

PAULSBORO PUBLIC SCHOOLS

Board of Education Meeting
PAULSBORO, NEW JERSEY

MINUTES

MONDAY, JUNE 27, 2022

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

There will be no remote or Zoom access to this meeting. Members of the public who wish to attend will need to follow all COVID-19 protocols upon entry.

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, June 23, 2021 and Wednesday, September 8, 2021 for the change of February 21, 2022 Meeting to February 22, 2021 to the Paulsboro Clerk, Greenwich Township Clerk, Courier Post, South Jersey Times, Secretary of Greenwich Township Board of Education and by posting the schedule of meetings in a public place reserved for such announcements by the Board of Education. The 2021-2022 Board of Education schedule of meetings was adopted by the Board of Education at the Meeting on August 25, 2021.

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

SWEARING IN

Mrs. Theresa Cooper will be sworn in as a member of the Board of Education replacing Mrs. Irma Stevenson.

ROLL CALL

Theresa Cooper, Robert Davis, Marvin E. Hamilton (absent), Joseph Lisa, Markee Robinson (absent), Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION to appoint Frank P. Cavallo, Jr., Esquire as Board Secretary Pro Tem.

Motion was made by Mrs. Lombardo and seconded by Mrs. Cooper to approve Mr. Frank P. Cavallo, Jr, Esquire as the Board Secretary Pro Tem.

MOTION WAS UNANIMOUSLY APPROVED.

EXECUTIVE SESSION

Motion was made to go into Executive Session by Mr. Davis and seconded by Ms. T. Scott.

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

MOTION WAS UNANIMOUSLY APPROVED.

RETURN TO OPEN SESSION

Motion was made by Mrs. Cooper and seconded by Mr. Davis to return to Open Session.

MOTION WAS UNANIMOUSLY APPROVED.

PLEDGE OF ALLEGIANCE

PRESENTATIONS – DiNovi representative Brianna Synder will discuss the services provided this previous school year and how they have assisted and will continue to support our teaching staff and students. This support is invaluable in assisting Paulsboro when keeping students in district as opposed to placement into an out of district placement. Ms. Synder will also provide information on additional clinical pieces they will be able to provide our staff and students, as part of our contract.

UPCOMING SCHEDULED EVENTS

4th of July Parade: Monday, July 4, 2022
Paulsboro Day: Saturday, September 10, 2022

RESOLUTIONS: - None at this time

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

CORRESPONDENCE:

1. Thank You card from Mary Ann Costa to Dr. Dawson and the Paulsboro Board of Education thanking them for her awards for 25 years of Service and her Governor's Educational Services Professional.

NEW BUSINESS: None at this time.

OLD BUSINESS: - NOVEMBER 2022 ELECTION - OFFICES OPEN FOR GENERAL ELECTION

<u>Term of Office</u>	<u>Incumbents</u>
Three (3) three year terms	Marvin E. Hamilton, Sr. Robert Davis Theresa Cooper * Open Seat for Elizabeth Reilly Open Seat for Crystal Henderson

* Paulsboro Board of Education Bylaw Number 0141 – Board Member Number and Term
(Attachment)

Election petitions are available through the Gloucester County Board of Elections office located at 550 Grove Road, West Deptford, New Jersey. Petition submission deadline to the County Board of Elections Office is Monday, July 25, 2022.

PENDING ITEMS: - None at this time.

BOARD BUSINESS:

A. Recommend approval of the Board of Education Self-Evaluation.

BOARD OF EDUCATION SELF-EVALUATION

Motion was made by Mrs. Lombardo and seconded by Ms. T. Scott to approve the Paulsboro Board of Education's Self-evaluation.

The New Jersey Department of Education requires every Board of Education to complete a self-evaluation annually. The Board of Education used the self-assessment process that was used successfully during the 2020-2021 school year.

- Members of the Board of Education have independently completed and submitted the New Jersey School Boards Association "Board Self-Evaluation." The Superintendent and his Secretary have compiled the forms into a single Self-Evaluation. (**Attachment**)

Roll call vote:

Theresa Cooper (abstained), Robert Davis, Joseph Lisa (abstained), Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

B. Recommend approval of the Evaluation of the Superintendent of Schools.

EVALUATION OF THE SUPERINTENDENT OF SCHOOLS

Motion was made by Mr. Davis and seconded by Ms. T. Scott to approve the Paulsboro Board of Education 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.

- Members of the Board of Education have independently completed and submitted the New Jersey School Boards Association "Evaluation of the Superintendent of Schools as well as the Evaluation of Progress on the Goals of the Superintendent." The Superintendent and his Secretary have compiled the forms into a single Evaluation form. (**Attachment**)

Roll call vote:

Theresa Cooper (abstained), Robert Davis, Joseph Lisa (abstained), Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

C. MOTION: Recommend approval of the Side-Bar Agreement between the Paulsboro Education Association and the Paulsboro Board of Education Regarding Bus Driver Salary.

Motion was made by Mrs. Cooper and seconded by Mrs. Lombardo to approve the Side-Bar Agreement between the Paulsboro Education Association and the Paulsboro Board of Education.

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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.

REPORT OF THE BOARD SECRETARY/BUSINESS ADMINISTRATOR

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

Motion was made by Mrs. Lombardo and seconded by Mr. Davis to approve the Report of the Board Secretary/Business Administrator Items A & B.

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

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

Regular Meeting	March 28, 2022
Executive Meeting	March 28, 2022
Regular Meeting	April 25, 2022
Executive Meeting	April 25, 2022
Regular Meeting	May 23, 2022
Executive Meeting	May 23, 2022

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

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

Roll call vote:

Theresa Cooper, Robert Davis (no – A), Joseph Lisa, Danielle Scott (no – A), Tyesha Scott (no-A) and Greenwich Township Representative Roseanne Lombardo

ITEM A – FAILED

ITEM B - CARRIED

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

Motion was made by Ms. T. Scott and seconded by Mrs. Lombardo to approve Personnel Items B – CC.

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

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

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

- C. Recommend approval to grant the Superintendent authority to use a Letter of Intent to hire staff, as needed, prior to the Wednesday, July 27, 2022 meetings of the Board of Education.

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

- D. Recommend approval to appoint Kayla Kushner to the position of Child Study Team School Psychologist for the 2022-2023 school year. Ms. Kushner will earn Step K – MA+30 - \$65,285.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of a criminal history background review.

Informational: Ms. Kushner has 5 years’ experience and is presently a School Psychologist. Interviews were conducted and references checked by Director of Special Education Stacey DiMeo, Billingsport Early Childhood Center Principal Tina Morris and Child Study Team Speech Pathologist Kristen Shute. Resume and /or application are on file in the Administration Building.

- E. Recommend approval for Paulsboro High School Guidance Counselors Melba Moore-Suggs and Nicole Vitale to work up to 75 hours each during July and August 2022 at \$40.00 per hour as per agreement with the Paulsboro Education Association. The maximum amount of this stipend is 2 counselors x 75 hours / counselor x \$40.00/hour = \$6,000.00. The amount is within budget guidelines. The recommendation includes the provision that only one counselor is present at a time in order to maximize the number of days that the Guidance Office is staffed. Work schedules must be approved in advance by the Paulsboro High School Principal Paul Morina.

Informational: For many years, the Guidance Counselors worked during the summer. In recent years, this item was eliminated from the budget. The counselors are critical to school opening because they assist the Assistant Principal with schedule conflicts and changes so that every student has a complete schedule when school opens. They also handle request for transcripts, new student registration and updating of records.

- F. Recommend approval for Paulsboro Junior / Senior High School secretary Rita Cucinotta to work 10 days in the summer up to 80 hours during July and August 2022 in order to assist the Principal and Assistant Principals to prepare for school opening in September 2022. Mrs. Cucinotta will earn \$22.00 as per agreement with the Paulsboro Education Association. The maximum stipend will be 80 hours x \$22.00/hour = \$1,760.00. This amount is within budget guidelines.

Informational: For many years, the Board of Education budgeted for and approved summer work for secretaries.

- G. Recommend approval for Part Time Paulsboro High School Secretary for Guidance Danielle Richardson to work 80 hours in the summer in order to assist with tasks required for the opening of the 2022 - 2023 school year. Ms. Richardson will work 29 hours per week at \$20.00 per hour. This is a part-time position that does not include benefits. The maximum stipend will be 80 hours x \$20.00/hour = \$1,600.00. This amount is within budget guidelines.

Informational: For many years, the Board of Education budgeted for and approved summer work for secretaries.

- H. Recommend approval for all Paulsboro School District bus drivers and bus aides to take the Special Needs Training on appropriate procedures for interacting with students with special needs. This training has to be completed by August 31, 2022. The video is approximately 30 minutes long. The bus drivers and bus aides will be paid for this training at their summer rate:

<u>Bus Drivers</u>	<u>Bus Aides</u>
Ann Aspell	Theodore Garretson
Marie Polimeni	Lilly Ann Wood
Andra Tarpley	Kelli Emerich

- I. Recommend approval to appoint Marc Kamp as the School Photographer at a rate of \$25.00 per hour not to exceed \$500.00 for the 2022 - 2023 school year.

Informational: Mr. Kamp has served as the School Photographer for many years. He takes photographs of students, citizens and staff who are being honored by the Board of Education. The recommended pay rate is the same as during the 2021 - 2022 school year.

- J. Recommend approval to appoint Steve Hunckler as the videographer for the Paulsboro High School Football Team. Mr. Hunckler earns \$50.00 per game and / or scrimmage for the 2022 - 2023 school year.

Informational: Mr. Hunckler has served in this position for many years. The recommended pay rate is the same as during the 2021 - 2022 school year.

- K. Recommend approval for Paulsboro High School Spanish Teacher Barbara Thomson to provide English Language Learner (ELL) services during the 2022-2023 school year. The rate will be \$40.00 per hour in accordance with the agreed upon PEA contract. Services will be provided on an as needed basis under the direction of the Director of Curriculum, Instruction and Assessment. Funds to help support this service are included in the Title III grant.

Informational: Ms. Thomson is fluent in Spanish. English Language Learner tutoring is a necessary intervention for students and families who are limited English proficient. Ms. Thomson provided this same service during the 2021-2022 school year.

- L. Recommend approval to appoint the following staff to participate in the Summer Enrichment Program for the Junior and Senior High Schools. The Junior/Senior High School Administrative team conducted interviews. The Summer Enrichment Program will begin June 27, 2022 and end on August 1, 2022.

SUMMER ENRICHMENT PROGRAM				
Staff Member	Instructional Hours	Prep Hours	Per Hour	Total Stipend
Brian Betz	70	19	\$40.00	\$3,560.00
Jenna Ouelette	70	19	\$40.00	\$3,560.00
Sarah Bubnis	70	19	\$40.00	\$3,560.00
Barbara Thomson	70	19	\$40.00	\$3,560.00
Anthony Lelionis	70	19	\$40.00	\$3,560.00
Antonio Chila	70	19	\$40.00	\$3,560.00
Silvana Mojalliu	70	19	\$40.00	\$3,560.00
Erica Haase	70	19	\$40.00	\$3,560.00
Patricia Applegate	70	19	\$40.00	\$3,560.00
Total				\$32,040.00

- M. Recommended approval to appoint the following staff to participate in the Summer Credit Recovery Program for the Junior and Senior High Schools. The Junior/Senior High School Administrative team conducted interviews. Summer Credit Recovery Program will begin June 27, 2022 and end on August 3, 2022.

CREDIT COMPLETION PROGRAM					
Subject	*Staff Member	Instructional Hours	Prep Hours	Per Hour	Total Stipend
English I/II	Holly Klein	121	19	\$40.00	\$5,600.00
English II/IV	Brittany Toole	121	19	\$40.00	\$5,600.00
US I	Chelsea Brown	121	19	\$40.00	\$5,600.00
US II	Rachel Wulk	121	19	\$40.00	\$5,600.00
Physical & Biological Science	Lisa Broder	121	19	\$40.00	\$5,600.00
HPE	Tom Hampel	121	19	\$40.00	\$5,600.00
Nurse	Mary Porter	121	0	\$40.00	\$4,840.00
Instructional Aide	Lisa Horton	121	0	\$20.00	\$2,420.00
Total					\$40,860.00

- N. (N¹)Recommend approval to appointment Kenneth Ridinger to the position of Attendance Officer effective July 1, 2022 through June 30, 2023. Mr. Ridinger will earn \$12,692.00 per year. This is a 12 month position that does not include benefits.

Informational: Mr. Ridinger served in the same position during the 2021 – 2022 school year. Salary for this position has remainder the same as 2021-2022.

- N. (N²)Recommend approval to appoint Adina Giovannitti to the position of Transportation Clerk effective July 1, 2022 through June 30, 2023. Ms. Giovannitti will earn a yearly stipend of \$3,900.00. This is a 12 months position that does not include fits.

Informational: At the May 23, 2022 board meeting, the stipend was unanimously approved by the board. The District posted the position and only one applicant applied for it, Adina Giovannitti.

- O. Recommend approval to appoint Christina Franchetti to the position of English Teacher at Paulsboro Junior / Senior High School. Ms. Franchetti will earn Step H - MA - \$55,522.00 as per the agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of criminal history background review. Resume and /or application are on file in the Administration Building.

Informational: Ms. Franchetti has 8 years of experience. Interviews were conducted and references were checked by Paulsboro Junior / Senior High School Principal Paul Morina, Director of District Student Personnel Paul Sommers and Director of Curriculum, Instruction and Assessment Christine Lindenmuth.

- P. Recommend approval to appoint Joseph Bene to the position of Classroom Aide at Paulsboro Junior / Senior High School. Mr. Bene will earn Step 1 - \$26,920.00 as per the agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of criminal history background review. Resume and /or application are on file in the Administration Building.

Informational: Interviews were conducted and references were checked by Paulsboro Junior / Senior High School Principal Paul Morina and the Junior High School Assistant Principal John Giovannitti.

- Q. Recommend approval to appoint Ryan Pennypacker to the position of Paulsboro Junior/Senior High School Basic Skills Math Teacher (New Jersey Student Learning Assessments) for the 2022-2023 school year. Mr. Pennypacker will earn Step A – MA - \$51,682.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of a criminal history background review. Resume and /or application are on file in the Administration Building.

Informational: Mr. Pennypacker is a recent graduate of Rowan University, having completed a degree in mathematics and education. He also recently passed the edTPA in

the classroom. and is certified to teach mathematics in the state of New Jersey. Interviews were conducted by Paulsboro Junior / Senior High School Principal Paul Morina, High School Assistant Principal James Pandolfo and Director of District Student Personnel Paul Sommers. Mr. Morina checked references.

edTPA is a performance-based, subject-specific assessment and support system used by teacher preparation programs throughout the United States to emphasize, measure and support the skills and knowledge that all teachers need from day 1.

- R. Recommend approval to appoint Christine Stetson to the position of Paulsboro Junior/Senior High School Physical Education Teacher for the 2022-2023 school year. Ms. Stetson will earn Step B – MA - \$51,882.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of a criminal history background review. Resume and /or application are on file in the Administration Building.

Informational: Ms. Stetson has one-year experience. Interviews were conducted by Paulsboro Junior / Senior High School Principal Paul Morina, High School Assistant Principal James Pandolfo and Director of District Student Personnel Paul Sommers. Mr. Morina checked references.

- S. Recommend approval to appoint Jessica Scherer to the position of District ESL (English as Second Language) Teacher for the 2022-2023 school year. Ms. Scherer will earn MA Step O - \$87,294.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background Review. Resume and /or application are on file in the Administration Building.

Informational: Ms. Scherer has 14 years of experience. The New Jersey Quality Single Accountability Continuum (NJQSAC) is the Department of Education's monitoring and district self-evaluation system for public school districts. During our review in 2020 our Governance QSAC Indicator 9 stated that our district was not in compliance with having an English Language Learner (ELL) Program. Paulsboro Public Schools 2022 - 2023 budget includes funding for this English as a Second Language (ESL) teacher

Interviews were conducted by Director of Curriculum, Instruction and Assessment Christine Lindenmuth, Director of District Student Personnel Paul Sommers and Director of Special Services Stacey DiMeo.

- T. Recommended approval of the voluntary transfer of Billingsport Early Childhood Center and Loudenslager Elementary School Art Teacher Kimberly Reger to the position of Paulsboro High School Art Teacher for the 2022 - 2023 School Year.

Informational: Ms. Reger will be replacing Margaret LaDue who has retired this year. Interviews were conducted by Paulsboro Junior / Senior High School Principal Paul Morina and High School Assistant Principal James Pandolfo.

- U. Recommend approval to appoint Braheem Davis to Paulsboro Junior / Senior High School Full Time 12 Month Custodian for the 2022-2023 school year. Mr. Davis will earn Step 5- \$33,579.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on completion of all required paperwork and the Criminal History Background Review. Resume and /or application are on file in the Administration Building.

Informational: Mr. Davis has 7 years of experience. The interview was conducted by Director of Facilities John Swanson.

- V. Recommend approval to appoint Vincent Sorbello, Sr. to Paulsboro Junior / Senior High School Full Time 12 Month Custodian for the 2022-2023 school year. Mr. Sorbello will earn Step 1- \$31,829.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on completion of all required paperwork and the Criminal History Background Review. Resume and /or application are on file in the Administration Building.

Informational: The interview was conducted by Director of Facilities John Swanson.

W. Recommend approval to appoint Richard Rebello to Paulsboro Junior / Senior High School Full Time 12 Month Custodian for the 2022-2023 school year. Mr. Rebello will earn Step 5- \$33,579.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on completion of all required paperwork and the Criminal History Background Review. Resume and /or application are on file in the Administration Building.

Informational: Mr. Rebello has 5 years of experience. The interview was conducted by Director of Facilities John Swanson.

X. Recommend the following teachers to work during the 2022 summer, writing/updating curriculum. Teachers will work under the direction of Christine Lindenmuth, Director of Curriculum, Instruction and Assessment. All district curriculum will be ready for BOE approval at the September 2022 Board Meeting. The following staff members will earn \$40.00 per hour at their contractual rate per the PEA Agreement.

Curricular Area	Writer	Hours	Total
ELA 7-12	Holly Klein Brittany Toole	180	\$7,200.00
Business Education 7-12	Gina Morina	100	\$4,000.00
World Language K-12	Prudence Hanley Krista Lange Barbara Thomson Silvana Mojalliu	150	\$6,000.00
PE/Health K-12	Lisa Kuhnel-Morrison Rebecca Richardson Antonio Chila Thomas Hampel Brenda Caltabiano Mandy Gattuso	260	\$10,400.00

Y. Request approval for Paulsboro Public Schools staff members, Joseph Benne, Antonio Chila, Barbara Thomson, Todd Palmisano, Rita Cucinotta, Ashley Higginbotham and Michael McGahey to serve in the capacity of substitute teacher for the Junior/Senior High School Summer Credit Recovery Program. The following staff members will earn \$40.00 per hour at their contractual rate per the PEA Agreement.

Informational: The Paulsboro Junior/Senior High School has been approved to offer remedial summer school for students who have previously taken, but did not receive credit for, a course counting toward graduation. New Jersey Administrative Code requires sixty class hours and completion of all assignments. In the event an approved staff member is unavailable, the substitute will ensure the continuation of class and that all requirements are met as per code.

Z. Recommend approval for Brittany Toole, Michael McGahey, Holly Klein, Kelly Kovalesky, William Brown, Thomas Damminger, Brynn Buechler, Douglas Foglein, Shamima Nasrin, Pamela Sichelstiel, and Leslie O'Brien to participate in a live virtual one-hour training session for the LinkIt assessment management and intervention support platform.

Informational: The LinkIt platform is an assessment management, data analytics, and intervention support solution created to improve student performance. The staff members are part of a piloting team organized to learn this data driven solution and turn-key their knowledge and skills to their professional peers. The cost for staff reimbursement will be grant funded and not exceed \$550.00.

AA. Recommend approving that the following SY21-22 and SY22-23 salaries be split between various account codes to better align with the New Jersey Department of Education's Uniformed Chart of Accounts. There is no additional cost to the District; this is an administrative requirement per District's the most recent audit report.

Informational

Each of the individuals listed below spends a portion of their time performing duties in multiple functions. Percentages are provided and the corresponding amounts were included in the SY21-22 and SY22-23 budgets. The listed employees' salaries were charged to the appropriate accounts, however the auditors recommended board approval of the allocations.

School Year 2021-2022

Matthew Browne

- 10% Improvement of Instruction
- 90% School Administration

Dr. Roy Dawson

- 10% Improvement of Instruction
- 90% Support Services, General Administration

John Giovannitti

- 50% School Administration
- 50% Athletics

Paul Morina

- 10% Improvement of Instruction
- 90% School Administration

Tina Morris

- 3% Preschool Education Aid grant
- 10% Improvement of Instruction
- 87% School Administration

Christine Lindenmuth

- 30 % Title 1A Grants
- 70% Improvement of Instruction

John Giovannitti

- 50% Athletics
- 50% School Administration

Adina Giovannitti

- 50% Transportation
- 50% School Administration

School Year 2022-2023

Matthew Browne

- 10% Improvement of Instruction
- 90% School Administration

Dr. Roy Dawson

- 10% Improvement of Instruction
- 90% Support Services, General Administration

John Giovannitti

- 50% School Administration
- 50% Athletics

Paul Morina

- 10% Improvement of Instruction
- 90% School Administration

Tina Morris

- 30% Preschool Education Aid grant
- 10% Improvement of Instruction
- 60% School Administration

Christine Lindenmuth

- 30 % Title 1A Grants
- 70% Improvement of Instruction

Anisah Coppin and Michelle Jankaukas

- 6% Preschool Education Aid Grant
- 94% Central Services

John Swanson

- 50% Required Maintenance
- 50% Custodial Services

BB. Recommend approval to authorize the Superintendent of School to allow members of the Paulsboro Administrators Association to carry over up to 10 additional vacation days from the 2021 – 2022 into the 2022 – 2023 School Year. This recommendation is contingent on the President of the PAA agreeing that this action is not precedent setting.

Informational: The PAA agreement with the Board of Education limits the number of vacation days that can be carried over from one year to the next to 5 days. During the 2021 – 2022 School Year it was incredibly difficult for principals and administrators to take their allotted vacation days due to the unprecedented number challenges presented by the COVID-19 protocols involving students and staff. Many members of the PAA have well over 30 days that they have not been able to easily use, and the above recommendation, if approved will allow members of the PAA to maintain a portion of their allotted days for an additional year.

CC. Recommend approval to accept the resignation of 10 month Paulsboro Junior / Senior High School Principal Secretary Tahje Thomas effective June 21, 2022.

Informational: Mr. Thomas has served our district for 6 years.

Roll call vote:

Theresa Cooper, Robert Davis (no: C, N¹, N² & AA), Joseph Lisa, Danielle Scott (no- N¹, BB), Tyesha Scott (no -N¹, BB) and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by Mr. Davis and seconded by Mrs. Cooper to approve Personnel Items DD-VV.

DD. Request approval of the following salary to be paid for through Federal Elementary and Secondary Education Act (ESEA)/Title I funds for the 2021-2022 school year.

<u>Teacher</u>	<u>% of Full Salary</u>	<u>ESEA Salary</u>	<u>Account</u>
Corey Hoffman (Loudenslager)	100%	\$69,648.00	20-231-100-100

Informational: An amendment was submitted to, and approved by, the State of New Jersey Department of Education in April 2022, which included a change in funding percent for this staff member. Mr. Hoffman is currently employed by the Paulsboro Public School District and 84% of his salary was originally supported by this grant.

EE. Request approval to remove the salary of Cynthia Moultrie from the Federal Elementary and Secondary Education Act (ESEA)/Title I account from the beginning of the 2021-2022 school year and replace it with that of Jacqueline Marcucci, Basic Skills Instructor at Billingsport Early Childhood Center beginning the date of hire April 25, 2022.

<u>Teacher</u>	<u>% of Full Salary</u>	<u>ESEA Salary</u>	<u>Account</u>
Jacqueline Marcucci (BECC)	67%	\$51,469	20-231-100-100

FF. Recommend approval of a Family Leave of Absence for Staff #995 DOH 9/01/2015, with the following terms and conditions:

<u>Dates of Leave</u>	<u>Terms and Conditions of Leave</u>
Monday, October 3, 2022 – Friday, December 2, 2022	With pay and benefits by use of accumulated sick and personal leave as well as the concurrent use of Federal Family Leave (40 days)
Monday, December 5, 2022 – Tuesday, January 10, 2023	Unpaid; benefits Chapter 78 due by employee use of Federal Family Leave (20 days)

GG. Recommended approval to appoint the following teachers for the 2022 Extended School Year Program. Teachers must hold appropriate certification by the New Jersey Department of Education. Interviews were conducted by Loudenslager Principal, Matthew Browne and Billingsport Early Childhood Center Principal Tina Morris. These appointments will be contingent on student enrollment in the program.

EXTENDED SCHOOL YEAR PROGRAM					
<u>Subject</u>	<u>Subject</u>	<u>Instruction Hours</u>	<u>Prep Hours</u>	<u>Per Hour</u>	<u>Total Stipend</u>
Lindsay Shaffer	Pre-K	60	18	\$40.00	\$3,120.00
Suzanne Tuttle	Pre-K	60	18	\$40.00	\$3,120.00
Cynthia Moultrie	K/1/2	60	18	\$40.00	\$3,120.00
Maria Phillips	3rd/4th	60	18	\$40.00	\$3,120.00
Donna Backus	5th/6th	60	18	\$40.00	\$3,120.00
Dottie Palmisano	Pre-K Aide	66.5	0	\$20.00	\$1,330.00
Cheryl Sierocinski	2:1 Aide	66.5	0	\$20.00	\$1,330.00
Christin Goss	1:1 Aide	66.5	0	\$20.00	\$1,330.00
Evelyn Johnson	K/1st/2nd	66.5	0	\$20.00	\$1,330.00
Jessica Laborde	3rd/4th	66.5	0	\$20.00	\$1,330.00
Melissa Lexa	5th/6th	66.5	0	\$20.00	\$1,330.00
* Kristen Shute & Addie Shmuel	Speech	57	13.5	\$40.00	\$2,820.00
Total					\$26,400.00

* Speech Services will be split based on caseload and compensatory services needed not to exceed the allotted hours. *

HH. Recommended approval to appoint the following teachers for the 2022 Elementary Enrichment Program. Teachers must hold appropriate certification by the New Jersey Department of Education. Interviews were conducted by Loudenslager Elementary School Principal Matthew Browne and Billingsport Early Childhood Center Principal Tina Morris. These appointments will be contingent on student enrollment in the program.

ELEMENTARY ENRICHMENT PROGRAM					
<u>Subject</u>	<u>Grade</u>	<u>Instruction Hours</u>	<u>Prep Hours</u>	<u>Per Hour</u>	<u>Total Stipend</u>
Triana Hernandez	K/1st	60	18	\$40.00	\$3,120.00
Michele Relation	K/1st	60	18	\$40.00	\$3,120.00
Kai Myers	1st/2nd	60	18	\$40.00	\$3,120.00
Danielle Relation	1st/2nd	60	18	\$40.00	\$3,120.00
Krista Lange	3rd/4th	60	18	\$40.00	\$3,120.00
Aprilanne Young	5th/6th	60	18	\$40.00	\$3,120.00
Brian Betz	Instrumental Music	30	9	\$40.00	\$1,560.00
Dean Duca	P.E.	30	9	\$40.00	\$1,560.00

ELEMENTARY ENRICHMENT PROGRAM					
<u>Subject</u>	<u>Grade</u>	<u>Instruction Hours</u>	<u>Prep Hours</u>	<u>Per Hour</u>	<u>Total Stipend</u>
Tyler Graves	General Music	30	9	\$40.00	\$1,560.00
Kimberly Reger	Art	30	9	\$40.00	\$1,560.00
Jennifer Henson	Tech	30	9	\$40.00	\$1,560.00
Jacqueline Marcucci	BSI K/1/2	60	18	\$40.00	\$3,120.00
MaryAnn Giannotti	BSI 3-6	60	18	\$40.00	\$3,120.00
Tiaja Harrold	Aide	66.5	0	\$20.00	\$1,330.00
Erica Scott	Aide	66.5	0	\$20.00	\$1,330.00
Heather Parks	Aide	66.5	0	\$20.00	\$1,330.00
Jessica Rose Johnson	Guidance Counselor	60	18	\$40.00	\$3,120.00
Tracey Scott	SN	70	0	\$40.00	\$2,800.00
Total					\$42,670.00

Per Hour to be determined upon completion of the PEA contract negotiations

II. Recommend the approval of the following certified staff members to serve as substitute teachers and Aides for Elementary Enrichment Program or Extended School Year Program.

<u>Staff</u>		<u>Per Hour*</u>
Tamara Diodati	Teacher	\$40.00
Louis McCall	Teacher	\$40.00
Christina Roberts	Teacher	\$40.00
David Denelsbeck	Teacher	\$40.00
Lisa Kuhnel	Teacher	\$40.00
Mackenzie Dill	Teacher	\$40.00
Susan Addes	Teacher	\$40.00

Informational: Substitutes will be utilized on an as needed basis, and will make the regular contractual rate.

JJ. Recommend approval to appoint Mackenzie Dill to serve as an outside substitute teacher for Elementary Enrichment Program or Extended School Year Program. Ms. Dill will earn \$40.00 per hour. Resume and /or application are on file in the Administration Building

Informational: Ms. Dill is currently a High School History Teacher at Cumberland County Technical Education Center in Millville, New Jersey.

KK. Recommend approval to appoint Trevon Brooks to the position of Paulsboro Junior High School Counselor for the 2022-2023 school year. Mr. Brooks will earn Step A – MA - \$51,682.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of a criminal history background review. Resume and /or application are on file in the Administration Building.

Informational: Mr. Brooks has completed his Walden University internship for his Masters in School Counseling at Paulsboro Public Schools during the 2021-2022 school year. Interviews were conducted by Paulsboro Junior / Senior High School Principal Paul Morina,

High School Assistant Principal James Pandolfo, Director of District Student Personnel Paul Sommers and Director of Curriculum and Instruction Christine Lindenmuth.

- LL. Recommend approval to appoint Danielle Hertkorn to the position of Billingsport Early Childhood Center School Guidance Counselor for the 2022-2023 school year. Ms. Hertkorn will earn Step A – MA - \$51,682.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of a criminal history background review. Resume and /or application are on file in the Administration Building.

Informational: Ms. Hertkorn is a recent graduate of Rowan University, having completed her Masters program in Counseling in Educational Settings. Interviews were conducted by Billingsport Early Childhood Center Principal Tina Morris, Director of District Student Personnel Paul Sommers and Director of Special Education Stacey DiMeo.

- MM. Recommend approval to appoint Latisha Thomas to the position of Billingsport Early Childhood Center Master Teacher for the 2022-2023 school year. Ms. Thomas will earn Step M – MA - \$74,109.00 as per agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of a criminal history background review.

Informational: Ms. Thomas has 8 years' experience and is presently a preschool Master Teacher. Interviews were conducted and references checked by Billingsport Early Childhood Center Principal Tina Morris, Loudenslager Elementary School Principal Matthew Browne and Supervisor of Curriculum & Instruction Kristen Reid. Resume and /or application are on file in the Administration Building.

The position of the Master Teacher is required by the New Jersey Administrative Code 6A:13A-4.2. The district board of education shall provide master teachers at a ratio of no more than 20 preschool classrooms for each master teacher to ensure coaching and classroom support for classroom teachers. The district board of education shall provide additional master teachers to assist uncertified or inexperienced teachers, and to provide professional development that supports English language learners and children in inclusive classroom settings. For school districts with fewer than 20 preschool classrooms, the master teacher position, described in the school district's five-year preschool program plan and/or annual update, as required, and approved by the Department. Master teachers are funded in New Jersey's State Preschool Program to provide and maintain high levels of quality by helping and supporting preschool teachers. Their primary role is to visit classrooms and coach teachers using reflective practice to improve instruction.

- NN. Recommend approval to accept the resignation of Paulsboro Junior High School Guidance Counselor Adrias Schwartz effective June 30, 2022.

Informational: Mr. Schwartz has served our district for 1 year.

- OO. Recommend approval for a Temple University Graduate Student Gabrielle Caminiti to do her practicum (4/5 days a week) in Speech-Language Pathology with Speech Correction / Language Specialists Addie Shmuel in the Paulsboro Public Schools. Ms. Caminiti will have completed 1st level rotations at the Temple University Speech-Language Center.

The Paulsboro Public Schools has a Student Affiliation Agreement with Temple to accept student teachers, practicum students and other students completing field experiences from Temple University for the period of October 29, 2019 – October 29, 2022. Prior to a student working in the district, the administration will seek approval from the Board of Education. This recommendation is pending successful completion of the Criminal History Background Review.

Informational: Placement requested for the Speech Language Field Practicum is September 6, 2022 – December 2, 2022. Temple's Office of Risk Management will issue a Certification of Insurance Liability verifying coverage for the student once the placement has been approved

- PP. Recommend approval to appoint Daniel Mack to the position of Special Education Classroom Aide at Loudenslager Elementary School. Mr. Mack will earn Step 1 - \$26,920.00 as per the agreement with the Paulsboro Education Association.

Informational: Mr. Mack served as a Part-Time Inclusion Aide at Loudenslager Elementary School during the 2021 - 2022 School Year and worked at the 21st Century JOY After-School Program. Interviews were conducted by Loudenslager Principal, Mr. Matthew Browne.

QQ. Recommended approval of the voluntary transfer of Loudenslager Elementary School 3rd Grade Teacher Danielle Relation to the position of 4th Grade Mathematics Teacher for the 2022 - 2023 School Year.

RR. Recommend approval for the following staff members to receive a stipend to work 12-15 hours during the summer. They will be conducting vertical and horizontal articulation meetings to plan for the 2022-2023 academic school year. The teachers will discuss different strategies and assessments to address the academic deficiencies that occurred throughout the year.

Linda Colman	Tarah Duda	Lisa Kuhnel	Prudence Hanly
Mary Ann Lang	Jacqueline Marcucci	Cynthia Moultrie	Kai Myers
Collen Phifer	Judy Toscano	Noreen DeMarco	Master Teacher.

Informational: The teachers will receive their contractual rate of \$40.00 per hour.

SS. Recommended approval of the voluntary transfer of Loudenslager Elementary School Classroom Aide Melissa Lexa to the position of One-On-One Aide for the 2022 - 2023 School Year.

TT. Recommended approval of the voluntary transfer of Loudenslager Elementary School Classroom Aide Samantha Strube to the position of Part-Time Intervention Aide (Grant Funded) at Loudenslager Elementary School

Informational: Ms. Strube is completing her degree in education and her final set of classes will prevent her from serving the district in a full-time manner during the 2022 - 2023 School Year.

UU. Recommended approval of the voluntary transfer of Loudenslager Elementary School 1:1 Aide Tiaja Harrold to the position of Special Education Classroom Aide for the 2022 - 2023 School Year.

VV. Recommend approval to change the degree status for Loudenslager Elementary School Guidance Counselor Kayla Callaway from MA Step J to MA+30 Step J – \$60,172.00 effective August 31, 2022.

Informational: Ms. Callaway recently completed her Master +30 at Rider University.

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott and Tyesha Scott

MOTION CARRIED

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

Motion was made by Mrs. Cooper and seconded by Mr. Davis to approve Staff and Curriculum Development Item A.

A. Recommend approval for a partnership between Paulsboro Board of Education and the Men of Color Hope Achievers (“MOCHA”) with the Rowan University sets forth the terms and conditions for a cooperative relationship regarding higher learning. (**Attachment**)

Informational: Given the changing demographics in the U.S., there is a critical need to diversify the teaching force so students are exposed to teachers from all underrepresented groups. A diversified teaching staff can improve all students’ achievement and success. As an institution with admissions policies that provide access for all, Rowan offers opportunities for higher education to students of varying ages, interests, and aspirations. In partnership with schools, districts, and NJDOE, the College of Education continues to

develop pipelines with a focus on diversity, equity, and inclusion. MOCHA will leverage existing initiatives launched by Rowan’s College of Education and NJDOE, however MOCHA will be unique in its focus on recruiting and developing men of color to become teachers in the state of New Jersey. These new teachers will serve as role models for minority and non-minority students and will have the opportunity to effectively teach diverse students with similar backgrounds and experiences. Research shows having diverse teachers improves students’ academic outcomes. Rowan and Paulsboro Board of Education are entering into this MOU to provide incentives for men of color to participate in the ASPIRE alternate route program to obtain licensure to teach in central and southern New Jersey in participating districts/schools.

B. Informational - Enrollment and Class Size:

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

Grade	Enrollment – June 15, 2022						
	2016	2017	2018	2019	2020	2021	2022
Pre- School Age 3 & 4	57	66	61	78	88	54	61
K	104	101	93	103	90	82	76
1	111	86	86	84	86	86	82
2	79	85	81	82	79	76	84
3	56	60	102	87	83	95	89
4	65	70	56	97	81	81	93
5	64	58	73	60	97	84	85
6	53	84	57	71	58	100	88
7	73	68	93	69	71	62	99
8	62	81	67	89	66	75	70
Self-Contained Special Education Billingsport/Loudenslager*	26	28	20	19	22	17	25
Grand Totals	750	787	789	839	821	812	852

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

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

Grade	Enrollment – June 15, 2022						
	2016	2017	2018	2019	2020	2021	2022
9	63	80	93	92	107	101	116
10	82	80	78	85	83	102	97
11	80	80	65	77	73	75	81
12	78	93	84	64	82	83	73
TOTAL	303	333	320	318	345	361	367

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 June 15, 2022					
Pre-School	11	11	11	10	9	9
Kindergarten	19	19	19	19		
1	21	21	20	20		
2	23	18	23	20		
3	21	23	22	23		
4	23	25	21	21	3	
5	21	21	21	21	1	
6	22	21	22	22	1	
Special Education		6	9	10		

Roll call vote:

MOTION CARRIED

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

Motion was made by Mr. Lisa and seconded by Mrs. Lombardo to approve Instructional Services Items A-D.

- A. Recommend to add the following half-days to the 2022-2023 school year calendar to administer midterm and final exams for the 2022-23 school year. The schedule for these half days is listed below for Grades 7-12.

Midterms

January 23, 2023	8:00am - 10:15am	Period 1 - Subject Exam
	10:30am - 12:30	Period 8 - Subject Exam
January 24, 2023	8:00am - 10:15	Period 2 - Subject Exam
	10:30am - 12:30	Period 7 - Subject Exam
January 25, 2023	8:00am - 10:15	Period 3 - Subject Exam
	10:30am - 12:30	Period 6 -Subject Exam
January 26, 2023	8:00am - 10:15	Period 4 - Subject Exam
	10:30am - 12:30	Period 5 - Subject Exam
January 27, 2023	Full Day of School	Make ups

Finals

June 5, 2023	8:00am - 10:15	Period 1 - Subject Exam
	10:30am - 12:30	Period 8 - Subject Exam
June 6, 2023	8:00am - 10:15	Period 2 - Subject Exam
	10:30am - 12:30	Period 7 - Subject Exam
June 7, 2023	8:00am - 10:15	Period 3 - Subject Exam
	10:30am - 12:30	Period 6 - Subject Exam
June 8, 2023	8:00am - 10:15	Period 4 - Subject Exam
	10:30am - 12:30	Period 5 - Subject Exam
June 9, 2023	8:00am - 12:30	Make ups

Informational: Midterm and final exams fulfill two important academic objectives: to measure student integration of instructional material and end-of-semester evaluation of student achievement. Students who participate in exams such as these are better prepared for the real world as their skills in participating in high stakes testing necessary in many college, military and career settings are improved. A half-day exam schedule helps organize a student's time in school and focuses attention on what needs to be achieved for the day.

Transitionally, mid-term and final exams will each count 5% toward a subject's final average for the year (a total of 10% of the final grade). Students who earn an average of 95% or better prior to the administration of either the midterm and/or final exam can be exempt from the assessment.

- B. Recommend approval for grade 10 student, Roman Onorato, to fill an available School Choice seat in school year 2022-2023.

Informational: Roman is currently a student in grade 10 at Paulsboro High School and was approved by the Paulsboro Board of Education, in November 2021, to continue enrollment as a courtesy student with the intention of filling a School Choice seat once a seat was made available. Current grade 11 School Choice student, Destiny Lucero, does not plan to return to Paulsboro High School in the 2022-2023 school year. Roman will fill this seat.

- C. Recommend approval for Deano Lucas enter Paulsboro High School as a courtesy student for the 2022-2023 school year. Deano has been in the Paulsboro school system since pre-school and is entering into his Freshman year. His family has recently moved to Logan Township and is requesting Deano to stay at Paulsboro High School as a courtesy student.

- D. Recommend approval to provide homebound instruction for the following students Grades 7-12:

Case #	Grade:	Hours of Instruction
252694	09	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Paulsboro Public Schools for a minimum of 5 hours a week. At a rate of \$40.00 per hour of Instruction. Start date was 5/9/2022.
252354	09	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Paulsboro Public Schools for a minimum of 5 hours a week. At a rate of \$40.00 per hour of Instruction. Start date was 5/11/2022.
262966	08	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Paulsboro Public Schools for a minimum of 5 hours a week. At a rate of \$40.00 per hour of Instruction. Start date was 5/16/2022.
253101	09	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Paulsboro Public Schools for a minimum of 5 hours a week. At a rate of \$40.00 per hour of Instruction. Start date was 2/8/2022.

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

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by Mrs. Cooper and seconded by Mr. Lisa to approve Instructional Services Item E.

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

Case #	Grade:	Hours of Instruction
353039	KF	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Brookfield/Castle Program At Virtua. Student will receive Instruction for a minimum of 10 hours a week at a rate of \$32.00 per hour of Instruction. Start date was 6/7/2022.
311946	04	Student was placed on Medical Home Instruction. This student will receive Home Instruction from Learn Well Education through Education Inc. Student received Instruction for a minimum of 10 hours a week at a rate of \$32.00 per hour of Instruction. Start date was 5/5/2022.

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

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott and Tyesha Scott

MOTION CARRIED

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

Motion was made by Mr. Davis and seconded by Ms. T. Scott to approve Student Activities Items A -C.

- A. Recommend approval for Paulsboro Junior / Senior High School Nurse Mary Porter to assist our school doctor with fall physicals. This recommendation is for up to 40 hours at \$40.00 per hour = \$1,600.00.

Informational: Ms. Porter will do health screening and review paper work with athletes and coaches before the physical exam.

- B. Recommend approval of the following coaches for Paulsboro High School Fall Sports Teams for the 2022-2023 school year with stipends as per agreement with the Paulsboro Education Association. This recommendation is contingent on the New Jersey Department of Education and the New Jersey State Interscholastic Athletic Association approving sports during the fall season.

Position	Staff Member	2022-2023 Salary	Step
Head Football Coach	Kevin Harvey	\$7,658.00	1
Asst. Football Coach	Thomas Richardson	\$5,948.00	3
Asst. Football Coach	Francis Simpson	\$5,948.00	3
Asst. Football Coach	Karron Whitsett	\$5,948.00	3
Asst. Football Coach	Kelvin Johnson*	\$5,141.00	1
Head Cross Country Coach	Christopher Costenbader	\$5,752.00	3
Head Field Hockey Coach	Vacant		
Assistant Field Hockey Coach	Gina Morina	\$4,881.00	3
Head Girls Soccer Coach	Mandy Gattuso	\$6,002.00	3
Assistant Girls Soccer Coach	Rachel Wulk	\$3,838.00	1
Head Boys Soccer Coach	Douglas Foglein	\$6,002.00	3
Assistant Boys Soccer Coach	Daryus Quarles	\$4,205.00	2
Head Cheerleading Coach	Erica Scott	\$3,342.00	3
Assistant Cheerleading Coach	Vacant		

* This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background review..

- C. Recommend approval of the following to the position of Volunteer Coaches for the 2022-2023 Fall Sports Season. This recommendation is contingent on the New Jersey Department of Education and the New Jersey State Interscholastic Athletic Association approving sports during the fall season.

Volunteer	Sport
Wayne Farrow	Football
Charles Kidd	Football
James David	Football
Richard Eli	Football

Informational: Mr. Farrow also served as a volunteer for the Football during the 2021-2022 school year.

D. Informational – Reports of the Spring Season Sports Teams

The following sport reports are for the Paulsboro Senior High School 2021-2022 Spring Season for review by members of the Board of Education (**Attachments**):

- Boys Baseball
- Girls Softball
- Boys Track & Field
- Girls Track & Field

The following sport reports are for the Paulsboro Junior High School 2021-2022 Spring and winter Season for review by members of the Board of Education (**Attachments**):

- Girls Basketball
- Girls Track & Field

E. Informational – Reports of the Website and Social Media

The following report of the Website and Social Media is attached for review by members of the Board of Education. (**Attachment**)

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by Ms. T. Scott and seconded by Mrs. Cooper to approve Student Activities Item F.

- F. Recommend approval of the following athletic coaches for Paulsboro Junior High School for the 2022-2023 school year with stipends as per agreement with the Paulsboro Education Association (PEA). This recommendation is contingent on the New Jersey Department of Education and the New Jersey State Interscholastic Athletic Association approving sports during the fall season.

Position	Staff Member	2022-2023 Salary	Step
7 & 8 Grade Cross Country Coach	Antonio Chila	\$3,342.00	3
7 & 8 Field Hockey Coach	Noelle Durham	\$3,342.00	2

Informational: The salary for 7/8th grade coaches are the same for Steps 1, 2 and 3 as per agreement with the PEA.

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott and Tyesha Scott

MOTION CARRIED

CONSTRUCTION UPDATES:

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

Informational: ROD and Non-ROD Grants

District Consultant Frank Domin has established contact with and conducted meetings with the official at the School Development Authority (SDA) charged with the Paulsboro projects

that are jointly funded by the 2015 Bond Referendum and SDA. All parties are reviewing and familiarizing themselves with the projects since they have been dormant for approximately four years.

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

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

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

June 2022 Board Update

There are no updates. We are waiting on the State to review our last submission.

ESSER II Funding. District wide HVAC improvements. The contractors are scheduling work to begin immediately following the last day of school. Some of the equipment may be available sooner than expected as cement pads are scheduled to be poured to support the large HVAC units when the HVAC units arrive.

ESIP Energy Savings Improvement Program. The Request for proposals were advertised on May 1 and opened on June 14th. We received one proposal from Schneider Electric. Their proposal includes utilizing projected energy savings, available ESSER II funding and submitting for competitive NJ State Clean Energy Grants. Their preliminary Savings Plan (ESP) projects \$4.2 million in necessary facility improvements, provide an estimated \$165,000 of annual energy saving, and provide an estimated \$45,000 positive cash flow over the 20-year ESIP term.

With the Boards acceptance of the proposal, Schneider Electric would begin Phase one; An audit of the facilities and present a final proposal for approval. At this point the State requires that the Board complete an independent audit of the financial proposal before it could be approved. This would be the beginning of Phase Two where Schneider Electric would bid out the work and manage it through completion. We will have a motion to approve Schneider Electric as the District Energy Services Company. **Recommend approval to submit the following: (Attachment)**

MOTION: To approve Schneider Electric as the District ESCO (Energy Services Company) as per RFP submission dated June 14, 2022. In addition, request approval to enter into the Investment Grade Audit (IGA) contract with Schneider Electric.

Motion was made by Mrs. Cooper and seconded by Mr. Lisa to approve the request for approval to enter into the Investment Grade Audit contract with Schneider Electric.

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by Mr. Davis and seconded by Mrs. Lombardo to approve Facilities Item A.

- A. Recommend authorization for the Superintendent to approve the following organizations to use school facilities as listed for the remainder of 2021-2022 and 2022-2023 school year. This recommendation is contingent on each group filing the appropriate request and verification of insurance and does not conflict with District’s use of the facility for Paulsboro Public Schools events.

ORGANIZATION/ PERSON	ACTIVITY	FACILITY	CONTACT
Greater Paulsboro Chamber of Commerce	4 th of July Parade 8:00am-12:00noon Monday, July 4, 2022.	Paulsboro High School	Marc Kamp
JOY Summer Program	June 13th thru July 8th, 2022, Mondays –Thursdays from 9:00 am to 2:00 pm	Paulsboro High School	Monica Garner

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by Mr. Davis and seconded by Ms. T. Scott to approve Finance Items A-E.

- A. Recommend approval to enter into a service agreement with Waste Management of New Jersey, Inc. (Waste Management) to provide trash removal and recycling services to the school district in an amount not to exceed \$36,247.00 for the 2022-2023 school year.

Informational: In the past, waste removal services were provided by the Borough of Paulsboro at no cost to the District. However, beginning April 1, 2022 the Borough has decided to discontinue those services largely because they have selected another vendor; and cost are too prohibitive to continue to allow the school district free services. Therefore, the District solicited quotes from several waste management firms to provide services for the 2022-2023 school year. Waste Management provided the most cost efficient services.

- B. Recommend approval for Paulsboro Public Schools to authorize submission of the Elementary and Secondary Education Act (ESEA) application for Fiscal Year (FY) 2023 and accept the award of these funds upon the subsequent approval of the FY 2023 ESEA Application.

Informational: The Elementary and Secondary Education Act (ESEA) is the primary source of federal aid for elementary and secondary schools. Programs outlined in this act authorize federal aid for the education of disadvantaged youth. Paulsboro Public Schools has been approved to apply school wide, therefore, programs designed to upgrade and reform the educational program of PPS occur throughout the District.

- C. Professional services agreement and addendum to the contract for the period July 1, 2022 through June 30, 2023 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).

Pricing Plan

Position	Pay Rate	Bill Rate	Rule
Full Day Substitute Teacher	\$100.00	\$132.00	
Half Day Substitute Teacher	\$50.00	\$66.00	
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 I

Half Day Long Term Substitute Teacher	\$62.50	\$82.50	Administered on Day I
Full Day Paraprofessional	\$98.00	\$129.36	
Half Day Paraprofessional	\$49.00	\$64.68	
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	\$100.00	\$134.00	
Half Day Substitute Teacher	\$50.00	\$67.00	
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 I
Half Day Long Term Substitute Teacher	\$62.50	\$83.75	Administered on Day I
Full Day Paraprofessional	\$98.00	\$131.32	
Half Day Paraprofessional	\$49.00	\$65.66	

Company will comply with state law requiring paid leave. District will reimburse Company for paid leave days taken by Company staff for a district assignment per the service rate set forth in the pricing exhibit.

- D. Recommend approval for Paulsboro Public Schools to authorize submission of the American Rescue Plan Homeless Children and Youth (ARP-HCY) grant application and accept the award of these funds upon the subsequent approval of the ARP-HCY Application.

Informational: The American Rescue Plan – Homeless children and Youth Fund (ARP-HCY) awards local education agencies money to address urgent needs of children and youth experiencing homelessness; including academic, social, emotional, and mental health needs. These funds are intended to support the specific needs of homeless youth due to the extraordinary impact of the pandemic on students experiencing homelessness, including but not limited to interrupted classroom instruction, student identification, challenges navigating services for shelter/housing, clothing and school supplies.

- E. Recommend approval of the amended addendum to extend the food service contract between the Paulsboro Board of Education and Nutri-Serve School Food Service Management, Inc. of Bridgeton, New Jersey for the 2022 - 2023 school year, Resolution #052322-003. The management fee will be \$45,562.00.

Informational: The food service contract was bid during the 2018 - 2019 school year and can be extended over the next five years without obtaining bids/quotes provided the increase is no higher than the current Consumer Price Index (CPI) applied to the base year fee which was \$40,500.00. The amendment is being resubmitted due to a typo. The management fee should read \$45,562 not \$42,562 as previously stated.

Contract Amount Base Year 2018 - 2019	\$40,500.00
2.0% CPI Increase on 2018 - 2019 Base	\$ 810.00
Contract Amount for 2019 - 2020	\$41,310.00
2.0% CPA Increase on 2018 - 2019 Base	\$ 810.00
Contract Amount for 2020 – 2021	\$42,120.00
1.0% CPA Increase on 2018 - 2019 Base	\$ 405.00
Contract Amount for 2021 – 2022	\$42,525.00
7.5% CPA Increase on 2018 - 2019 Base	\$ 3,307.50
Contract Amount for 2022 – 2023	\$45,562.00

Informational: In December 2020, ESSER II was created through enactment of the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA). The core purpose of the ESSER II Fund is to provide direct money to states and districts to address the

areas most impacted by the disruption of COVID-19. It aims to provide direct aid to states and districts to help safely reopen and sustain the safe operation of schools as well as address the impact of COVID-19 in schools. <https://www.nj.gov/education/esser/>

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

F. Informational - Child Nutrition

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

Month	Revenues	Expenses	Revenue - Expenses
July	\$17,778.63	\$17,590.99	\$187.64
August	\$1,792.75	\$7,663.85	-\$5,871.10
September	\$84,129.48	\$66,611.56	\$17,517.92
October	\$99,018.76	\$86,919.46	\$12,099.30
November	\$85,771.28	\$68,569.99	\$17,201.29
December	\$86,477.84	\$84,362.88	\$2,114.96
January	\$74,629.41	\$68,410.82	\$6,218.59
February	\$108,423.67	\$79,942.34	\$28,481.33
March	\$138,762.55	\$101,836.89	\$36,925.66
April	\$103,202.88	\$82,127.86	\$21,075.02
May	\$124,015.79	\$97,919.91	\$26,095.88
Year to Date	\$924,003.04	\$761,956.55	\$162,046.49

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

Month	Breakfast	Lunch	Total Meals Served
September	8,444	13,170	21,614
October	9,667	15,757	25,424
November	8,440	13,608	22,048
December	8,538	13,071	21,609
January	6,940	10,525	17,465
February	9,737	16,642	26,379
March	12,316	20,246	32,562
April	9,833	15,715	25,548
May	10,917	17,922	28,839
Year to Date	84,832	136,656	221,488

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

Motion was made by Mrs. Cooper and seconded by Mr. Davis to approve Finance Items G-L.

G. Recommend approval to accept the donation of \$3,700.00 from the Paulsboro Refinery.

Informational: The donation was used to provide T-shirts for Fun Day.

H. Recommend approval to accept the donation of a \$500.00 from The ShopRite of Gibbstown.

Informational: The donation was used to provide snacks for Billingsport Early Childhood Center Fun Day.

I. Recommend approval to accept the donation of \$250.00 from Work Zone of Deptford.

Informational: The monetary donation was used to provide snacks and gifts for Billingsport Early Childhood Center Fun Day.

- J. Recommend approval to accept the donation of \$100.00 from Fort Billings of Gibbstown.

Informational: The monetary donation was used to provide snacks and gifts for Billingsport Early Childhood Center Fun Day.

- K. Recommend approval to accept the donation of snacks from Heritages located in Thorofare, New Jersey for the Billingsport Early Childhood Center Fun Day. The snacks are valued at approximately \$320.00.

- L. Recommend approval to accept the donation of 400 Goodie Bags from Amazon valued at \$2,500.00. The bags contain play dough, straws, stickers, crayons and coloring books for the Billingsport Early Childhood Center Fun Day. Amazon is located in Logan Township New Jersey.

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott and Tyesha Scott

MOTION CARRIED

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

Motion was made by Mr. Lisa and seconded by Mr. Davis to approve School Safety Items A-B.

- A. Recommend approval of the Cyber Incident Response Plan for the 2022-2023 school year.

Informational: The purpose of the plan is to enforce our compliance with Cyber Insurance and to conform with their guidelines. Additionally, it will define our methods for identifying, tracking, and responding to technology-based security incidents.

The Incident Response Plan is established to assist in protecting the integrity, availability, and confidentiality of technology and assist in complying with statutory, regulatory and contractual obligations. Responding quickly and effectively to an Incident is critical to minimizing the spread of the Incident and/or the business, financial, legal, and/or reputational impact. Incident Response generally includes the following phases:

- Detection, Reporting, and Analysis.
- Legal.
- Forensics.
- Containment, Eradication, and Recovery.
- Other Responses (i.e. Public Relations).
- Post-Incident Review.

There is no cost to the Board.

- B. Recommend approval of the Semi-Annual Report of Harassment, Intimidation and Bullying (HIB) and Violence, Vandalism and Substance Abuse

Informational: This report was prepared by HIB Coordinator, Mr. John Giovannitti.

The Self-Assessment HIB grades are attached for the 2020-2021 school year. This information is released by the New Jersey Department of Education for the previous school year. The grades were determined through a self-assessment created by the New Jersey Department of Education and completed by each School Safety Team. **(Attachment)**

Individual HIB as well as Violence and Vandalism cases are included in the monthly Board of Education agenda under School Safety. Semi-annually information is submitted to the New Jersey Department of Education. The report has been posted to our school website

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by _____ and seconded by _____ to approve School Safety Item C.

- C. 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
BECC52322	5/23/2022	Complete	Kayla Callaway , Anti-Bullying Specialist	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.

Roll call vote:

Theresa Cooper, Robert Davis, Joseph Lisa, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

- D. Informational: Report of School Security Drills

Report of Paulsboro Public Schools Security Drills 2021-2022 School Year				
Type of Drill	Notation	Schools		
		Paulsboro Junior / Senior High	Loudenslager Elementary	Billingsport Early Childhood Center
Fire Evacuation	Each school must conduct one per month	09/09/2021	09/15/2021	09/14/2021
		10/14/2021	10/25/2021	10/14/2021
		11/01/2021	11/29/2021	11/09/2021
		12/17/2021	12/23/2021	12/08/2021
		01/31/2022	01/19/2022	01/19/2022
		02/10/2022	02/07/2022	02/10/2022
		03/24/2022	03/07/2022	03/07/2022
		04/08/2022	4/11/2022	04/04/2022
		05/11/2022	05/24/2022	05/13/2022
06/03/2022	06/09/2022	06/01/2022		
Communication Drill**	September 2021	09/16/2021		
Evacuation (Non-Fire)	Each school must conduct two annually	03/09/2022	09/28/2021	09/20/2021
		06/07/2022	06/02/2022	04/24/2022
Lockdown	Each school must conduct two annually	11/10/2021	01/25/2022	01/26/2022
		01/28/2022	03/15/2022	05/26/2022
Bomb Threat	Each school must conduct two annually	04/21/2022	11/23/2021	11/17/2021
			05/25/2022	03/21/2022
Active Shooter	Each school must conduct two annually	02/24/2022	02/22/2022	12/16/2021
		12/02/2021	04/28/2022	02/23/2022

**Report of Paulsboro Public Schools Security Drills
2021-2022 School Year**

Type of Drill	Notation	Schools		
		Paulsboro Junior / Senior High	Loudenslager Elementary	Billingsport Early Childhood Center
Shelter In Place (Secure Classroom)	Each school must conduct two annually	10/28/2021 05/26/2022	10/18/2021 12/18/2021	10/15/2021 06/09/2022
Other Drills				
Bus Evacuation	School District (Annually)	11/17/2021	04/20/2022	04/05/2022 (P7) 11/18/2021 (P5) 11/17/20212
Bus Evacuation	School Routes (2 Annually)	(P7) Bankbridge Elementary 09/21/2021 11/08/2021 (P8) Bankbridge Regional 10/04/2021 (P7) Bankbridge Dev. Center 09/21/2021		
Test of Emergency Communication System	Not required but conducted as an extra safety measure			
AED (Automated External Defibrillators) *	Not required but conducted as an extra safety measure	09/30/2021 10/22/2021 11/23/2021 12/21/2021 01/27/2022 02/01/2022 03/01/2022 04/01/2022 05/24/2022 06/01/2022	09/30/2021 10/22/2021 11/23/2021 12/21/2021 01/27/2022 02/28/2022 03/30/2022 04/28/2022 05/24/2022 06/09/2022	09/30/2021 10/22/2021 11/23/2021 12/21/2021 01/27/2022 02/28/2022 03/30/2022 04/28/2022 05/24/2022 06/07/2022

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

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

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

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

PUBLIC COMMENTS

MOTION TO ADJOURN

Motion made by Ms. T. Scott and seconded by Mr. Davis; unanimously carried (6-0) to adjourn the meeting at 8:24 pm.

Respectively Submitted,



Board Secretary

