

1 **OFFICIAL MINUTES**

2  
3 of the **REGULAR MEETING** of the Greenwich Township Board of Education held  
4 **Tuesday, November 14, 2023** in the Nehaunsey Middle School library.

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6 The meeting was called to order by President Susan Vernacchio at 6:30 p.m.

7  
8 **Roll Call:**

9

<input checked="" type="checkbox"/> Mrs. Susan Vernacchio	<b>CHAIRPERSON: Negotiations</b> Budget & Finance Public Relations & Health and Safety Gloucester County/State Board Association-Alternate
<input checked="" type="checkbox"/> Mrs. Erin Herzberg	<b>CHAIRPERSON: Policy</b> Curriculum & Technology Negotiations Strategic Planning
<input checked="" type="checkbox"/> Mr. Andrew Chapkowski	<b>CHAIRPERSON: Budget &amp; Finance</b> Buildings & Grounds Policy
<input type="checkbox"/> Mr. John Goetaski <b>Absent</b>	<b>CHAIRPERSON: Strategic Planning</b> Budget & Finance Buildings & Grounds
<input checked="" type="checkbox"/> Mrs. Roseanne Lombardo	<b>Gloucester County/State Board Association Representative</b> Paulsboro Board of Education Representative Curriculum & Technology Policy
<input checked="" type="checkbox"/> Mrs. Meghann Myers	<b>CHAIRPERSON: Buildings &amp; Grounds</b> <b>CHAIRPERSON:</b> Public Relations & Health and Safety
<input type="checkbox"/> Mrs. Fiona Paterna <b>Absent</b>	<b>CHAIRPERSON: Curriculum &amp; Technology</b> Public Relations & Health and Safety Strategic Planning

10 Quorum **YES**

11  
12 Also present were Dr. Jennifer Foley, Chief School Administrator and Mr. Scott  
13 A. Campbell, School Business Administrator/Board Secretary.

14  
15 As required under the guidelines of the Open Public Meeting Law, notice of this  
16 meeting was sent to the **Courier Post** and the **Township Clerk**. It was also  
17 posted in the Greenwich Township School Buildings. (Audiotaping Regulations -  
18 "The proceedings of this meeting were not being audiotaped.")

19  
20 **FLAG SALUTE**

21  
22 **1. MINUTES**

23  
24 Motion: (Chapkowski/Herzberg) to approve the following minutes:  
25

October 10, 2023 - Regular Meeting  
October 10, 2023 - Executive Session

Motion carried by unanimous voice vote with Meghann Myers abstaining.

**2. ADMINISTRATIVE/PRINCIPAL REPORTS**

Motion: (Chapkowski/Lombardo) to approve the following as one, A-G:

**A. School Health Services Monthly Reports**

1. The approval of the School Health Services Monthly Report as of **October 2023** for Broad Street School. (Attachment)
2. The approval of the School Health Services Monthly Report as of **October 2023** for Nehaunsey Middle School. (Attachment)

**B. Monthly Attendance, Enrollment, Drills and Monthly Overview:**

1. The monthly attendance, enrollment, drills and monthly overview for the month of **October 2023**:

<b>MONTHLY ATTENDANCE – OCTOBER 2023</b>	
Broad Street School	94.3%
Nehaunsey Middle School	93.7%

<b>BROAD STREET SCHOOL ENROLLMENT – OCTOBER 2023</b>	
Grade Pre-K	Total: 49
Grade K	Total: 41
Grade 1	Total: 41
Grade 2	Total: 41
Grade 3	Total: 32
Grade 4	Total: 40
Grade 5	Total: 48
<b>TOTAL ENROLLMENT: 292</b>	

<b>NEHAUNSEY SCHOOL ENROLLMENT – OCTOBER 2023</b>	
Grade 6	Total: 43
Grade 7	Total: 46
Grade 8	Total: 46
<b>TOTAL ENROLLMENT: 135</b>	

**HIGH SCHOOL ATTENDANCE – OCTOBER 2023**

GCIT	Total: 97
Paulsboro High School	Total: 85

1

**DRILLS – OCTOBER 2023**

Date	Time/Location	Duration	Action/Drill	Weather Conditions
10/4/23	1:45 p.m./BSS	2 minutes	Routine Fire Drill	Sunny, Warm
10/4/23	9:47 a.m./NMS	2 minutes	Routine Fire Drill	Sunny, Warm
10/25/23	8:30 a.m./NMS	15 minutes	MERT Drill, AED Machines tested	Sunny, Warm
10/27/23	2:00 p.m./BSS	2 minutes	Security Drill	Sunny

**NMS/Nehaussey Middle School      BSS/Broad Street School**

2

**MONTHLY EVENT OVERVIEW – OCTOBER 2023**

Date	Event	Building
10/2/23-10/6/23	Week of Respect	BSS
10/5/23-10/10/23	Progress Reports	Both
10/20/23	Fire Department Presentation	BSS
10/23/23	Fall Picture Day	NMS
10/24/23-10/31/23	Pennies for Pets	NMS
10/26/23	Fall Festival	NMS
10/30/23-10/31/23	Scholastic Book Fair	BSS
10/31/23	Halloween Parade	BSS
On-going	Clubs	NMS

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**C. Student Discipline, Violence/Vandalism, HIB**

1. Student Discipline, Violence/Vandalism and HIB for the month of **October 2023:**

INFRACTION	NUMBER OF INCIDENT REPORTS		2023-2024 TOTAL-TO-DATE	
	BSS	NMS	BSS	NMS
Dating Violence	0	0	0	0
Detention After School	0	0	0	0
Harassment, Intimidation or Bullying	0	3	0	4
Lunch Detention	11	7	19	17
Out-of-School Suspension (OSS)	2	1	2	2
Restricted Study	5	5	5	6
Violence, Vandalism, Substance Abuse	0	1	0	2

2. Completed Investigation Reports as of **October 2023**:

Case Number	Date of Initial Report	Date Reported to Superintendent	Result of Investigation
NMS 23/24-2	10/4/23	10/4/23	Not Confirmed
NMS 23/24-3	10/13/23	10/13/23	Not Confirmed
NMS 23-24-4	10/17/23	10/17/23	Not Confirmed

Motion carried by unanimous voice vote.

**3. SUPERINTENDENT RECOMMENDATIONS**

Motion: (Chapkowski/Vernacchio) to approve the following:

- A. The approval to hire Dolores Franco, Substitute School Nurse, for the 2023-2024 school year, pending receipt of all new hire documents, including criminal history review, at a rate of \$225.00 per day, as needed.

Motion carried by unanimous roll call vote.

Motion: (Vernacchio/Herzberg) to approve the following:

- B. The *retroactive* approval to accept the resignation of Keri DeLorenzo with an effective date of 60 days from October 26, 2023. (Attachment)

Motion carried by unanimous roll call vote.

Motion: (Chapkowski/Vernacchio) to approve the following:

- C. The approval to hire Joseph Santone, School Nurse at Nehaunsey Middle School, at the salary of \$53,306.00, Step A, BA, pending receipt of all new hire documents including Criminal History Review, as per the G.T.E.A. and Greenwich Township Board of Education regulations and policies.

Motion carried by unanimous roll call vote.

Motion: (Herzberg/Chapkowski) to approve the following as one, D-O:

- D. The approval of request for FMLA, due to medical reasons, from Kathy Seacrist, intermittently. (Attachment)
- E. The approval to appoint Kimberly Orsini to the SciP Committee, for the 2023-2024 school year, at a stipend of \$35.00 per hour, as per the G.T.E.A. contract.

- 1 F. The approval to appoint Kimberly Chila as 6<sup>th</sup> Grade Chairperson, for the  
2 2023-2024 school year, at the annual stipend of \$300.00, as per the  
3 G.T.E.A. contract.  
4
- 5 G. The approval to appoint Michael Grelli as Advisor to Yearbook, for the  
6 2023-2024 school year, at a stipend of \$750.00, as per the G.T.E.A.  
7 contract.  
8
- 9 H. The approval of the 2023-2024 Medical Standing Orders. (Attachment)  
10
- 11 I. The approval of the 2023-2024 School Nursing Services Plan.  
12 (Attachment)  
13
- 14 J. The approval of request for use of accrued Personal Days, above three in  
15 a year, from Michael Beukers. (Attachment)  
16 Days to be used are as follows:  
17  
18 Wednesday, December 27, 2023  
19 Thursday, December 28, 2023  
20 Monday, February 12, 2024  
21 Friday, May 17, 2024  
22 Friday, May 24, 2024  
23 Tuesday, May 28, 2024  
24
- 25 K. The approval of request for use of accrued Personal Days, above three in  
26 a year, from Kathy Seacrist. (Attachment)  
27 Days to be used are as follows:  
28  
29 Tuesday, December 19, 2023  
30 Tuesday, January 9, 2024  
31 Wednesday, January 24, 2024  
32
- 33 L. The approval of request for use of accrued Personal Days, above three in  
34 a year, from Charles DeVault. (Attachment)  
35 Days to be used are as follows:  
36  
37 Tuesday, November 21, 2023  
38 Wednesday, November 22, 2023  
39
- 40 M. The approval of the following teachers as tutors for the NJ Accelerated  
41 Learning Program: High Impact Tutoring, at a rate of \$35.00 per hour, for  
42 the 2023-2024 school year with the possibility of extending into the  
43 summer, for grades 3, 4, and 5, ELA and/or Math:  
44  
45

Brianna Fowler  
Crystal Fried  
Sarah Wedgwood

- N. The approval for guest, Amelia Alacqua, to shadow Jacob Lightman, Speech Language Specialist, for one day on Tuesday, December 19, 2023. Ms. Alacqua is majoring in Communication Sciences and Disorders at Scranton University.
- O. The approval of Jackie Neville (parent) to serve on the School Safety Team at Nehaunsey Middle School.

Motion carried by unanimous voice vote with Roseanne Lombardo abstaining on item F.

**4. CURRICULUM & INSTRUCTION**

Motion: (Chapkowski/Lombardo) to approve the following:

- A. The approval for the following individuals to attend out-of-district workshops:

<b>Name/Position</b>	<b>Workshop/Location/Time</b>	<b>Date</b>	<b>Cost</b>
Gerardo Batista, Supervisor of Buildings & Grounds	<b>PEOSH/NJADP Indoor Air Quality Training</b> 8:00 a.m. – 12:30 p.m.	11/17/23	\$0.00 Plus Mileage
Gerardo Batista, Supervisor of Buildings & Grounds	<b>NJSBA Conference (retroactive)</b> Atlantic City, NJ 9:00 a.m. -4:00 p.m.	10/25/23	\$0.00 Plus Mileage
Alisa Whitcraft, Principal of Broad Street School	<b>NJSBF – The Role of the School Climate</b> (virtual) 9:00 a.m. – 12:00 p.m.	1/11/24	\$0.00

Motion carried by unanimous voice vote.

**5. BUDGET & FINANCE**

Motion: (Herzberg/Lombardo) to approve the following as one, A & B:

- A. The *retroactive* approval of the tuition contract with Maple Shade Board of Education and Greenwich Township Board of Education, for the following students: ID# 7042118466 at a cost of \$6,887.76, ID# 5643591175 at a cost of \$7,388.84 and ID# 4495873551 at a cost of \$7,388.84, under the

1 McKinney-Vento guidelines, effective September 12, 2023 until January  
2 14, 2024.  
3

4 B. The *retroactive* approval of the tuition contracts between Archbishop  
5 Damiano School and the Greenwich Township Board of Education, for the  
6 2023-2024 school year, providing students with disabilities program for  
7 students ID# 6225436560 and ID# 7105480548 in the amount of  
8 \$50,965.20 each plus 1:1 aide in the amount of \$35,820.00 each for a  
9 total of \$86,785.20 for each student.

10  
11 C. The notification from the State of New Jersey that minimum wage is going  
12 to \$15.13 an hour effective January 1, 2024. Any part-time  
13 Cafeteria/Playground Aide and/or Substitute not at the updated minimum  
14 wage will be adjusted to \$15.25 an hour effective January 1, 2024. Those  
15 members will receive an updated contract.  
16

17 **Susan Vernacchio** asked if the amount listed in item B for students going to  
18 Archbishop Damiano included transportation? **Scott Campbell** said it did not.  
19 There is an existing run that these students will be using.  
20

21 Motion carried by unanimous voice vote.  
22

23 **6. REPORT OF SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY**  
24

25 Motion: (Chapkowski/Lombardo) to approve the following as one, A-G:  
26

27 A. Bills Lists  
28

29 1. The bills as presented by the Business Administrator in the  
30 following amounts are ordered paid. (Attachment)  
31

Number	Amount
#24-2024	\$152.70
#25-2024	\$19,356.58
#26-2024	\$411,702.09
#27-2024	\$19,264.13
#28-2024	\$152,951.27
#29-2024	\$263,082.23
#30-2024	\$19,265.82
#31-2024	\$163,127.28
#32-2024	\$147.70
#33-2024	\$131,658.69

#34-2024	\$19,799.59
Payroll #147-2024	\$264,432.01
Payroll #148-2024	\$263,223.94
Payroll #149-2024	\$263,372.13
<b>TOTAL: \$1,991,536.16</b>	

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B. Student Activity Account

1. The approval of the Student Activities Account Monthly Bank Reconciliation for the months of **July 2023** and **August 2023**. (On file in the BA's office)

C. Board Secretary's Report

1. The acceptance of the Board Secretary's Report for the months of **July 2023** and **August 2023**. The Board Secretary certifies that no line item account has been over expended in violation of *N.J.A.C. 6A:23A-16.10(c)3* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Attachment)

D. Treasurer's Report

1. The approval of the Treasurer's Report in accordance with *18A:17-36 and 18A: 17-9* for the months of **July 2023** and **August 2023**. The Treasurer's Report and the Secretary's Report are in agreement for the months of **July 2023** and **August 2023**. (Attachment)

E. Revenue Certification

1. The Board Secretary in accordance with *N.J.A.C. 6A:23A-16.10(c)2* certifies that there are no changes in anticipated revenue amounts or revenue sources.

F. Board of Education Certification

1. The approval of the Board of Education certification for the months of **July 2023** and **August 2023**, that after review of the Secretary's monthly financial reports and upon consultation with the appropriate district officials, that to the best of its knowledge no major accounts or funds have been over expended in violation of *N.J.A.C. 6A:23A-*



1 16.10(c)4 and that sufficient funds are available to meet the  
2 district's financial obligations for the remainder of the year.

3  
4 G. Transfer List

- 5  
6 1. The ratification of transfers, authorized by the Superintendent, for  
7 the months of **July 2023** and **August 2023**, to give balances to  
8 new accounts and to balance existing accounts. (Attachment)

9  
10 Motion carried by unanimous voice vote.

11  
12 **7. BUILDINGS & GROUNDS**

13  
14 Motion: (Herzberg/Lombardo) to approve the following as one, A1-A3:

15  
16 A. Use of Facilities

- 17  
18 1. The approval of the request for Use of Facilities from the  
19 Greenwich Township Police Department to use the Nehaunsey  
20 Middle School gymnasium on November 25 and November 26,  
21 2023 and on December 2, 2023 and December 3, 2023 from 8:00  
22 a.m. to 4:00 p.m.

- 23  
24 2. The approval of the request for Use of Facilities from Paulsboro  
25 High School Athletics to use the Nehaunsey Middle School  
26 gymnasium for practice on the following dates and times:

27  
28 12/15/23 3:15 p.m. – 5:15 p.m.  
29 1/11/24 3:15 p.m. - 5:15 p.m.  
30 1/26/24 3:15 p.m. – 5:15 p.m.  
31 2/2/24 3:15 p.m. – 5:15 p.m.  
32 2/5/24 3:15 p.m. – 5:15 p.m.  
33 2/7/24 3:15 p.m. – 5:15 p.m.  
34 2/9/24 3:15 p.m. – 5:15 p.m.

- 35  
36 3. The approval of the *emergency* request for Use of Facilities from  
37 the Gibbstown PTO to use the Broad Street School for their Holiday  
38 Shop starting December 11, 2023 until December 14, 2023.

39  
40 Motion carried by unanimous voice vote.

41  
42 Motion: (Herzberg/Chapkowski) to approve the following resolution:



1 Accordingly, the estimated local share of these projects is  
2 \$5,186,100.00. The local share of amount of \$5,186,100.00  
3 represents the maximum amount the Greenwich Township Public  
4 Schools may deposit in its capital reserve fund for the 2023-2024  
5 school year.  
6

7 Motion carried by unanimous voice vote.  
8

9 **8. OLD BUSINESS**

10 None at this time.  
11

12 **9. NEW BUSINESS**

13 Strategic Planning:  
14

15  
16  
17 ***Andrew Chapkowski** summarized what was briefly discussed this evening with  
18 Strategic Planning. We started out with a community plan and our first step is for  
19 the Board to set up goals. We will then take those goals and along with the  
20 New Jersey School Boards, we will be having an open public session and  
21 multiple work meetings where everyone can come and participate. Then “our  
22 goals along with your goals will become the new district goals”.*  
23

24 *\*Every month **Dr. Foley** and **Mrs. Whitcraft** spotlight an employee who has gone  
25 above to assist everyone, is kind and makes our lives brighter! They are given a  
26 choice of a Jean’s Day or Food Treat to share with all!  
27*

28 September Employees:  
29

- 30 1. **Heather Crisostomo** – Broad Street School Special Education Teacher.  
31 She has taken on a different role this year with grace, advocacy, and a  
32 determination to do all she can for her students. Mrs. Crisostomo has  
33 had an exceptional start to the year and has created a space for her  
34 students to learn, feel safe and express themselves.  
35
- 36 2. **Natalie Fergone** – Nehaunsey School Child Study Team Secretary.  
37 This member of our NMS staff has been quickly making a name for herself  
38 by being caring, funny, dedicated and flexible. No matter what the  
39 situation, she is ready to pitch in and help out. She is pleasant and  
40 welcoming with the students.  
41  
42  
43  
44  
45

1           October Employees:

- 2
- 3           1.     **Colleen Moran** – School Psychologist
- 4                 Mrs. Moran is someone who is reliable. She works hard for the benefit of
- 5                 students and truly goes above and beyond to make sure their various
- 6                 needs are met. Colleen is kind and sweet and cares for everyone.
- 7
- 8           2.     **Carol Garrison** – Secretary to the Superintendent
- 9                 Mrs. Garrison was nominated for her care and support of employees in a
- 10                variety of personnel areas. She is knowledgeable, helpful and dedicated
- 11                to finding out ways to aid employees in need. She is always willing to lend
- 12                her notary services to those in need, above and beyond her job
- 13                expectations. On top of the tremendous job she does in the
- 14                Superintendent’s Office, she participates in all our activities to support the
- 15                students.

16

17           Broad Street Top Dog Awards for October, 2023.

18

19           Congratulations to the following:

- 20
- 21           Maxwell Garren – Pre-School (Ms. Reale)
- 22           Marianna Maccarone – Pre-School (Mrs. Beckett)
- 23           Rocco Tropea – Pre-School (Mr. Savaiinaea in for Mrs. Geary)
- 24           Kash Scott – Kindergarten (Mrs. Ballinger)
- 25           Charlotte DeAngelo – 1<sup>st</sup> Grade (Mrs. Maxie)
- 26           Anthony Faklis – 1<sup>st</sup> Grade (Mrs. Exley)
- 27           Sammuel Dowe – 2<sup>nd</sup> Grade (Mrs. New)
- 28           Gabriella Campagno – 3<sup>rd</sup> Grade (Mrs. Pezzino)
- 29           Ava Grimes – 4<sup>th</sup> Grade (Mrs. Fried)
- 30           Ryan Trainor – 5<sup>th</sup> Grade (Ms. DeLorenzo)
- 31           Valentina Valdez – 5<sup>th</sup> Grade (Mrs. Seiner)

32

33   **10. CORRESPONDENCE**

- 34
- 35           A.     A letter of resignation was received from Board Member, Fiona Paterna,
- 36                 effective immediately. (Attachment)

37

38           Motion:         (Lombardo/Herzberg) to accept the resignation.

39

40           Motion carried by unanimous voice vote.

- 41
- 42           B.     A letter of retirement was received from Chief School Administrator, Dr.
- 43                 Jennifer Foley, effective June 30, 2024.

1 Motion: (Chapkowski/Herzberg) to accept the retirement and non-renewal  
2 of contract:  
3

4 Motion carried by unanimous voice vote.  
5

6 **11. PUBLIC - AGENDA/NON-AGENDA ITEMS**  
7

8 This is the time when anyone from the public who wishes to speak to the Board  
9 may do so. Please state your name, address and phone number. The Board  
10 will hear your concerns. The Board may or may not take action this evening.  
11 The Board of Education recognizes the value of public comment on educational  
12 issues and the importance of allowing members of the public to express  
13 themselves on school matters of community interest. The Board will strictly  
14 follow Policy #0167 - Public Participation in Board Meetings.  
15

16 **President Susan Vernacchio made a statement as follows:**  
17

18 *"I take this opportunity to address statements made at the October 23, 2023*  
19 *board meeting regarding personnel matters and the work environment in the*  
20 *district. The Board heard the comments, discussed them and took them*  
21 *seriously. As you all know, the Board of Education's monthly meeting agenda*  
22 *contains a section on Personnel. During certain meetings, the Board of*  
23 *Education is required to take action regarding the resignation of employees.*  
24 *That information is public and subject to a vote by the Board of Education to*  
25 *approve those resignations. The resignations are voluntary actions of those*  
26 *employees and the Board is required by law to approve those actions. Here are*  
27 *some quick facts:*

28 *During the 2021-2022 school year, three (3) employees resigned their positions*  
29 *with the district. During the 2022-2023 school year, six (6) employees resigned*  
30 *their position with the district. During the 2023-2024 school year, so far, eight (8)*  
31 *employees have resigned their positions with the district. Employees resigned*  
32 *their positions from public school districts is not unusual in New Jersey. Some*  
33 *teachers seek to be administrators in other districts. Others want to work closer*  
34 *to home. And yes, the reality is that some teachers left due to Greenwich not*  
35 *being the right fit for them. Again, all of those reasons are commonplace*  
36 *throughout the state of New Jersey in public education. Some years have more*  
37 *resignations and others have less. The Board is in constant contact with the*  
38 *Superintendent and administration regarding the districts staffing needs. It is not*  
39 *desirable for any Board of Education to have employees resign in the early part*  
40 *of the school year. But that has happened this year. However, Greenwich is not*  
41 *alone in New Jersey when facing such resignations. The Board will continue to*  
42 *work cooperatively with the administration regarding all staffing needs. The*  
43 *Board will also continue to work on behalf of all students in the district. Finally, I*  
44 *want to say, any complaints regarding a hostile work environment in this district*  
45 *are unfounded. This Board and the Administration remain completely committed*

1 to the students learning and the supportive working environment for all staff  
2 members.”

3  
4 **Nicole Trainor**, 246 Tomlin Station Road, Gibbstown, NJ asked if there was any  
5 research done or an investigation to prove that this wasn't a hostile work  
6 environment? **Susan Vernacchio** said they have investigated and she feels  
7 comfortable that this isn't a hostile work environment. She found that there were  
8 some issues, particularly bullying among staff members. She wouldn't call it  
9 hostile; she would call it not ideal. **Ms. Trainor** said she understands there is a  
10 lot of turnover in other districts in the state but our turnover is at a higher rate  
11 than other districts. **Mrs. Vernacchio** said she doesn't know that for certain.  
12 **Ms. Trainor** said the county does provide some resources available to us and it  
13 is on the county website.

14  
15 **Melissa Baxter**, 264 Memorial Avenue, Gibbstown, NJ has a facilities issue. For  
16 some reason our request to use the facilities was approved to start December 4<sup>th</sup>  
17 and we have always started the 2<sup>nd</sup> week of November. We only get a few  
18 weeks to practice before our games start on January 2<sup>nd</sup>. We have 11 teams and  
19 over 100 kids signed up for basketball and we are at the mercy of the facilities  
20 available to us. We were only approved for 3 days a week at each building and  
21 we requested 5 days a week. **Mrs. Vernacchio** said we will investigate what  
22 happened and asked **Mr. Campbell** to get back to her tomorrow.

23  
24 **Vanessa Keegan**, 27 North Repauno Avenue, Gibbstown, NJ would like to know  
25 what busing costs for field trips? Is it \$30.00 per child? She would like to see a  
26 trip to Dalton Farms and wanted to know what the transportation would cost. **Mr.**  
27 **Campbell** said it has to do with distance and time of day and how long that bus  
28 will be at that venue. **Dr. Jennifer Foley** said we also have to go out for bid for  
29 all trips. **Ms. Keegan** would like someone to get back to her with those costs.  
30 **Ms. Keegan** then said she pulled the “user friendly budgets” for our district, East  
31 Greenwich Township, Elk Township, Mantua Township and Logan Township.  
32 For the 2022-2023 school year, those districts spent approximately \$15,000.00-  
33 \$18,000.00 per pupil costs while our district spends \$21,000.00 per pupil costs.  
34 Why are we so much higher? **Mrs. Vernacchio** would like to know what their  
35 tuition rate is to send their students to their local high school because we pay a  
36 lot of money to Paulsboro High School for our students and we also operate two  
37 buildings. **Mrs. Vernacchio** also read off the costs of legal fees for the 2022-  
38 2023 school year. **Mr. Campbell** said there is a formula that the state sets up in  
39 the Taxpayers Guide to Education Spending and there are a lot of different  
40 factors that go into it. This has always been high for years; even before he was  
41 hired here. He told **Ms. Keegan** that under the state department of education  
42 website under the finance tab, she would be able to find the information she  
43 needs.

1 **Brian Nastase**, 45 East Vine Street, Gibbstown, NJ said he likes that the board  
2 is looking for solutions. He predicted last year that we would lost six (6) teachers  
3 this year and we actually lost eight (8). He is predicting that next year, the district  
4 will lose another six (6). His suggestion is to operate only one building with one  
5 set of administrators and it should be the Broad Street School. He feels with a  
6 little over 400 kids, we should not be running two buildings.  
7

8 **Beth Godfrey**, 218 Bennett Street, Gibbstown, NJ said that she doesn't have  
9 any problems or any solutions but she does have suggestions. First of all, she  
10 would like to congratulate **Dr. Foley** on her retirement. She then went on to say  
11 that since we are already using the NJSBA for our strategic planning, we can  
12 bring them aboard to do a proper superintendent search because the school  
13 district is the "heart of the town" and if you lose your school district, you lose your  
14 town. **Mrs. Vernacchio** said we already have a call into our NJ School Board  
15 representative, **Mrs. Terri Lewis**.  
16

17 **Melissa Baxter**, said that during the last meeting, it was said that teachers are  
18 leaving the district to go teach somewhere else where they are making more  
19 money. She doesn't feel that is the case. She reiterated what Brian said that  
20 "happy people don't leave their jobs". She drives 35 minutes to go to her district  
21 which is in Upper Deerfield Township in Cumberland County. She is happy there  
22 and has no desire to go anywhere else. She has no solution for why the  
23 teachers are leaving this district but she feels the Board has to keep investigating  
24 this issue.  
25

26 **Lani Cole-Mitchell**, 506 West Broad Street, Gibbstown, NJ asked what the  
27 timeframe is when the district receives a resignation from a teacher, when you  
28 post for the job opening and where do you post those jobs? **Susan Vernacchio**  
29 said it goes to NJ Public School Jobs and on the nj.gov website. **Ms. Cole-**  
30 **Mitchell** asked if there is anyone who is tasked with following up to see if these  
31 jobs are posted? **Dr. Foley** said we do reach out to Rowan University, and they  
32 do post for us but we do try to get these job postings out as quickly as possible.  
33

34 **Nicole Trainor**, said all the 5<sup>th</sup> grade teachers are rotating out when the 4<sup>th</sup> grade  
35 test scores from last year were worse. **Dr. Foley** said they are trying to keep it  
36 consistent.  
37

38 **Emily Winter**, 323 Carson Avenue, Gibbstown, NJ said that she is hearing that  
39 eight (8) people have left the district since the beginning of the year and you  
40 haven't replaced them; you are just switching them back and forth? **Dr. Foley**  
41 said we hired a new school nurse to replace the one that left. Some of the  
42 teaching positions are replaced and some we are utilizing existing staff. **Ms.**  
43 **Winter** asked if those teachers that are being utilized are happy with that  
44 situation? **Dr. Foley** said those teachers asked to come back and forth as they  
45 started their careers in the middle school and don't mind doing it. They will be

1 compensated for the travel through reimbursement from the district. **Ms.**  
2 **Winter's** next question was about a "hostile environment" to which **Mrs.**  
3 **Vernacchio** said she doesn't feel working here in Gibbstown is a hostile  
4 environment. The Board was told that there was an issue where a younger  
5 teacher was told they couldn't have lunch with the older teachers. **Mrs.**  
6 **Vernacchio** considered that bullying. But it is also "here-say". The district talked  
7 about having an "internal virtual climate survey" and asked representatives of the  
8 teaching staff to get that together but she doesn't know where we are with that at  
9 this point.

10  
11 **Alyson Martorano**, 34 South Home Avenue, Gibbstown, NJ likes the idea that  
12 we are sharing solutions for the teachers leaving. **Erin Herzberg** said the  
13 environment is changing and we are looking towards the future and that is why  
14 **Andrew Chapkowski** has taken on the task of building our mission for the  
15 future, for our children, for our teachers and for the district. **Meghann Myers**  
16 talked about the exit interviews and how some of the staff does not want to  
17 participate in them. **Ms. Martorano** then asked when the applications are due  
18 for the Board position? **Mrs. Vernacchio** said we will get that information out;  
19 we just accepted her resignation this evening. **Mr. Campbell** will have to place  
20 an ad in the newspaper so everyone can see it. There will be a timeline as to  
21 when we get the information back to us. The Board will review the applications  
22 and have candidates come in for an interview. We would like to have the  
23 position filled by the reorganization meeting in January 2024. **Ms. Martorano**  
24 said since **Dr. Foley** holds two positions and she gave her retirement letter this  
25 evening, will the Board be hiring two people? **Dr. Foley** said she just put in for  
26 her retirement and doesn't think the Board has had an opportunity to explore that  
27 yet. **Ms. Martorano** then said her son's grades on his report card didn't match  
28 what was on OnCourse. **Dr. Foley** said she will look into that. **Ms. Martorano**  
29 talked about money to donate for playground equipment. Is there something that  
30 can be done? **Dr. Foley** said they've had a series of meetings to determine what  
31 would be optimal to put in and what the cost would be. She has already met with  
32 **Mr. Gerardo Batista**, our facilities manager. There are a couple of issues  
33 where we would need to move fencing around the pre-school area and there are  
34 some drainage issues where grates may need to be moved but that would entail  
35 an engineer. She has spoken with **Mr. Campbell** about the costs of all of this  
36 and is this something that can be put into the budget for next year or is this  
37 something that needs to be phased in over a couple of years.

38  
39 **Tara Stahl**, 224 Carson Avenue, Gibbstown, NJ Her recommendation is that a  
40 HIB be investigated on the two staff members that were involved in the "bullying".  
41 She asked whether the Board thought about not departmentalizing at Broad  
42 Street School? **Dr. Foley** believes it reduces the amount of stress for the  
43 teachers.



1 **Les DeTufo**, 907 Mullen Avenue, Gibbstown, NJ said it seems like the  
2 resources at Broad Street School are being depleted because of the needs at  
3 Nehaunsey Middle School. He thinks that if people at Nehaunsey were over at  
4 Broad Street more or everyone under one roof, maybe they would see what the  
5 problems are. **Dr. Foley** said she has been tasked to go over to Broad Street on  
6 a regular basis to conduct observations and she has written up a report every  
7 time she goes. She said it has been a positive experience for her to work with  
8 the teachers. **Mrs. Vernacchio** said the Board has received some really good  
9 feedback which is good.

10  
11 **Jill Garren**, 219 North Ulmer Avenue, Gibbstown, NJ wanted to thank the Board  
12 on behalf of the PTO for the emergency approval for the use of facilities. **Mrs.**  
13 **Garren** then asked what it means when the district asked for approval to submit  
14 to the Office of Education a request for toilet room facilities for early intervention,  
15 pre-school and kindergarten classrooms for this school year and it is done  
16 annually? **Dr. Foley** said it is done every year because the toilet facilities are not  
17 in the classrooms and you have to apply for a waiver in order for the children to  
18 use the hallway bathroom. **Mrs. Garren** asked if that is what you need for the  
19 Pre-School expansion program? **Dr. Foley** said there is more to it than that.  
20 The pre-school expansion grant still requires that if the toilet facilities are not in  
21 the classroom, it has to be within the site line of the classroom and two pre-  
22 school classrooms are not in the site line of the bathrooms. The other reason we  
23 don't apply for the expansion grant is because the amount we would qualify for,  
24 which would vary from year to year, would not be enough to cover the cost of the  
25 other requirements which are the lead teacher and the facility size. None of our  
26 classrooms meet the minimum size requirement. **Mrs. Garren** asked if there are  
27 any additional classrooms that would be in the site line of the bathrooms? **Dr.**  
28 **Foley** said that would only eliminate one of the requirements so that wouldn't  
29 work. We wouldn't be able to meet all the of guidelines for the amount of money  
30 that they send to us. **Mrs. Garren** asked what is the determination of the amount  
31 of money the district receives? **Dr. Foley** said you don't know the amount until  
32 after you apply and meet the requirements. **Mrs. Garren** then asked if there is a  
33 write-in application for the board position to which she was told that there is.  
34 **Mrs. Vernacchio** said they will probably bring everyone for an interview.

35  
36 **Melissa Baxter** said she has the application for basketball and they put in for  
37 November 13 as a start date. She just doesn't know why we couldn't start this  
38 week. **Mrs. Vernacchio** asked if she can call **Mr. Campbell** in the morning and  
39 discuss it. **Mrs. Baxter** then asked who does all the grant writing? **Dr. Foley**  
40 said she does all the grant writing.

## 41 42 **12. EXECUTIVE SESSION**

43  
44 Pursuant to certain requirements of the *Open Public Meetings Act, N.J.A.C. 10:4-*  
45 *6, et seq.*, which provides that an Executive Session, not open to the public, may

1 be held for certain specified purposes when authorized by Resolution. The  
 2 Board of Education for Greenwich Township, assembled in public session on  
 3 **November 14, 2023**, hereby resolves that an Executive Session closed to the  
 4 public shall be held on **November 14, 2023** at **7:58 p.m.** in the Nehaunsey  
 5 Middle School library, located at 415 Swedesboro Road, Gibbstown, New Jersey,  
 6 for discussion of certain matters which relate to items authorized by *Open Public*  
 7 *Meetings Act, (N.J.A.C. 10:4-12b)* to be discussed in closed session.

8  
 9 Motion: (Chapkowski/Lombardo) to enter into Executive Session at 7:58  
 10 p.m. to discuss the following:  
 11

<input type="checkbox"/>	Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:
<input type="checkbox"/>	Matters in which the release of information would impair the right to receive government funds, and specifically:
<input type="checkbox"/>	Matters which, if publicly disclosed, would constitute an unwarranted invasion of individual privacy, and specifically:
<input checked="" type="checkbox"/>	Matters concerning negotiations, and specifically: <b>GTEA Grievances</b>
<input type="checkbox"/>	Matters involving the purchase of real property and/or the investment of public funds, and specifically:
<input type="checkbox"/>	Matters involving the real tactics and techniques utilized in protecting the safety and property of the public; and specifically:
<input type="checkbox"/>	Matters involving anticipated or pending litigation, including matters of attorney-client privilege, and specifically:
<input type="checkbox"/>	Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:
<input type="checkbox"/>	Matters involving quasi-judicial deliberations, and specifically:

12  
 13 It is anticipated that such matters may be disclosed to the public upon the  
 14 determination of the Board that the applicable exception no longer applies and  
 15 the public interest will no longer be served by such confidentiality.

16  
 17 Motion carried by unanimous voice vote.

18  
 19 Motion: (Chapkowski/Herzberg) to adjourn the Executive Session and  
 20 return to the Regular meeting at 8:31 p.m.

21  
 22 Motion carried by unanimous voice vote.  
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 24

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**13. ADJOURNMENT**

Motion: (Herzberg/Chapkowski) to adjourn the meeting at 8:32 p.m.

Motion carried by unanimous voice vote.

Respectfully submitted,

\_\_\_\_\_  
Scott A. Campbell, Board Secretary

The next Board of Education Regular Meeting is scheduled for Tuesday, December 12, 2023 at 6:30 p.m.