate in Governor’s Educator of the Year program to honor the hardworking teachers and educational services professionals for their dedication to their students and the profession. This program promotes a culture that recognizes excellence, creates a sense of pride and brings public attention to the work of outstanding educators.

- Honoring educators upon their selection as **GOVERNOR’S EDUCATIONAL SERVICES PROFESSIONAL AWARD** recipients.

2023-2024		
Billingsport Early Childhood Center	CPIS*	Yvonne Still-Maddred
Loudenslager Elementary School	Guidance Counselor	Marcelina Guzman
Paulsboro Junior High School	Instructional Aide	Carrie Dowdy
Paulsboro Senior High	Instructional Aide	Joseph Bene

*Community & Parent Involvement Specialist (CPIS)

Informational: 2023-2024 Governor’s EDUCATIONAL SERVICES PROFESSIONAL AWARD:

The New Jersey Department of Education (NJDOE) aims to recognize Educational Professionals including certificated staff members such as School Nurses, Guidance Counselors, School Psychologists, Librarians, etc. that have gone above and beyond in their service to New Jersey’s students.

- Honoring staff members upon their **RETIREMENT 2023-2024.**

Marie Lexa

- Honoring educators upon their **25 YEARS OF SERVICE.**

Cindy Anderson Theresa Croce
Toni Howard Dennis Weiss

PUBLIC COMMENTS – ITEMS UNDER THE JURISDICTION OF THE BOARD OF EDUCATION

At this time, the public may address the Board of Education. Please record your name, address, and contact information in the red book on the table.

BOARD BUSINESS:

A. TEACHER OBSERVATIONS AND NON-TENURE EVALUATION

The Acting Superintendent Dr. Phillip Neff, Jr. has reviewed the summary information about the evaluations of non-tenured teachers and will discuss it with the Board of Education during the April 29, 2024, Executive Session. The Board of Education may not examine the actual evaluation reports of teachers, but they can hear administrative summaries of the information. This meeting will take place prior to the Board of Education voting on contract renewal for non-tenured teachers. Rice Notices have been served to the non-tenured teachers.

Informational: In general, two of the three annual observations are announced. The third observation is not announced to the teacher in advance.

B. BOARD OF EDUCATION SELF-EVALUATION

The New Jersey Department of Education requires every Board of Education to complete a self-evaluation annually. The Superintendent of Schools respectfully suggests that the Board of Education use the self-assessment process that was used successfully during the 2022-2023 school year.

- Each member of the Board of Education independently completes the attached hard copy New Jersey School Boards Association “Board Self-Evaluation.”
- Each member of the Board of Education submits their completed Self-Evaluation form to the Superintendent of Schools by Friday, May 10, 2024.
- The Acting Superintendent and his Secretary will compile the forms in a single Self-Evaluation then include it with the June 24, 2024, agenda of the Board of Education.
- The Board of Education will review, modify, edit, etc. the Self-Evaluation at the June 2024 meeting of the Board of Education. The Board will then approve the Self-Evaluation at the June 24, 2024, meeting.

Acting Superintendent Dr. Neff respectfully requests input from members of the Board of Education.

C. EVALUATION OF THE SUPERINTENDENT OF SCHOOLS

The New Jersey Department of Education requires every Board of Education to complete an evaluation of the Superintendent of Schools annually. The Acting Superintendent of Schools respectfully suggests that the Board of Education use the self-assessment process that was used successfully during the 2022-2023 school year.

- Each non conflicted member of the Board of Education independently completes the attached hard copy New Jersey School Boards Association Evaluation of the Superintendent of Schools.
- Each member of the Board of Education submits their completed Evaluation form to the Superintendent of Schools by Friday, May 10, 2024.
- The Acting Superintendent and his Secretary will compile the forms in a single Evaluation form then include it with the June 24, 2024, agenda of the Board of Education.

- The Board of Education will review, modify, edit, etc. the Evaluation at the June 2024 meeting of the Board of Education. The Board will then approve the Evaluation on June 24, 2024.

Acting Superintendent Dr. Neff respectfully requests input from members of the Board of Education.

D. UPCOMING SCHEDULED EVENTS

<i>Paulsboro High School Prom</i>	7:00 p.m. on Thursday, May 2, 2024 <i>Auletto's</i>
<i>Combined Choir Concert With Lindenwold High School</i>	7:00 p.m. on Wednesday, May 8, 2024 Paulsboro High School Auditorium
<i>44th Academic Awards Dinner</i>	6:30 p.m. on Tuesday, May 14, 2024 Paulsboro High School Gymnasium Grades 7-12
<i>Brotherhood Assembly</i>	8:30 a.m. on Friday, May 17, 2024 Paulsboro High School Auditorium
<i>Teacher of the Year Educational Services Professional 25 Years of Service and Retirement Recognition Reception</i>	6:00 p.m. on Monday, May 20, 2024 Paulsboro High School Cafeteria
<i>Junior / Senior High Instrumental & Vocal Concert</i>	7:00 p.m. on Tuesday, May 21, 2024 Paulsboro High School Gymnasium
<i>All Sports Banquet</i>	6:30 p.m. on Thursday, May 23, 2024 St. Michaels, Gibbstown, New Jersey
<i>Senior Walk</i>	10:00 a.m. on Monday, June 3, 2024 Paulsboro Public Schools
<i>Commencement</i>	6:30 p.m. on Tuesday, June 6, 2024 Paulsboro High School Football Field

COMMITTEE OF THE WHOLE:

POLICY:

Chairperson: Danielle Scott

Members: Theresa Cooper, Markee Robinson

The Committee met Monday, April 8, 2024.

5:30 p.m. in the Central Office Conference Room in the Administration Building.

Updates:

Attendance:

- Markee Robinson
- Theresa Cooper
- Dr. Neff
- Douglas McGarry
- Danielle Scott

During the meeting, the following were reviewed:

- Bylaw #0155 Board Committees
 - The subcommittee plans to compare and examine Bylaw #9130, which discusses the creation of subcommittees. The thought behind reviewing this policy is to ensure that decision to operate with or without subcommittees is decided and voted on by the Board and not just the Board President.

- It was also agreed that subcommittee meetings can take place virtually or in-person.
- Additionally, this subcommittee needs to ensure that these two policies are not redundant or duplicative.
- Bylaw #0164.6 Remote Public Board Meetings During a Declared Emergency
 - The subcommittee intends to extrapolate some of this language from this bylaw to focus on offering virtual meeting options for members and the public.
 - The subcommittee will review policies and bylaws from other school districts (Kingsway, Voorhees, Haddon Heights, etc) that address virtual meetings.
 - Issues around confidentiality were identified when discussing the possibility of virtual executive sessions.
- Bylaw #0165 Voting
 - The subcommittee is interested in virtual voting for Board meetings. This will make voting results easier to capture in the minutes.
 - To make this possible, the Board would need be issued a Chromebook to use during the meetings and IT support at each meeting, as well as some training/capacity building.
- Recording of Board Meetings and minutes
 - The subcommittee agreed to add the usage of *BoardDocs* for approval to the April agenda.
 - The estimated cost is \$11,000 per year.
 - This database will allow for a more concise way to develop the agenda and maintain the meeting minutes.
 - If approved, the roll out of this will take place incrementally. The first stage is that it would be used to create the agenda and keep meeting minutes. Eventually, linking in the virtual/electronic voting will take place in the future.
 - In the interim, the subcommittee agreed that the Board Secretary purchase a recorder with microphones to record all Board meetings.
- Fan conduct and banning fans from athletic events.
 - The subcommittee agreed to review other school districts' policies, procedures, and/or bylaws.
- Reserving School District Facilities
 - The subcommittee is interested in developing a policy to charge a variety of entities to utilize facilities and grounds in the district.
 - The subcommittee reviewed policies from Woodbury and West Deptford.
 - At the next meeting, the subcommittee will identify those entities who can use the facilities and grounds for free.

During this meeting, it was discovered that there may be redundant/duplicated policies and bylaws. At some point in the future, this subcommittee will review, compare, and analyze the policies/bylaws that are possibly duplicated.

HUMAN RESOURCES AND NEGOTIATION:

Chairperson: Kyana Evans

Members: Joseph Lisa, Markee Robinson

Paulsboro Education Association (PEA)

On February 28, 2024, the Paulsboro Board of Education Negotiation Team: Chairperson Kyana Evans, Joseph Lisa, Danielle Scott was in attendance for Markee Robinson who was unable to attend along with Acting Superintendent Dr. Phillip C. Neff, Jr. held their first meeting with the Paulsboro Education Association (PEA) Negotiation Team in the Paulsboro Junior / Senior High School Parenting Center.

On March 26, 2024, the Paulsboro Board of Education Negotiation Team: Chairperson Kyana Evans, Joseph Lisa, Danielle Scott was in attendance for Markee Robinson who was unable to attend along with Acting Superintendent Dr. Phillip C. Neff, Jr. and Business Administrator Douglas McGarry held their meeting with the Paulsboro Education Association (PEA) Negotiation Team in the Paulsboro Junior / Senior High School Parenting Center.

On April 9, 2024, the Paulsboro Board of Education Negotiation Team: Chairperson Kyana Evans, Joseph Lisa, Danielle Scott was in attendance for Markee Robinson who was unable to attend along with Acting Superintendent Dr. Phillip C. Neff, Jr. and Business Administrator Douglas McGarry held their meeting with the Paulsboro Education Association (PEA) Negotiation Team in the Paulsboro Junior / Senior High School Parenting Center.

Update: The Paulsboro Board of Education Negotiation Team will meet with the PEA on the following recommended dates at 6:00pm in the Paulsboro Junior / Senior High School Parenting Center:

On Tuesday, April 23, 2024, the Paulsboro Board of Education Negotiation Team: Joseph Lisa and Markee Robinson along with Acting Superintendent Dr. Phillip C. Neff, Jr. and Business Administrator Douglas McGarry held their meeting with the Paulsboro Education Association (PEA) Negotiation Team in the Paulsboro Junior / Senior High School Parenting Center.

Update: Next meetings are scheduled for May 8, 2024, and May 28, 2024.

Paulsboro Administrators Association (PAA)

No meetings have been scheduled.

The Paulsboro Board of Education Negotiation Team and the Business Administrator Douglas McGarry will meet with the Paulsboro Administrators Association (PAA) Negotiation Team in the Paulsboro Junior / Senior High School Parenting Center.

BUDGET:

Chairperson: Theresa Cooper

Members: Frank Damminger, Tyesha Scott

The previous Committee met Monday, July 24, 2023.

5:00 p.m. in the Central Office Conference Room at the Administration Building.

No updates provided.

FACILITIES:

Chairperson: Joseph Lisa

Members: Lawrence Haynes, Sr., Jack Henderson

The previous Committee met Monday, July 20, 2023.

5:00 p.m. Building Walk Through Paulsboro High School.

No updates provided.

CURRICULUM:

Chairperson: Roseanne Lombardo

Members: Kyana Evans, Tyesha Scott

The previous Curriculum Meeting was held on Thursday, June 15, 2023.

OLD BUSINESS: – None at this time.

PENDING ITEMS: – None at this time.

REPORT OF THE BOARD SECRETARY/BUSINESS ADMINISTRATOR

REPORT OF THE SUPERINTENDENT

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.

NEXT MEETINGS OF THE BOARD OF EDUCATION

REGULAR MEETING

**Monday, May 20, 2024, 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.

REPORT OF THE BOARD SECRETARY/BUSINESS ADMINISTRATOR

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

Informational: The Report of the 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 Business Administrator/Secretary to the Board of Education.

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

Regular Meeting	March 18, 2024
Executive Meeting	March 18, 2024
Regular Meeting	March 25, 2024
Executive Meeting	March 25, 2024

B. Approval of the March 2024 transfers. (**Attachment**)

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

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

A. Informational: All people being recommended for employment and entities performing work for the Board of Education will make provisions to have their employees complete a Criminal History Background Review and meet 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 substitute teachers for them to work within the district.

C. Recommend approval to grant the Acting Superintendent authority to use a letter of intent to hire staff, as needed, prior to the May 20, 2024, meetings of the Board of Education.

Informational: “Letter of Intent” authority authorizes the Acting 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 of the attached revised 2024-2025 District Calendar. (**Attachment**)

Informational: The recommended calendar was developed in consultation with the Paulsboro Education Association (PEA) and Paulsboro Administrators Association (PAA). In addition, the recommended calendar was, to the extent possible, coordinated with the Greenwich Township Public Schools and Gloucester County Institute of Technology. As per the agreement with the PEA the calendar includes 181 days for students and 184 days for teachers. The calendar includes 5 days of parent/teacher conferences (2 day conferences and 3 evening conference).

E. Recommend approval to accept the resignation of Paulsboro Junior / Senior High School Athletic Trainer Austin Lee effective date will be May 26, 2024, or when this position is filled.

Informational: Mr. Lee has served the Paulsboro Public Schools for 3 years. Per the teacher contract, they may at any time give 60 days’ notice in writing of their intention to terminate.

F. Recommend approval to accept the resignation with the intent to retire of the Superintendent of Schools Dr. Roy J. Dawson effective date will be June 30, 2024.

Informational: Dr. Dawson has served our district for 4 years.

G. Recommend approval for a stipend of \$40.00 per day to be paid to the Guidance Counselor Melba Moore-Suggs for assuming additional responsibilities of the Director Student Personnel Service from April 29, 2024, until June 7, 2024.

Informational: Ms. Moore-Suggs has assumed some additional responsibilities since the leave of absence of Director Student Personnel Services Christina Skanes.

H. Recommend approval to eliminate the 60-day waiting period for health benefits through the School Health Insurance Fund.

Informational: The School Health Insurance Fund administers the health benefits for the district. Eliminating the waiting period would allow employees to be eligible for health benefits the day their employment starts. There is no additional cost to the district to make this change.

I. Recommend approval of the following tenure contracts and salaries for School Administrators for the 2024-2025 school year. Salaries are as per the agreement with the Paulsboro Administrators Association (PAA), which is up for renewal for 2024-2025 school year.

Position	Administrator	2023-2024 Salary	2024-2025* Salary*
Senior High School Principal	Paul Morina	\$162,779	\$162,779
Senior. High Vice Principal	James Pandolfo	\$133,210	\$133,210
Jr. High Vice Principal/A.D.	John Giovannitti	\$156,919	\$156,919
Director of Curriculum and Instruction	Christine Lindenmuth	\$131,510	\$131,510
Supervisor of Curriculum and Instruction	Neff, Phillip	\$105,000	\$105,000

*Salaries to be determined upon completion of PAA contract negotiations.

J. Recommend approval of the following non-tenure contracts and salaries for School Administrators for the 2024-2025 school year. Salaries are as per the agreement with the Paulsboro Administrators Association (PAA), which is up for renewal for 2024-2025 school year.

Position	Administrator	2023-2024 Salary	2024-2025* Salary*
Director of Special Services	Stacey DiMeo	\$127,555	\$127,555
Director of Student Services	Christina Skanes	\$93,000	\$93,000

*Salaries to be determined upon completion of PAA contract negotiations.

- K. Recommend approval of the following nonunion personnel for the 2024-2025 school year effective July 1, 2024.

Staff Member	Position	2023-2024 Salary	2024-2025* Salary
Derek Gieschen	Director of Facilities	\$81,000	\$81,000
Robinson, Michael	Night Custodial Foreman	\$45,364	\$45,364
Waller, Brett	Director of Safety and Security	\$75,000	\$75,000

*Salaries to be determined upon completion of PAA and PEA contract negotiations.

- L. Recommend appointment of the following confidential secretaries for the 2024-2025 school year effective July 1, 2024.

Staff Member	Position	2023-2024 Salary	2024-2025* Salary
Kimberly Capie	Bookkeeper, Payroll, and Business Secretary	\$60,000	\$60,000
Deborah Kappra	Secretary to the Superintendent of Schools	\$69,093	\$69,093
Jessica Knight	Secretary to the Business Administrator	\$49,488	\$49,488
Jenny O'Malley	Business Office Clerk	\$50,000	\$50,000

*Salaries to be determined upon completion of PAA and PEA contract negotiations.

- M. Recommend approval of contracts for the certificated tenured Grades 9-12 teachers for the 2024-2025 school year as follows: (Paulsboro High School noted as PHS-SR). Salaries are as per the agreement with the Paulsboro Educational Association (PEA), which is up for renewal for 2024-2025 school year.

Name	School	Degree	2023-2024		2024-2025*	
			Step	Salary	Step	Salary
Bish, Andrea	PHS-SR	BA	O	85,894	O	85,894
Bria, Amy	PHS-SR	BA+30	O	87,094	O	87,094
Broder, Lisa	PHS-SR	BA	O	85,894	O	85,894
Brown, Chelsea	PHS-SR	BA	H	53,637	H	53,637
Calabrese, Michael	PHS-SR	BA+30	O	87,094	O	87,094
Chila, Antonio	PHS-SR	MA	O	88,294	O	88,294
Costenbader, Christopher	PHS-SR	BA	N	77,152	N	77,152
Damminger, Thomas	PHS-SR	BA	O	85,894	O	85,894
DeMarco, Noreen	PHS-SR	MA	J	59,437	J	59,437
DeStefano, Edward	PHS-SR	BA+30	O	87,094	O	87,094
Foglein, Douglas	PHS-SR	BA+30	H	54,837	H	54,837
Garner, Monica	PHS-SR	BA	O	85,894	O	85,894
Gattuso, Mandy	PHS-SR	BA	L	67,302	L	67,302
Haase, Erica	PHS-SR	MA	O	88,294	O	88,294
Hampel, Thomas	PHS-SR	BA	H	53,637	H	53,637
Hoffman, Brenda	PHS-SR	MA	N	79,552	N	79,552
Klein, Holly	PHS-SR	MA	N	79,552	N	79,552
Kovalesky, Shane	PHS-SR	MA	O	88,294	O	88,294
Krasting, Aaron	PHS-SR	MA+30	O	89,494	O	89,494
Mojalliu, Silvana	PHS-SR	BA	K	62,137	K	62,137
Moncrief, Kelly	PHS-SR	MA	O	88,294	O	88,294
Moore-Suggs, Melba	PHS-SR	MA	O	88,294	O	88,294
O'Brien, Leslie	PHS-SR	BA	M	71,952	M	71,952
O'Malley, Christine	PHS-SR	BA	O	85,894	O	85,894
Ouellette, Jenna	PHS-SR	BA	M	71,952	M	71,952
Palmisano, Todd	PHS-SR	BA	O	85,894	O	85,894
Porter, Mary	PHS-SR	BA	O	85,894	O	85,894
Reger, Kimberly	PHS-SR	BA	N	77,152	N	77,152

Name	School	Degree	2023-2024		2024-2025*	
			Step	Salary	Step	Salary
Sichelstiel, Pamela	PHS-SR	MA	O	88,294	O	88,294
Thomson, Barbara	PHS-SR	BA+30	O	87,094	O	87,094
Vogeding, Mark	PHS-SR	BA+30	O	87,094	O	87,094
Wulk, Rachel	PHS-SR	BA	H	53,637	H	53,637

*Salaries to be determined upon completion of PEA contract negotiations.

- N. Recommend approval of contracts for the 2024-2025 school year for non-tenured Grades 9 to 12 teachers, and the athletic trainer who remain non-tenured (Paulsboro High School noted as PHS-SR).

Name	School	Degree	2023-2024		2024-2025*	
			Step	Salary	Step	Salary
Barbato, Kristina	PHS-SR	MA+30	A	53,637	A	53,637
Butler, Christie	PHS-SR	BA	O	85,894	O	85,894
Clark, Rose	PHS-SR	MA	J	59,437	J	59,437
Hunt, Samanta	PHS-SR	MA+30	C	54,037	C	54,037
LaPorta, Jessica	PHS-SR	MA	O	88,294	O	88,294
Lee, Austin	PHS-SR	MA	C	52,837	C	52,837
McGahey, Michael	PHS-SR	BA	G	52,637	G	52,637
Mazzeo, Maciana	PHS-SR	MA	A	52,437	A	52,437
Mazzeo, Vito	PHS-SR	BA	A	50,037	A	50,037
Nasrin, Shamima	PHS-SR	MA	M	74,352	M	74,352
Nutt, Courtney	PHS-SR	MA	C	52,837	C	52,837
Pennypacker, Ryan	PHS-SR	MA	B	52,637	B	52,637
Stetson, Christine	PHS-SR	MA	C	52,837	C	52,837
Surman, Ryan	PHS-SR	BA	A	50,037	A	50,037
Thomas, Tahje	PHS-SR	MA	B	52,637	B	52,637
Toole, Brittany	PHS-SR	BA	E	51,137	E	51,137
Villari, Stephen	PHS-SR	BA	L	67,302	L	67,302
Wetherington, Kathleen	PHS-SR	MA+30	O	89,494	O	89,494

*Salaries to be determined upon completion of PEA contract negotiations.

- O. Recommend approval to appoint the following aide for the 2024-2025 school year. All appointments are contingent on enrollments. (Paulsboro High School noted as PHS-SR). Terms and conditions of employment are as per the agreement with the Paulsboro Education Association.

Aide	School	Position	2023-2024			2024-2025*	
			Hours /Day	Salary	Step	Step	Salary
Benne, Joseph	PHS	Special Education	6.0	27,857	3	3	27,857

*Salaries to be determined upon completion of PEA contract negotiations.

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

- P. Recommend approval of the following tenure contracts and salaries for School Administrators serving students in Grades Preschool – 8 for the 2024-2025 school year. Salaries are as per the agreement with the Paulsboro Administrators Association (PAA).

Position	Administrator	2023-2024 Salary	2024-2025* Salary
Elementary School Principal	Matthew Browne	\$139,413	\$139,413
Elementary School Principal	Tina Morris	\$139,413	\$139,413

*Salaries to be determined upon completion of PAA contract negotiations.

- Q. Recommend approval of the following non-tenure contracts and salaries for School Administrators serving students in Grades Preschool – 8 for the 2024-2025 school year. Salaries are as per the agreement with the Paulsboro Administrators Association (PAA).

Position	Administrator	2023-2024 Salary	2024-2025* Salary
Junior High Principal	Monica Moore Cook	\$118,565	\$118,565

*Salaries to be determined upon completion of PAA contract negotiations.

- R. Recommend approval of contracts for the 2024-2025 school year for the certificated tenured Pre-K to Grade 8 teachers (Paulsboro Junior High School noted as PHS-JR, Billingsport School noted as B and Loudenslager School noted as L).

Name	School	Degree	2023-2024		2024-2025*	
			Step	Salary	Step	Salary
Andrus, Elaine	L	MA	O	88,294	O	88,294
Backus, Donna	PJHS	MA+30	M	75,552	M	75,552
Bellocchio, Devin	B	BA	O	85,894	O	85,894
Betz, Brian	L/PHS	MA	K	64,537	K	64,537
Bucco, Stephanie	B	BA	M	71,952	M	71,952
Campbell, Lindsay	B	BA	O	85,894	O	85,894
Coleman, Linda	B	BA	N	77,152	N	77,152
Cooper, Keri Lyn	B	BA	F	51,887	F	51,887
Denelsbeck, David	L	BA	E	51,137	E	51,137
Diodati, Tamara	L	MA	O	88,294	O	88,294
Duca, Dean	L	BA	O	85,894	O	85,894
Duda Tarah	B	MA	L	69,702	L	69,702
Esters, Janice	L	BA	O	85,894	O	85,894
Generette, Charisse	L	MA	O	88,294	O	88,294
Gill, Shirley	L	BA	O	85,894	O	85,894
Hanly, Prudence	B	MA	L	69,702	L	69,702
Hoffman, Corey	L	MA	N	79,552	N	79,552
Hoffman, Jennifer	L	MA	O	88,294	O	88,294
Howard, Toni	L	BA	O	85,894	O	85,894
Kovalesky, Kelly	PHS-JR	BA	O	85,894	O	85,894
Kuhnel-Morrison, Lisa	B	MA+30	O	89,494	O	89,494
Kuser, Rachel	B	MA	H	56,037	H	56,037
Lang, Mary Ann	B	BA	O	85,894	O	85,894
Lange, Krista	L	MA	J	59,437	J	59,437
Marcucci, John	PHS-JR	BA	J	57,037	J	57,037
McHale, Bonnie	L	BA	O	85,894	O	85,894
Minix, Tammi	B	BA	O	85,894	O	85,894
Myers, Kai	B	BA	F	51,887	F	51,887
Phillips, Maria	L	MA	L	69,702	L	69,702
Relation, Danielle	L	BA+30	E	52,337	E	52,337
Richardson, Rebecca	L	MA+30	O	89,494	O	89,494
Richardson, Thomas	L	BA	H	53,637	H	53,637
Roberts, Christina	L	MA	O	88,294	O	88,294
Shmuel, Addie	L	MA+30	O	89,494	O	89,494
Shute, Kristin	B	MA+30	O	89,494	O	89,494
Silvia, Kaitlyn	L	BA	E	51,137	E	51,137
Stahl, Tara	L	MA	O	88,294	O	88,294
Still-Maddred, Yvonne	B	MA	J	59,437	J	59,437
Toscano, Judith	B	BA	O	85,894	O	85,894

Name	School	Degree	2023-2024		2024-2025*	
			Step	Salary	Step	Salary
Verrecchio, Gianna	L	BA	E	51,137	E	51,137

*Salaries to be determined upon completion of PEA contract negotiations.

- S. Recommend approval of contracts for the 2024-2025 school year for non-tenured Grade Pre-K to 8 teachers who will become tenured during the month of September 2024. (Paulsboro Junior High School noted as PJHS, Billingsport School noted as B and Loudenslager School noted as L).

Name	School	Degree	2023-2024		2024-2025*	
			Step	Salary	Step	Salary
Breshock, Jacqueline	L	MA	O	88,294	O	88,294
Graves, Tyler	B/L	BA	D	50,637	D	50,637

*Salaries to be determined upon completion of PEA contract negotiations.

- T. Recommend approval of contracts for the 2024-2025 school year for the non-tenured Pre-K to 8 staff who remain non-tenured (Paulsboro Junior High School noted as PJHS, Billingsport School noted as B and Loudenslager School noted as L).

Name	School	Degree	2023-2024		2024-2025*	
			Step	Salary	Step	Salary
Ale, Lindsey	B	BA	E	51,137	E	51,137
Ard, Samantha	L	MA	B	52,637	B	52,637
Broadbelt, Mark	B	BA	O	85,894	O	85,894
Brooks, Trevon	PJHS	MA	B	52,637	B	52,637
Brown, Shelby	PJHS	BA	O	85,894	O	85,894
Bubnis, Sarah	PJHS	BA	C	50,437	C	50,437
Calce, Julianna	B	BA	C	50,437	C	50,437
Condo, Daniel	B	BA	C	50,437	C	50,437
Darby, Shaun	L	BA	N	77,152	N	77,152
DiSandro, Cristina	L	MA+30	M	75,552	M	75,552
Giannotti, Mary Ann	L	MA	O	88,294	O	88,294
Goggin, Cara	B	BA	A	50,037	A	50,037
Goss, Christin	B	BA	A	50,037	A	50,037
Guzman, Marcelina	L	MA+30	O	89,494	O	89,494
Hertkorn, Danielle	B	MA	B	52,637	B	52,637
Hollis, Martin	PHS-JR	BA	A	50,037	A	50,037
Keane, Donna	L	BA	A	50,037	A	50,037
Koellner, Eric	L	MA	H	56,037	H	56,037
Kushner, Kayla	B	MA+30	L	70,902	L	70,902
Lord, Christina	PJHS	BA+30	L	68,502	L	68,502
Mahoney, Cletus	PJHS	BA	B	50,237	B	50,237
Marcucci, Jacqueline	B	BA	O	85,894	O	85,894
McCall, Louis	L	MA	O	88,294	O	88,294
Murphy, Catherine	B	BA	I	54,637	I	54,637
Myers, Christina	L	MA	M	74,352	M	74,352
Noble-Vetter, Anne	PJHS	BA	O	85,894	O	85,894
Persicketti, Debra	B	BA	J	57,037	J	57,037
Pettit, Laura	L	BA	C	50,437	C	50,437
Relation, Michele	B	MA	C	52,837	C	52,837
Roche, Diana	B	BA	C	50,437	C	50,437
Serpiello, Cheryl	L	MA	O	88,294	O	88,294
Severino, Nicole	B	BA	A	50,037	A	50,037
Slavinski, Karen	L	MA	O	88,294	O	88,294

Name	School	Degree	2023-2024		2024-2025*	
			Step	Salary	Step	Salary
Storms, Laura	B	MA	B	52,637	B	52,637
Suter-Garren, Jillian	L	MA	M	74,352	M	74,352
Thomas, Latisha	B	MA	N	79,552	N	79,552
Victor Butler, Tracey	B	MA	O	88,294	O	88,294
Young, Aprilanne	L	BA	B	50,237	B	50,237

*Salaries to be determined upon completion of PEA contract negotiations.

- U. Recommend approval to appoint the following aides for the 2024-2025 school year. All appointments are contingent on enrollments and number of students with Individual Education Plans requiring aides. (Paulsboro Junior High School noted as PHS-JR, Billingsport School noted as B and Loudenslager School noted as L). Terms and conditions of employment are as per the agreement with the Paulsboro Education Association.

Aide	School	Hours /Day	2023-2024		2024-2025	
			Salary	Step	Step	Salary
Bene, Joseph	PHS-JR	6	27,791	2	2	27,791
Brady, Taylor	L	6	27,857	3	3	27,857
Colanero, Teresa	PHS-JR	6	27,857	3	3	27,857
Cooper-Croce, Scarlett	B	6	27,736	1	1	27,736
Costa, Mary Ann	B	6	27,857	3	3	27,857
Doran, Danielle	B	6	27,857	3	3	27,857
Dowdy, Carrie	PJHS	6	27,857	3	3	27,857
Elharden, Isra	L	6	27,791	2	2	27,791
Elharden, Zahra	PJHS	6	27,736	1	1	27,736
Glocker, David	PHS-JR	6	27,857	3	3	27,857
Gyulay, Joanna	B	6	27,791	2	2	27,791
Hinkle, Heather	L	6	27,857	3	3	27,857
Horton, Lisa	PHS-JR	6	27,857	3	3	27,857
Hurst, Katie	B	6	27,857	3	3	27,857
Jenkins, Barry	L	6	27,857	3	3	27,857
Johnson, Evelyn	B	6	27,857	3	3	27,857
Kuehnappel, Nicolette	B	6	27,857	3	3	27,857
LaBorde, Jessica	L	6	27,857	3	3	27,857
Latch, Lisa	B	6	27,857	3	3	27,857
Lexa, Melissa	B	6	27,857	3	3	27,857
McHale, Riley	L	6	27,857	3	3	27,857
Melchiorre, Gloria	PJHS	6	27,857	3	3	27,857
Morris, Mary	B	6	27,857	3	3	27,857
Painter, Angela	B	6	22,128	12	12	22,128
Palmisano, Dottie	B	6	22,128	12	12	22,128
Parks, Heather	L	6	27,857	3	3	27,857
Quarles, Daryus	PJHS	6	27,857	3	3	27,857
Scott, Erica	L	6	27,857	3	3	27,857
Sierocinski, Cheryl	B	6	27,857	3	3	27,857
Stevens, Madison	B	6	27,857	3	3	27,857
Tomarchio, Alfia	B	6	27,857	3	3	27,857
Vanderslice, Lauren	L	6	27,857	3	3	27,857

*Salaries to be determined upon completion of PEA contract negotiations.

- V. Recommend approval to appoint the following part time aides for the 2024-2025 school year. Part time positions work 3.8 hours per day not to exceed 19 hours per week. All appointments are contingent on enrollments and the number of students with Individual Educational Programs (IEP) requiring aides. (Paulsboro Junior High School noted as PHS-JR, Billingsport School noted as B and Loudenslager School noted as L). Terms and conditions of employment are as per the agreement with the Paulsboro Education Association.

Aide	School	Position	2023-2024		2024-2025*	
			Salary /Hour	Step	Step	Salary /Hour
Relation, Marietta	L	Inclusion	25.23	3	3	25.23
Strube, Samantha	L	Intervention	20.00			20.00

*Salaries to be determined upon completion of PEA contract negotiations.

- W. Recommend approval to appoint the following employees for the 2024-2025 school year. Terms and conditions of employment are as per the agreement with the Paulsboro Education Association.

Name	Work Day or Work Year	2023-2024		2024-2025*	
		Step	Salary (in \$)	Step	Salary (in \$)
Cafeteria Worker					
Linda Brandt	5.0 hours	9	20.46	9	20.46
Custodians					
Anderson, Cindy	(12 month)	9	39,611	9	39,611
Baker, Elena	(12 month)	3	32,579	3	32,579
Farley, Joshua	(12 month)	1	31,829	1	31,829
Jenkins, Shirley	(12 month)	8	37,129	8	37,129
Johnson, Jacqueline	(12 month)	7	35,279	7	35,279
Moran, Kathleen	(12 month)	8	37,129	8	37,129
Ottinger, James	(12 month)	8	37,129	8	37,129
Ponter, John	(12 month)	9	39,611	9	39,611
Robinson, Robert	(12 month)	3	32,579	3	32,579
Samalonis, Donna	(12 month)	3	32,579	3	32,579
Tucker, Raymond	(12 month)	4	33,079	4	33,079
Weiss, Dennis	(12 month)	9	39,661	9	39,611
Grounds					
Baker, Robert	(12 month)	4	34,191	4	34,191
Maintenance					
Eli, Harrison	(12 month)	5	40,634	5	40,634
Secretaries					
Abbott, Lauren	(12 month)		54,211		54,211
Croce, Theresa	(12 month)		55,919		55,919
Cucinotta, Rita	(10 month)	10	44,345	10	44,345
Gerace, Diana	(10 month)	3	38,845	3	38,845
Giovannitti, Adina	(12 month)	10	53,214	10	53,214
Hoehn, Joann	(12 month)	10	53,214	10	53,214
Lord, Kelly	(12 month)	10	53,214	10	53,214
Phillips, Lisa	(12 month)	10	53,214	10	53,214
Richardson, Danielle	(10 month)	7	41,053	7	41,053
Bus Drivers					
Aspell, Ann	(10 month)	3	32.15	3	32.15
Hannah, Anna	(10 month)	3	32.15	3	32.15
Hanson, JoAnn	(10 month)	3	32.15	3	32.15
Bus Aides					
Emerich, Kelli	(10 month)	2	15.13	2	15.13
Garretson, Theodore	(10 month)	2	15.13	2	15.13

Saggese, Melissa		2	15.13	2	15.13
Full Time Helpdesk Technician					
Scott, Norman	(12 month)		30,353		30,353
Computer Technician					
Glocker, Wendy	(12 month)	2	61,100	2	61,100
Network Technician					
Shannon, Matthew	(12 month)	3	69,092	3	69,092

*Salaries to be determined upon completion of PEA contract negotiations.

- X. Recommend approval to accept the resignation of Billingsport Early Childhood Center Grade 1 Teacher Triana Hernandez effective date will be June 30, 2024.

Informational: Ms. Hernandez has served the Paulsboro Public Schools for 8 years. Per the teacher contract, they may at any time give 60 days' notice in writing of their intention to terminate.

- Y. Recommend approval for Billingsport Early Childhood Center Instructional Aide Alfia Tomarchio a Grand Canyon University Student to complete her 10 hours field experience at Billingsport Early Childhood Center with Preschool Teacher Debra Persicketti.
- Z. Recommend approval of Family and Medical Leave Act (FMLA) for Staff #878 DOH 10/09/2012, with the following terms and conditions.

<u>Dates of Leave</u>	<u>Terms and Conditions of Leave</u>
Thursday, April 4, 2024 to Friday, April 19, 2024	Paid with use of sick time FMLA (12 days)
Monday, April 22, 2024 to Wednesday, June 5, 2024	Unpaid FMLA (33 days)

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

- A. Recommend approval for Director of Special Services Stacey DiMeo and Billingsport Early Childhood Center Speech and Language Teacher Kristen Shute to attend the New Jersey Speech-Language Hearing Association (NJSHA) Convention on Thursday, May 9 and Friday, May 10 at Harrah's Resort, Atlantic City. This convention is designed to provide various exhibits and workshops for participants to explore and participate in, while networking.

Information: The NJSHA convention is an annual convention offering various workshops in speech and listening techniques and treatments to increase students auditory processing and cognition. Both staff members hold a Certificate of Clinical Competence for Speech-Language-Pathologists and are required to obtain 10 continuing education credits approved by the American Speech-Language Association (ASHA). Attendance and participation in the workshops provided at this convention satisfy this requirement to maintain licensure. The total cost to the district will not exceed \$800.00 for both staff members to attend.

- B. Recommend approval for Paulsboro High School Instructional Aide and Assistant Wrestling Coach Joseph Bene and Paulsboro High School Principal and Head Wrestling Coach Paul Morina to attend the 26th Annual Wrestling Coaches Clinic held at Princeton University on Friday, May 3, 2024 from 8:00 am to 1:45 pm.

Information: The NJSIAA wrestling workshop will provide training techniques for junior and senior high school athletes. Both offensive and defensive topics will be covered by the head wrestling coaches of Princeton and Columbia University. NJSIAA is a NJ Department of Education provider, and participants will receive five (5) credit hours for their participation. The total cost to the district will not exceed \$160.00 for both staff members to attend.

- C. Recommend approval for Paulsboro High School Social Studies Teacher Vito Mazzeo to participate in the virtual workshop entitled "Breaking Bias: Lessons from the Amistad". This is a free workshop offered by the New Jersey State Bar Foundation. This request matches

district objectives regarding diversity, equity and inclusion in curriculum and educator practices.

Information: This workshop will offer curriculum and strategies on teaching African American history from an anti-bias lens. The lessons align with NJ Student Learning Standards for social studies. Three professional development credits are available to educators who attend the training. There is no registration fee for this workshop. Substitute costs are required.

D. Recommend approval **Informational - Enrollment and Class Size:**

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

Grade	Enrollment – April 15, 2024								
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Pre- School Age 3 & 4	57	69	61	78	83	52	61	70	87
K	104	99	92	105	89	81	77	79	70
1	111	83	88	85	85	85	84	72	71
2	79	86	80	83	79	76	88	73	74
3	56	60	102	89	82	93	89	96	87
4	65	68	56	98	81	81	95	82	94
5	64	57	75	61	96	82	86	91	77
6	53	82	57	70	58	99	88	81	89
7	73	68	93	70	71	61	99	90	74
8	62	81	67	92	66	75	70	99	92
Self-Contained Special Education Billingsport/Loudenslager*	26	26	19	19	22	15	23	29	23
Grand Totals	750	779	790	850	812	800	860	862	838

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

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

Grade	Enrollment – April 15, 2024								
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
9	63	80	94	91	107	101	116	98	117
10	82	80	78	84	82	101	97	108	95
11	80	80	65	78	73	73	82	90	94
12	78	93	85	64	82	84	74	98	95
TOTAL	303	333	322	317	344	359	369	394	401

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 April 15, 2024					
	Pre-School	15	13	14	15	15
Kindergarten	18	17	18	17		
1	19	17	17	18		
2	19	19	19	17		
3	19	24	22	21	2	
4	23	23	23	22	3	
5	17	18	18	20	4	
6	21	20	23	21	5	
Special Education	7	10	6			

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

A. Recommended approval to provide homebound for the following students Grades 9-12:

Case #	Grade:	Hours of Instruction
280435	10	The student was placed Homebound Instruction for medical reasons. This student will receive Home Instruction from Brookfield/Inspira minimum of 10 hours a week at a rate of \$40 hr. Start date 3/27/2024 – End TBD
253661	11	The student was placed Homebound Instruction for medical reasons. This student will receive Home Instruction from Brookfield/Inspira minimum of 5 hours a week at a rate of \$40 hr. Start date was 4/9/2024 – End Date TBD

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

B. Recommend approval for the following student to attend for the first time at Billingsport Early Childhood Center as a Professional Courtesy Student. This is the child of a member of the certificated staff. Accept the professional courtesy student pending satisfying the enrollment of all local preschool students.

Student	2024-2025 Grade	Note
Avery McCall	Preschool	If approved, will attend Billingsport Early Childhood Center for the first time during the 2024-2025 school year

Informational: The Board of Education has for many years welcomed the children of its employees who live outside of Paulsboro to attend the Paulsboro Public Schools. It is a tribute to the quality of the district when employees want their children to attend the schools where they work.

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

Case #	Grade:	Hours of Instruction
352775	2	The student was placed Homebound Instruction for until an out of district placement can be determined. This student will receive Home Instruction from Paulsboro staff for a minimum of 10 hours a week at a rate of \$40 hr. Start date was 1/17/2024- End Date TBD
292693	7	The student was placed on Homebound Instruction until out of district placement can be determined. This student will receive instruction from Paulsboro staff for a minimum of 10 hours a week at a rate of \$40 hr. Start date was 02/07/2024 – 3/15/2024
271372	8	The student was placed on Homebound Instruction for 60 days. This student will receive instruction from Paulsboro staff for a minimum of 10 hours a week at a rate of \$40 hr. Start date was 02/5/2024 - End Date TBD
304099	6	The student was placed Homebound Instruction for medical reasons. This student will receive Home Instruction from Brookfield/Inspira minimum of 10 hours a week at a rate of \$40 hr. Start date 4/16/2024 – End TBD
313880	5	The student was placed on Administrative Homebound until an out of district placement can be determined. This student will receive Home Instruction from Paulsboro staff for a minimum of 10 hours per week. Start date 4/22/2024 – End TBD

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

- A. Recommend retroactive approval for the PHS Art 4 students to take a bus trip to Gill Memorial Library to hang their artwork for senior show on April 29, 2024. The cost to the Board of Education to be determined.

Informational: Art 4 students are having a group art show during the month of May at Gill Library. They have been preparing for this all school year. Each student has a body of work to carry across town and hang up. Most work in the afternoons and cannot meet after school to do this. They should see the behind the scenes of gallery work as well as have a say in where and how their art is presented. The cost for the school would be transportation and a cover for one period. There are 7 students attending as well as Mrs. O'Malley.

- B. Recommended approval for Professor Denis DiBlasio to be a guest soloist on Tuesday, May 21, 2024, Band Concert at Paulsboro High School. Professor DiBlasio is the Director of Jazz Studies at Rowan University and is internationally known for his saxophone and flute performances. He will be featured with the Paulsboro High School Jazz Band alongside the students in the band. There is no cost to the district.
- C. Recommend approval for the Paulsboro High School Honors Chemistry Class to visit the Paulsboro Lube Plant. This field trip will be scheduled for May 2024. The cost to the Board of Education for transportation is to be determined.
- D. Recommend approval to host the 44th Academic Dinner for students in grades 7-12 on Tuesday, May 14, 2024, at 6:30pm. Our cafeteria personnel will prepare the food as done in the past.

Informational: This ceremony honors all students who obtained an average of 90 and above for the entire academic year.

- E. Recommend approval to host the Paulsboro Junior/Senior High School Prom on Thursday, May 2, 2024, at Auletto's Catering from 7:00pm to 11:00pm.
- F. Recommend approval to host the 108th Commencement Exercises on Thursday, June 6, 2024, at 6:30pm at Paulsboro High School Football Field with a rain date scheduled for Monday, June 10, 2024.

Informational: The last day of school is Friday, June 7, 2024, all staff, and underclassmen will report to school that day.

- G. Recommended approval for the PHS marching band students to attend a one-day competition/trip to Dorney Park in Allentown, Pennsylvania on May 18, 2024. There will be 40 students attending with 5 chaperones. The cost to the school would be transportation to be determined.

Informational: To compete against other marching bands in the Tri-State Area. This is a one-day event. The marching band will be competing in the morning at a local high school and will then spend the rest of the day in Dorney Park, ending the day with a competition award ceremony. Last year, the marching band won 2nd place in the competition against other marching bands in the New Jersey area.

5 Chaperones will be attending the trip:
Jenna Ouellette – Band Director
Tyler Graves – Assistant Band Director
3 Band booster parent volunteers and/or volunteer teacher chaperones

- H. Recommend approval to invite Attorney Matthew T. Pisano to speak to History Teacher Vito Mazzeo's Practical Law class about the significant legal changes and responsibilities that come with turning 18 in New Jersey on Friday, May 10, 2024. Mr. Pisano is a seasoned civil litigator. He regularly practices in both federal and state courts throughout Pennsylvania and

New Jersey. Mr. Pisano has built a record of successfully representing his clients on first- and third-party claims stemming from commercial motor vehicle accidents, premises lawsuits, and warranty actions.

Informational: Inviting a lawyer to our law class to discuss turning 18 in New Jersey is crucial because at 18, students will gain new rights and responsibilities, from voting to legal accountability. Understanding these changes directly from a legal expert can guide students through this significant life transition, ensuring they are informed and prepared for their new legal standing as adults. After the lesson, students will be required to complete an assignment based on the information Mr. Pisano discussed.

- I. Recommend approval for Paulsboro High School Special Education Teacher Erica Haase to take her class to attend Riverwinds Community Center on Thursday, May 30, 2024. During the trip the students will get a tour of the facility, engage with employees regarding the center and be able to utilize the pool.

Informational: My students take part in CBI (Community Based Instruction) trips as often as possible. My goal as their teacher is to make sure they are given experiences and lessons that will help guide them and show them the different opportunities there are in the "real world". While on the trips, I am able to work on manners, behaviors, and skills while in public. The cost to the district will be \$225.00 for 1.5 hour at Riverwinds at \$150.00/hour and \$165.00 for transportation totaling \$390.00.

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

- J. Recommended approval for the second-grade students at Billingsport Early Childhood center to tour Loudenslager Elementary School on Wednesday, May 22, 2024. The students will be given a tour of the building and meet the third-grade teachers.

Informational: The tour will help the students become familiar with the environment and layout of the school, making them feel comfortable and confident when they transition to the next grade. Visiting the school provides the 2nd grade students an opportunity to observe the classwork that is done by 3rd grade students. In addition, the visit will help parents and students understand the expectations and goals for the students at Loudenslager.

- K. Recommended approval for The Billingsport Early Childhood Center Principal and Kindergarten teachers to host a tour of the building for the students that attend the Paulsboro Head Start Preschool program. The tour will be held on Friday, May 17, 2024.

Informational: The tour will help the students become familiar with the environment and layout of the classroom, which can make them feel comfortable when they transition to kindergarten. Visiting a kindergarten classroom will give the children an opportunity to observe and participate in structured learning activities. While at the school, the students will meet the kindergarten teachers. In addition, touring the classroom will help parents understand the expectations and goals of kindergarten, which can prepare the children for a successful transition to elementary school.

- L. Recommended approval for Sonya Harris of the Bullock Gardening Project to begin a Gardening Project for the Billingsport Early Childhood Center. Preschool Teacher Keri Lyn Cooper will lead the Gardening Project and work in collaboration with Ms. Harris.

Informational: The garden will help the students to understand environmental awareness, better food choices and healthy lifestyles, responsibility, and teamwork. The Bullock Gardening Project is dedicated to growing food sovereignty for all people by creating sustainable gardens, increasing access to fresh, healthy foods, and providing ongoing garden education to grow the agricultural knowledge of members of our partnering communities. We will partner with community organizations and green industry corporations to further the goal of nurturing budding gardeners while inspiring future environmental leaders.

- M. Recommend approval for Mrs. Slavinski's self-contained classroom at Loudenslager Elementary School to participate in a field trip to the Inclusion Coffee Shop in Elmer, New Jersey during the 2023 - 2024 School Year.

Informational: Mrs. Slavinski’s self-contained classroom at Loudenslager Elementary School serves approximately 8 students and focuses on providing both educational and life skills opportunities in a modified environment. The cost of admission and transportation for these trips will be approximately \$500.00 and was budgeted within the local school budget. This trip is a replacement for one of the trips previously approved by the Board of Education at their December 2023 Meeting.

- N. Recommend approval for the Loudenslager Elementary School Student Council & National Elementary Honor Society Programs to attend a field trip to Urban Air Adventure Park in Sicklerville, New Jersey during the 2023 - 2024 School Year.

Informational: The Urban Air Adventure Park offers a STEAM Curriculum tied to the Next Generation Science Standards, which provides students with physical, social, and mental activities that promote collaboration and teamwork. Students will visit up to five stations, each focusing on a unique aspect of Science, Technology, Engineering, The Arts, or Math. The cost of admission and transportation for this trip will be approximately \$2000.00 and was budgeted within the local school budget.

- O. Recommend the approval of the SNAP-Ed program to begin in May at the Billingsport Early Childhood Center. The SNAP-Ed program will provide nutrition and fitness classes to preschool through second grade students.

Informational: The SNAP-Ed program is part of the Supplemental Nutrition Assistance Program, which is an evidence-based, nutrition and fitness education program aimed at teaching NJ residents with limited resources how to make healthy, budget-friendly food choices and lead more active lives. The goal of SNAP-Ed is to improve the likelihood that persons eligible for SNAP will make healthy food choices within a limited budget and choose physically active lifestyles consistent with the current Dietary Guidelines for Americans. This is a free program for the students.

- P. Recommend approval for Paulsboro High School Jazz Band to present a concert at Nehaunsey Middle School, Gibbstown, New Jersey on Friday, May 10, 2024, at 10:00am.

Informational: Paulsboro High School Jazz Band Teacher Brian Betz has made the arrangements. The concert will be a school wide assembly presentation and possible outreach for our music program. The cost to the Board of Education is to be determined.

MARCH 2024 CONSTRUCTION UPDATES:

Rod Grant

Billingsport and the High School are still open projects.

ESIP Energy Savings Improvement Program.

Materials have been arriving.

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

- A. Recommend authorization for the Acting Superintendent to approve the following organizations to use school facilities as listed for the 2023-2024 school year. This recommendation is contingent on each group filing the appropriate request and verification of insurance.

ORGANIZATION/ PERSON	ACTIVITY	FACILITY	CONTACT
PHS Pegasus Players	Luan Show South Pacific Island Dancers Wednesday, May 29,2024 6-9pm Saturday, June 1, 2024 11am-3pm	PHS Auditorium Sound System Audio Visual Equipment Classrooms #106,105,104	Barbara Thomson
Paulsboro Borough	Juneteenth Fireworks June 22, 2024 8pm-10pm	Football Field Track Softball Field	Theodore Holloway

ORGANIZATION/ PERSON	ACTIVITY	FACILITY	CONTACT
Paulsboro Board of Education	Teacher of the Year Reception Monday, May 20, 2024	Paulsboro High School Cafeteria 6:00-7:00pm Sound System	Christine Lindenmuth
Paulsboro Football Ross & Redman	Football Camp 8:00am-12:00pm June 29, 2024 June 30, 2024	Athletic Complex - Football Field Soccer Field Classroom #13 Sound System & Operator	Kevin Harvey
The Yellow Pages Youth Football League	Touch Football Saturdays 10am-4pm April 20, 2024 April 27, 2024 May 4, 2024 May 11, 2024 May 18, 2024	Athletic Complex - Soccer Field Softball Field	George Johnson

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

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

Quantity	Item	Year Purchased	Method of Disposal	Reason for Disposal
60	Preschool Chairs	unknown	Trash	Poor Condition Unsafe
4	Rugs	Unknown	Trash	Poor Condition

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

- A. Recommend approval for South Jersey School Doctors to continue to provide physician health services to students and staff for the 2024-2025 school year for \$30,900.00.

Informational: South Jersey School Doctors has been our school physician since 2021. **(Attachment)**

- B. Recommend approval to solicit Requests for Proposals (RFPs) for Armed School Security Specialist Services for 2024-2025 through the use of Competitive Contracting.

Informational: Paulsboro Public Schools has received permission from the Department of Community Affairs, Division of Local Government Services to use competitive contracting in lieu of low bid contracting for the procurement of security services. This approval allows Paulsboro to choose the vendor that is most advantageous to the district based on criteria other than just price, i.e. Management Criteria and Technical Criteria.

- C. Recommend approval to advertise a Request for Proposals (RFP) for Board Certified Behavioral Analyst services for the 2024-2025 School Year.

Informational: Paulsboro School District utilizes the services of a firm specializing in behavioral analysis and support to supplement the current services provided to eligible students. The RFP would be an advertisement for any firms providing such services to do so and for Paulsboro to pick the best firm for its needs, price and all other factors considered.

- D. Recommend approval to extend the professional services agreement and addendum to the contract for the period July 1, 2024, through June 30, 2025 with ESS Northeast, LLC, a Delaware limited liability company (formerly known as Source 4 Teachers) located at 800 North Kings Highway, Cherry Hill, New Jersey. This agreement is for the purpose of providing substitute staffing (primarily teachers).

Informational:

ADDENDUM TO EXTEND AGREEMENT

This is an Addendum to an Agreement between **ESS Northeast, LLC**, a Delaware limited liability company (the “Company”) and the **Paulsboro Public Schools** (hereinafter referred to as “LEA” for Local Education Agency).

Whereas, the LEA and the Company entered into an Agreement whereby Company is to provide substitute staffing to fill positions at the request of the District for a period ending June 30, 2025;

Whereas, LEA and Company are desirous of extending the term of the Agreement through June 30, 2025 with the provisions set forth below;

Now, Therefore, be it agreed between the parties, as follows:

1. The Term of the Agreement, as reflected in Paragraph 7, is hereby extended from July 1, 2024 through June 30, 2025;
2. Effective July 1, 2024, Addendum “A” to the Agreement, Pricing, is amended as per the attached revised Addendum “A”;
3. This Agreement will automatically renew for additional one (1) year periods unless either party provides written notice of termination at least ninety days prior to the end of the fiscal school year.
4. Except as specifically and explicitly set forth herein, all other terms of the Agreement shall remain in full force and effect.

EXHIBIT A – PRICING PLAN

Position	Pay Rate	Bill Rate	Rule
Full Day Substitute Teacher	\$106.00	\$139.92	
Half Day Substitute Teacher	\$62.50	\$82.50	
Full Day Building Based Substitute Teacher	\$125.00	\$161.25	
Half Day Building Based Substitute Teacher	\$62.50	\$80.63	
Full Day Long Term Substitute Teacher	\$125.00	\$165.00	Administered on Day 1
Half Day Long Term Substitute Teacher	\$62.50	\$82.50	Administered on Day 1
Full Day Paraprofessional	\$106.00	\$139.92	
Half Day Paraprofessional	\$62.50	\$82.50	
Substitute ESY Teacher (Hourly)	\$32.00	\$42.24	

Billing Rules

*Bonus Clause - If monthly fill rate is greater than 85% ESS Northeast will bill at a 2% increase

Position	Pay Rate	Bill Rate	Rule
Full Day Substitute Teacher	\$106.00	\$142.04	
Half Day Substitute Teacher	\$62.50	\$83.75	
Full Day Building Based Substitute Teacher	\$125.00	\$163.75	
Half Day Building Based Substitute Teacher	\$62.50	\$81.88	
Full Day Long Term Substitute Teacher	\$125.00	\$167.50	Administered on Day 1
Half Day Long Term Substitute Teacher	\$62.50	\$83.75	Administered on Day 1

Position	Pay Rate	Bill Rate	Rule
Full Day Paraprofessional	\$106.00	\$142.04	
Half Day Paraprofessional	\$62.50	\$83.75	

E. RECOMMEND APPROVAL OF THE SHARED SERVICES AGREEMENT BETWEEN PAULSBORO BOARD OF EDUCATION AND PAULSBORO BOROUGH FOR FIELD LINING EQUIPMENT

**BOROUGH RESOLUTION NO. 70.24
BOE Resolution #04-24-24-04**

RESOLUTION AUTHORIZING SHARED SERVICES AGREEMENT BETWEEN THE BOROUGH OF PAULSBORO AND THE SCHOOL DISTRICT OF THE BOROUGH OF PAULSBORO FOR THE PROVISION OF SERVICES AND THE LEASING OF APPROPRIATE EQUIPMENT FOR THE LINING OF VARIOUS ATHLETIC FIELDS AND FACILITIES WITHIN THE BOROUGH

WHEREAS, the Borough and School District have entered into various shared services and inter-local services agreements in the past, including provisions of services (paving, snow removal) and commodities (fuel), and allowing the residents of the community to utilize facilities of the School District as community facilities for school and municipal services, including the athletic facilities at the Paulsboro High School Athletic Fields and the Paulsboro Borough Athletic Complex; and

WHEREAS, the Borough and the School District have determined that it is the most cost effective and in the best interests of the Borough, the School District and the residents thereof for the Borough and the School District to be jointly lease an athletic field programmable line machine for providing new lining of Borough and School District athletic fields and the services attached to such product; and

WHEREAS, it has become problematic, time consuming and untenable within the Borough's and School District's manpower to provide adequate marking of fields in a reliable, cost- effective and efficient manner; and

WHEREAS, the Borough and School District have explored purchasing said equipment and found that the purchase would not include training, periodic updates to the software needed and initial supplies of lining materials needed; and

WHEREAS, the Borough and School District agree that the leasing of such equipment Complex would be a beneficial use to the Borough, the School District, and Borough residents; and

WHEREAS, the Borough and School District intend to lease said equipment for a period of one year at a shared cost not to exceed \$10,000, with the Borough and the school district each contributing \$5,000; and

WHEREAS, the Borough and the School District shall assign at least two employees to be trained on the operation, preparation and maintenance of said equipment; and

WHEREAS, the Borough and the School District desire to set forth certain terms and conditions relating to the Project and payment therefor; and

WHEREAS, the Shared Services Act, N.J.S.A. 40A:65-1, et seq., authorizes and encourages local units, including municipalities and school districts, to enter into local contracts for services performed by local units in accordance with law for the purpose of reducing property taxes through reduction of expenses; and

WHEREAS municipalities and school districts are expressly authorized to work together for the provision of recreational improvements pursuant to N.J.S.A. 40:48-2, N.J.S.A. 40:61-1, N.J.S.A. 40:61-5, N.J.S.A. 1SA:20-22, and the Shared Services Act.

NOW, THEREFOR BE IT RESOLVED, by the Borough Council of the Borough of Paulsboro that the Mayor or his designee is hereby authorizing to enter into the attached Shared Services Agreement with the Paulsboro School District for the mutual leasing of equipment for the lining of various Borough and School District athletic fields, and for

the personnel necessary for the appropriate use of said equipment, and whose cost shall be shared equally between the Borough and the District at a cost not to exceed \$5000.00 each.

- F. Recommend approval to enter into an agreement with the Gloucester County Special Services School District (GCSSSD) for “Participation in the Cooperative Transportation Services for the 2024 - 2025 School Year.”

Informational: Gloucester County Special Services School District (GCSSSD) performs a countywide cooperative transportation routing service for students who are homeless, attending nonpublic schools, attending schools for those with disabilities, require special transportation due to disabilities and attending vocational-technical schools. Special transportation requests are collected, collated, and bid / quoted countywide in order to provide the most efficient and economical routes for these students. GCSSSD receives a 7% administrative fee for special education, vocational, public schools, and homeless students. A 4% administrative fee is charged for nonpublic school students.

- G. Recommend approval of the following professional services contracts beginning July 1, 2024 and ending June 30, 2025 for the following professional services:

Garrison Architects to provide architectural and engineering services at the agreed upon rates as per the attached agreement. **(Attachment)**

Informational: Garrison Architects has provided architectural and engineering services for many years.

- H. Recommend approval to enter an agreement with Gloucester County Special Services School District to provide MVC On-line Customer Abstract Information Retrieval. The service is provided for the 2024-2025 school year at an annual cost of \$55.00 and will be paid from local funds.

Informational: Gloucester County Special Services School District (GCSSSD) provided motor vehicle abstracts for eligible District staff obtained through the NJMVC On-line Customer Abstract Information Retrieval System.

- I. Recommend approval to enter an agreement with Salem County Special Services School District to provide Itinerant/Shared Services on an as needed basis for the 2024-2025 SY. **(Attachment)**

Informational: Salem County Special Services School District (SCSSSD) developed an Itinerant/Shared Services program in an effort to respond to request of Local School Districts for onsite therapeutic intervention. Services offered include speech, occupational and physical therapy as well as evaluations. The agreement shall be effective July 1, 2024 and shall continue until June 30, 2025.

- J. Recommend approval for Kevin Harvey and his staff to have a yearly subscription with Glazier for football clinics for the 2024- 2025 school years for \$495.00.

Informational: Glazier has 2,000.00 videos available for coaches, 40 complete coaching systems, 5 Coaching Academy Courses, four Sports video libraries as well as in person football clinics in the United States. This one-time \$495.00 fee allows all our football coaches to attend and have access to the clinics and videos.

- K. Recommend approval to reimburse Head Football Coach Kevin Harvey, \$495.00, the cost of the Glazier Coaches Football Clinic in-person and yearlong online training for him and his assistant coaches for the 2023-2024 school year.

Information: Coach Kevin Harvey and his assistant coaches attended the clinic on February 22, 2024, at Harrah’s Resort in Atlantic City, New Jersey. It was a one day in person football clinic that also provides unlimited online educational access for coaches.

- L. Recommend approval for BoardDocs Pro Document Management System contract prorated beginning May 1, 2024, and ending June 30, 2024, for \$1,833.30, and July 1, 2024, ending June 30, 2025, for \$11,000.00. **(Attachment)**

Informational: BoardDocs is the easiest and most powerful software on the market for school boards. With best-in-class security, top-rated customer support and constant innovation, BoardDocs supports key modern governance practices that are critical to the ongoing success of school districts and communities.

Modern governance for public education is the practice of empowering leaders with the right technology, insights, and processes to fuel good governance that school districts and communities require to thrive and endure in today’s fast paced, digital age.

M. AUTHORIZATION TO SIGN WARRANTS ACCOUNTS (CHECKS) AND PURCHASE ORDERS

BE IT RESOLVED that the following school officials are authorized to sign warrants:

ACCOUNT	AUTHORIZED SIGNATURES	NUMBER OF SIGNATURES REQUIRED ON CHECK	AUTHORIZED FACSIMILE SIGNATURES
Administration Petty Cash	Superintendent Business Administrator BOE President	2	Not Applicable
Agency Account	Superintendent Business Administrator BOE President	2	Not Applicable
Capital Projects Fund	Superintendent Business Administrator BOE President	2	Not Applicable
Payroll	Superintendent Business Administrator BOE President	2	Superintendent Business Administrator BOE President (Maximum \$ Amount – Unlimited)
Flexible Spending Account	Superintendent Business Administrator	2	Not Applicable
Principal’s Account for Billingsport Early Childhood Center	Superintendent Business Administrator Tina L. Morris	2	Not Applicable
Principal’s Account for Loudenslager Elementary School	Superintendent Business Administrator Matthew J. Browne	2	Not Applicable
Purchase Orders	Superintendent Business Administrator	2	Superintendent Business Administrator
Scholarship Fund	Superintendent Business Administrator BOE President	2	Not Applicable

ACCOUNT	AUTHORIZED SIGNATURES	NUMBER OF SIGNATURES REQUIRED ON CHECK	AUTHORIZED FACSIMILE SIGNATURES
Student Activities	Superintendent Business Administrator BOE President	2	Superintendent Business Administrator BOE President (Maximum \$ Amount – Unlimited)
Warrant	Superintendent Business Administrator BOE President	3	Superintendent Business Administrator BOE President (Maximum \$ Amount – Unlimited)
Current	Superintendent Business Administrator BOE President	3	Superintendent Business Administrator BOE President (Maximum \$ Amount – Unlimited)

- N. Recommend retroactive approval for Paulsboro Board Members Danielle Scott and Kyana Evans to attend the NJSBA Women’s Leadership Conference on Friday, April 19, 2024, from 9:30 AM to 3:00 PM. The cost to the Board will be \$198.00.

Informational: The Conference will be held at the Conference Center at Mercer County College on 1200 Old Trenton Road in Princeton Junction, NJ. The purpose of the conference is to learn techniques to build resilience and confidence, find balance, and communicate more effectively. This unique growth opportunity will help build connections and tackle tough challenges.

- O. Recommend approval for Paulsboro Board Members Danielle Scott and Markee Robinson to attend the NJSBA Spring Conference on Friday, May 10, 2024. The cost to the Board will be \$198.00.

Informational: The Conference will be held at the Conference Center at Mercer County College on 1200 Old Trenton Road in Princeton Junction, NJ. The purpose of the conference is student success, school safety, and public relations.

- P. Recommend approval of the agreement for Nursing Services between Paulsboro Public Schools and Preferred Nursing Services effective 7/1/2024 – 6/30/2025 for case #301672. Cost per diem \$576 for 210 days, including Extended School Year Program. Estimated cost for 2024-25 School year \$120,960.00.

- Q. Recommend approval for Out of District Placements for the following students Grades 9-12:

Case #	Grade:	Placement
273377	10	The student was placed at Brookfield Academy on 3/5/2024. Tuition rate of \$451.63 per diem. The student was removed from this placement after attending one day due to behavior.
273377	10	The student was placed at Pinelands Learning Center on. Tuition rate of \$326.56 per diem for 48 days. Tuition Cost \$15674.88

- R. Recommend approval to renew an agreement with The Schools Health Insurance Fund (SHIF) with carriers Aetna and AmeriHealth for the period July 1, 2024 – June 30, 2025 with the following rates and coverages:

Coverage Level	Medical			
	Direct Access 15 Plan Monthly Premium		Direct Access 20 Plan Monthly Premium	
	2023-2024	2024-2025	2023-2024	2024-2025
Single	\$1,054.00	\$1,100.00	\$1,195.00	\$1,258.00
Husband/Wife	\$2,107.00	\$2,219.00	\$2,390.00	\$2,517.00
Parent/Child(ren)	\$1,793.00	\$1,888.00	\$2,031.00	\$2,139.00
Family	\$2,846.00	\$2,997.00	\$3,226.00	\$3,397.00

Coverage Level	Medical			
	Educators Plan Monthly Premium		Horizon Omni Plan Monthly Premium	
	2023-2024	2024-2025	2023-2024	2024-2025
Single	\$1,052.00	\$1,086.00	\$667.00	\$702.00
Husband/Wife	\$2,106.00	\$2,173.00	\$1,332.00	\$1,403.00
Parent/Child(ren)	\$1,792.00	\$1,849.00	\$1,134.00	\$1,194.00
Family	\$2,844.00	\$2,935.00	\$1,800.00	\$1,895.00

Coverage Level	Medical	
	Garden State Plan Monthly Premium	
	2023-2024	2024-2025
Single	\$1,013.00	\$1,045.00
Husband/Wife	\$2,025.00	\$2,090.00
Parent/Child(ren)	\$1,722.00	\$1,777.00
Family	\$2,736.00	\$2,823.00

Informational: The rates for the 2024-2025 school year reflect a collective 4.19% increase compared to the current year. Schools Health Insurance Fund (SHIF) is a fully funded public sector trust. Its members include over 100 school districts in New Jersey. Renewals are “pooled” so all members receive a similar renewal and surplus is divided among the members. The average renewal among SHIF members was 6.37%.

- S. Recommend approval to renew the agreement with Delta Dental to provide employee dental insurance for the period July 1, 2024 – June 30, 2025, with the following coverages and rates:

Coverage Level	Delta Dental Monthly Premium	
	2023-2024	2024-2025
	One Party	\$32.81
Two Party	\$55.35	\$55.35
Three Party	\$89.73	\$89.73

Informational: The rates recommended for the 2023-2024 school year reflect a 0.0% increase compared to the current year. Delta Dental has provided coverage for the District since 1986.

- T. Recommend approval to continue the agreement with the RX Alliance/Public Employer Benefits Trust and Benecard’s management strategies to provide employee prescription insurance for the period July 1, 2024 – June 30, 2025.

Rates are as follows:

Coverage	Direct Access Monthly Premium	
	2023-2024	2024-2025
Single	\$339.44	\$372.54
Husband/Wife	\$659.86	\$724.20
Parent/Child(ren)	\$408.32	\$448.13
Family	\$794.26	\$871.70

Coverage	NJ Edu./GSP Monthly Premium	
	2023-2024	2024-2025
Single	\$318.56	\$349.62
Husband/Wife	\$619.28	\$679.66
Parent/Child(ren)	\$383.21	\$420.57
Family	\$745.42	\$818.10

Informational: The rates for the 2024-2025 school year reflect a 9.75% increase compared to the current year. The is a fully funded public sector trust. Its members include 70 school districts and municipalities in New Jersey). Renewals are “pooled” so all members receive the same renewal. The average annual increase for the Rx Alliance/Public Employer Benefits Trust has been 3.55% over the last 5 years.

- U. Recommend approval of the renewal agreement with Bollinger Specialty Group to provide student accident coverage for the period July 1, 2024, to June 30, 2025, which is a continuance of coverage with provider Mutual of Omaha with a premium of \$27,214.00.

Informational: There was a reduction in cost of 12% from last year’s premium.

- V. Recommend approval of the agreement with MasterLibrary component that will replace our current School Dude program from July 1, 2024, to June 30, 2025, for \$2,250.00. Master Library will be an added component to our ML Schedules program we will be using for Facilities Usage program.

Informational: MasterLibrary provides facility management software for k-12 school districts.

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

- W. Recommend approval for Out of District Placements for the following students Grades PK-8

Case #	Grade:	Placement
301688	7	The student was placed at YALE School in Cherry Hill on 2/15/2024 for 81 days. Tuition rate \$352.22 per diem. Total tuition cost \$28,529.82
292693	7	The student was placed at Hampton Academy in Westhampton on 3/18/2024 for 58 days at \$357.39 per diem. Total tuition cost \$20,728.62

- X. Recommend approval to accept the donation of \$500.00 from Work Zone Contractors, LLC located in Deptford NJ.

Informational: The Work Zone Contractors donated \$500.00 to Billingsport Early Childhood Center’s annual Fun Day.

SCHOOL SAFETY A: The Greenwich Township Representative may vote on this item in this section of the agenda.

- A. Recommend that the Board of Education confirm the decision of the Superintendent of Schools for the following cases investigated as possible Harassment, Intimidation and Bullying (HIB) situations at Paulsboro Senior High School.

Case Number	Date of Incident	Status of Investigation	Names of Investigators	Type and Nature of Discipline Imposed
PHS270687	03/18/2024	completed	Melba Moore-Suggs	Non-HIB No disciplinary action required.

Informational: The New Jersey Department of Education requires all suspected cases of HIB to be investigated. At the end of each investigation, the Superintendent must officially act on the case(s). In general, the Superintendent confirms the findings of those who investigated the incident. Each month, the Superintendent must request that the Board of Education confirm, reject or modify his decision. The Superintendent informs the parents of this decision as well as their rights to appeal.

SCHOOL SAFETY B: The Greenwich Township Representative may not vote on items in this section of the agenda.

- B. Recommend that the Board of Education confirm the decision of the Superintendent of Schools for the following cases investigated as possible Harassment, Intimidation and Bullying (HIB) situations at Billingsport Early Childhood Center and Loudenslager Elementary School.

Case Number	Date of Incident	Status of Investigation	Names of Investigators	Type and Nature of Discipline Imposed
PJHS302143	3/26/2024	completed	Trevon Brooks	Non-HIB No disciplinary action required.

Informational: The New Jersey Department of Education requires all suspected cases of HIB to be investigated. At the end of each investigation, the Superintendent must officially act on the case(s). In general, the Superintendent confirms the findings of those who investigated the incident. Each month, the Superintendent must request that the Board of Education confirm, reject or modify his decision. The Superintendent informs the parents of this decision as well as their rights to appeal.

- C. 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	09/08/2023 10/19/2023 11/15/2023 01/30/2024 02/27/2024 03/25/2024	09/22/2023 10/19/2023 11/17/2023 12/21/2023 01/31/2024 02/26/2024 03/25/2024	09/19/2023 10/05/2023 11/7/2023 12/08/2023 01/12/2024 02/26/2024 03/21/2024
Communication Drill**	Optional			
Evacuation (Non-Fire)	Each school must conduct two annually	10/24/2023	10/23/2023	10/19/2023 02/08/2024

Report of Paulsboro Public Schools Security Drills				
Type of Drill	Notation	Schools		
		Paulsboro Junior / Senior High	Loudenslager Elementary	Billingsport Early Childhood Center
Bomb Threat (Hold)	Each school must conduct two annually	02/06/2024	12/18/2023 01/11/2024	03/21/2024
Lockdown / Active Shooter	Each school must conduct two annually	09/18/2023	09/12/2023 02/21/2024 03/27/2024	09/14/2023 11/29/2023 01/26/2024
Shelter In Place (Hold)	Each school must conduct two annually	12/08/2023 02/23/2024 03/28/2024	11/30/2023	12/18/2023
Other Drills				
Bus Evacuation	School District (Annually)	11/29/2023		11/30/2023
Bus Evacuation	School Routes (2 Annually)	<u>Bankbridge Run</u> 11/28/2023 <u>Durand Academy</u> 09/15/2023 <u>P5</u> 12/01/2023		11/30/2023
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	09/25/2023 10/30/2023 11/28/2023 12/20/2023 01/30/2024 02/21/2024 03/26/2024	09/25/2023 10/30/2023 11/28/2023 12/20/2023 01/30/2024 02/21/2024 03/26/2024	09/25/2023 10/30/2023 11/28/2023 12/20/2023 01/30/2024 02/21/2024 03/26/2024

*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 (Optional)

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.

D. Informational: Disciplinary Data as of March 2024.

Billingsport Early Childhood Center - Disciplinary Actions				
<u>Disciplinary Actions-March</u>	<u>PreK</u>	<u>1st</u>	<u>2nd</u>	<u>Total</u>
Lunch Detention	0	0	0	0
After School Detention	0	0	0	0
In-School Suspension	0	0	0	0
Out of School Suspension	0	0	0	0

Loudenslager Elementary School - Disciplinary Actions					
<u>Disciplinary Actions-March</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total</u>
Lunch Detention	2	26	13	14	55
After School Detention	0	0	0	0	0
In-School Suspension	0	0	0	2	2
Out of School Suspension	1	5	7	4	17

Paulsboro Junior High School - Disciplinary Actions			
<u>Disciplinary Actions – March</u>	<u>7th</u>	<u>8th</u>	<u>Total</u>
Lunch Detention	3	1	4
After School Detention # of Students/# of ASD Issued	10/22	20/52	30/74
In-School Suspension # of Students/# of Days	0	0	0
Out of School Suspension # of Students/# of Days	6/19	11/27	17/46

Paulsboro Senior High School - Disciplinary Actions					
<u>Disciplinary Actions – March</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>	<u>Total</u>
Lunch Detention	0	0	0	0	0
After School Detention # of Students/# of ASD Issued	23/53	19/46	11/23	16/32	69/154
In-School Suspension # of Students/# of Days	0	0	0	0	0
Out of School Suspension # of Students/# of Days	14/33	13/41	10/26	7/21	44/121

PUBLIC COMMENTS

At this time, the public may address the Board of Education. Please record your name, address, and contact information in the red book on the table.

BOARD COMMENTS