

# PAULSBORO PUBLIC SCHOOLS

Board of Education Meeting  
PAULSBORO, NEW JERSEY

## MINUTES

**MONDAY, APRIL 25, 2022**

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

6:00 p.m.

**Board of Education Executive Session**

7:00 p.m.

**Board of Education Meeting**

- 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.

### ROLL CALL

Robert Davis (arrival 6:05pm), Marvin E. Hamilton (departed 7:31pm), Crystal L. Henderson (absent), Joseph Lisa, Elizabeth J. Reilly, Markee Robinson (arrived 6:10 pm approx.), Danielle Scott, Tyesha Scott, Greenwich Township Representative Roseanne Lombardo, and Student Member Jason Gugel (absent)

### EXECUTIVE SESSION

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

### PLEDGE OF ALLEGIANCE

PRESENTATIONS – None at this time

RESOLUTIONS

**A. PARTICIPATION IN NEW JERSEY STATE INTERSCHOLASTIC ATHLETIC ASSOCIATION**

Motion was made by Mrs. Danielle Scott and seconded by Mrs. Lombardo to approve Resolution #04-25-22-001 approving Paulsboro High School’s membership in the New Jersey State Interscholastic Athletic Association (NJSIA).

*Recommend adoption of the following resolution:*

**BE IT RESOLVED**, recommend adoption of Resolution #04-25-22-001 that Paulsboro High School as a member of the New Jersey State Interscholastic Athletic Association (NJSIAA) to participate in the approved interschool athletic program sponsored by the NJSIAA. This resolution to continue in effect until or unless rescinded by the Board of Education and shall be included among those policies adopted annually by the Board. Pursuant to N.J.S.A. 18A:11-3 in adopting this resolution, the Board of Education adopts as its own policy and agrees to be governed by the Constitution, Bylaws and Rules and Regulations of the NJSIAA.

Roll call vote:

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

MOTION CARRIED

**B.** The Annual Teacher Recognition Awards Ceremony and Reception was unable to take place during COVID and was determined to take place after the schools are permitted to fully reopen.

**C.** Motion was made by Mrs. D. Scott and seconded by Mrs. Lombardo to approve Resolution #04-25-22-002 permitting the Annual Teacher Recognition Awards Ceremony and Reception to take place on May 23, 2022.

*Recommend adoption of the following resolution:*

**BE IT RESOLVED**, recommend adoption of Resolution #04-25-22-002 that The Annual Teacher Recognition Awards Ceremony and Reception will take place on Monday, May 23, 2022 prior to the regular scheduled meeting.

1. Honoring teachers upon their selection as **GOVERNOR’S TEACHER RECOGNITION AWARD** recipients for 2020, 2021 and 2022.

2020	
Billingsport Early Childhood Center	Noreen DeMarco
Loudenslager Elementary School	Krista Lange
Paulsboro Junior High School	Jenny Hunt
Paulsboro High School	Holly Klein
2021	
Billingsport Early Childhood Center	Triana Hernandez
Loudenslager Elementary School	Shirley Gill
Paulsboro Junior High School	John Marcucci
Paulsboro High School	Andrea Bish
2022	
Billingsport Early Childhood Center	Cynthia Moultrie
Loudenslager Elementary School	Monica Moore-Cook
Paulsboro Junior High School	Donna Backus
Paulsboro High School	Erica Haase

**Informational: 2020-2022 Governor’s Educator of the Year Recognition Program:**

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

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

<b>2020</b>	
Billingsport Early Childhood Center	Maryann Costa
Loudenslager Elementary School	Charisse Generette
<b>2021</b>	
Billingsport Early Childhood Center	Janice Esters
Loudenslager Elementary School	Samantha Strube
Paulsboro Junior / Senior High	Mary Porter
<b>2022</b>	
Loudenslager Elementary School	Addie Shmuel

**Informational: 2020-2022 Governor’s EDUCATIONAL SERVICES PROFESSIONAL AWARD:**

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

3. Honoring educators upon their **25 YEARS OF SERVICE** recipients from 2020 to 2022.

<b>2019-2020</b>		
Aaron Krasting	Mary Ann Costa	
<b>2020-2021</b>		
Bonnie McHale	Margaret LaDue	Lessie J. Brown
Stephen Smeresky	Kelly Kovalesky	
<b>2021-2022</b>		
None this school year.		

4. Honoring staff members upon their **RETIREMENT.**

<b><u>2019-2020</u></b>	<b><u>2020-2021</u></b>	<b><u>2021-2022</u></b>
Nicole Beaman	Susan Howard	Nancy O’Brien
Lisa Capasso	Vincent Giovannitti	Glenn Howard
Judy Hathaway	Susan Addes	Susan Piccione
Gina Mariano	Ann Giovannitti	Margaret LaDue
Karen Minniti	Beth Ann Walsh	Anthony DellaVecchia
Irene Riddell	Karen Dutton	JoAnne Limanni Gayeski
Wendy Stocker	Leone Brennan	Judith Butler
Mary Bailey	Kathleen Brown	William Tuff
Donna Alestra	Charles Brown	
Marleen Martini	Wayne Farrow	

Roll call vote:

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

**MOTION CARRIED**

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

The following individual from the public addressed the Board:

- Ms. Jennifer Bagley –
  - Told that students were denied lunch by an aide after a fight in the cafeteria.
  - Told that a while ago there was a Snapchat message referencing the KKK that was sent certain students in the District. She expressed concerns that the students who complained were punished and no action was taken against the perpetrator.
  - Expressed concerns about various sports programs that included no mat for the high jump and no home track meets.
  - Inquired about the School Choice program and requested information on the number of available seats.
  - Expressed concerns about her belief that unnamed vendors will not work with the District because of unpaid bills.

**CORRESPONDENCE** – None at this time

### **NEW BUSINESS**

#### **A. SUMMER MEETINGS OF THE BOARD OF EDUCATION**

Motion was made by Mr. Davis and seconded by Mr. Robinson to approve the SY2022 Summer Meeting schedule of the Board of Education.

1. Recommend approval to conduct the Regular Meeting of the Board of Education on Wednesday, July 27, 2022 at 7:00p.m.
2. Recommend approval to conduct the Regular Meeting of the Board of Education on Wednesday, August 24, 2022 at 7:00p.m.

Informational: Holding the July and August meetings late in the month will allow last minute business to be handled prior to school opening in September. It also provides a break / vacation time for members of the Board of Education.

Roll call vote:

Robert Davis, Joseph Lisa, Markee Robinson, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo

**MOTION CARRIED**

**OLD BUSINESS:** - None at this time.

**PENDING ITEMS:** – None at this time.

### **BOARD BUSINESS:**

#### **A. BOARD OF EDUCATION SELF-EVALUATION**

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

- Members of the Board of Education independently completes the New Jersey School Boards Association “Board Self-Evaluation.” Members will submit their completed Self-Evaluation form to the Superintendent of Schools by Friday, May 13, 2022. The Superintendent and his Secretary will compile the forms into a single Self-Evaluation that will be included with the June 27, 2022 agenda of the Board of Education.

- The Board of Education will review, modify, edit, etc. the Self-Evaluation at the June 27, 2022 meeting of the Board of Education. The Board will then approve the Self-Evaluation at the June 27, 2022 meeting.

**B. EVALUATION OF THE SUPERINTENDENT OF SCHOOLS**

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

- Non conflicted Members of the Board of Education independently completes 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.” Members will submit their completed Self-Evaluation form to the Superintendent of Schools by Friday, May 13, 2022. The Superintendent and his Secretary will compile the forms into a single Self-Evaluation that will be included with the June 27, 2022 agenda of the Board of Education.

**TEACHER OBSERVATIONS AND NON-TENURE EVALUATION**

The Superintendent Dr. Dawson has reviewed the summary information about the evaluations of non-tenured teachers and will discuss with the Board of Education during the April 25, 2022 Executive Session. The Board of Education may not examine the actual evaluation reports of teachers but they can hear administrative summaries of the information. This meeting will take place prior to the Board of Education voting on contract renewal for non-tenured teachers. Rice Notices have been served to the non-tenured teachers.

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

**REPORT OF THE BOARD SECRETARY/BUSINESS ADMINISTRATOR**

**PUBLIC HEARING ON THE SY2022 – 2023 ANNUAL SCHOOL BUDGET**

**A. PRESENTATION OF THE PROPOSED SY2022-2023 BUDGET**

**B. ACTION ITEMS**

Motion was made by Mrs. Lombardo and seconded by Mr. Robinson to approve the SY2022-2023 Annual School Budget of the Paulsboro Board of Education.

1. **BE IT RESOLVED** to approve the 2022-2023 school district budget.

<b>2022-2023</b>	
General Fund	\$ 26,145,265
Special Revenues Fund	10,234,947
Debt Service	212,495
Grand Total	<b>\$ 36,592,707</b>
Tax Levy:	
General Fund	\$ 6,666,478
Debt Service Fund	211,726
Total Levy	<b>\$ 6,878,204</b>

2. Whereas, the Paulsboro Board of Education has determined that following capital purchases are to be authorized for the 2022-23 school year, through capital outlay of general funds as follows:

<u>District Wide Capital Purchases</u>	
Mower with 60 inch Deck and twin engine	\$ 5,498
Ford F250 4 Wheel Drive truck with plow & tow package	<b>\$ 43,278</b>
	<b>\$ 48,776</b>

<u>Construction Services</u>	
Security initiative – District financial commitment	\$ 50,000
Construction Services – Admin Building Boiler & others	<u>\$ 117,644</u>
	\$ 167,644

3. Recommend approval of the SY2022-2023 Preschool Education Aid (PEA) Budget. PEA Grant funds are used exclusively to fund Preschool Educational materials for students, and salaries and benefits of the Preschool Program staff. The SY 2022 -2023 budget is estimated to be \$ 1,604,712 which includes \$388,902 in PEA Carryover funds and \$135,090 in local funds.

PEA Grant	\$ 1,080,720
SY2020-2021 PEA Carryover	\$ 388,902
General Fund Contribution (Preschool Special Education)	<u>\$ 135,090</u>
	\$ 1,604,712

Informational: The Board of Education actually approved the grant application for the years 2019 - 2020, 2020 - 2021 and 2021 - 2022 school years at its meeting on June 24, 2019. The PEA SY 2022 - 2023 grant includes the PEA Carryover of in the amount of \$388,902.00 to bring the PEA budget total to \$1,469,622. The PEA grant excludes special education students and therefore they are funded through local funds. PEA Grant funds are used to pay salaries and benefits for the faculty and staff of the Preschool program.

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott, and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

## **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.

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

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

Motion was made by Mrs. Lombardo and seconded by Mr. Robinson to table the approval of the March 28,2022 minutes until the May 23, 2022 board meeting.

Regular Meeting	March 28, 2022
Executive Meeting	March 28, 2022

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott, and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by Mrs. Lombardo and seconded by Mr. Davis to approve the Report of the Board Secretary/Business Administrator Item B - the April Bills list.

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

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott, and Greenwich Township Representative Roseanne Lombardo

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

Motion was made by Mrs. Lombardo and seconded by Mr. Robinson to approve Personnel Items B-M.

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 Monday, April 25, 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 of the following tenure contracts and salaries for Paulsboro High School administrators for the 2022-2023 school year. Salaries are as per the agreement with the Paulsboro Administrators Association (PAA).

Position	Administrator	2022-2023 Salary
Jr. / Sr. High School Principal	Paul Morina	\$157,885
Jr. High Vice Principal/A.D.	John Giovannitti	\$152,201
Sr. High Vice Principal	James Pandolfo	\$129,205

E. Recommend appointment of the following nonunion personnel for the 2022-2023 school year effective July 1, 2022.

Staff Member	Position	2022-2023 Salary
John Swanson	Director of Facilities	\$97,945

Informational: The pay increases recommended above are the same as those received by employees represented by the Paulsboro Education Association and Paulsboro Administrators Association.

F. Recommend appointment of the following confidential secretaries for the 2022-2023 school year effective July 1, 2022.

Staff Member	Position	2022-2023 Salary
Deborah Kappa	Secretary to the Superintendent of Schools	\$67,015
Michelle Jankauskas	Payroll Secretary	\$59,798
Lauren Abbott	Secretary to the Business Administrator	\$54,211

Informational: The pay increases recommended above are the same as those received by employees represented by the Paulsboro Education Association and Paulsboro Administrators Association.

- G. Recommend approval of contracts for the certificated tenured Grades 9-12 teachers for the 2022-2023 school year as follows: (Paulsboro High School noted as PHS-SR).

Name	School	Degree	2021-2022		2022-2023	
			Step	Salary	Step	Salary
Bish, Andrea	PHS-SR	BA	N	76,819	O	84,894
Bria, Amy	PHS-SR	BA	O	83,894	O	84,894
Broder, Lisa	PHS-SR	BA	N	76,819	O	84,894
Brown, Chelsea	PHS-SR	BA	F	51,083	G	52,122
Brown, L. Jean	PHS-SR	BA	O	83,894	O	84,894
Calabrese, Michael	PHS-SR	BA+30	O	85,094	O	86,094
Caltabiano, Brenda	PHS-SR	MA+30	O	87,494	O	88,494
Chila, Antonio	PHS-SR	MA	O	86,294	O	87,294
Costenbader, Christopher	PHS-SR	BA	L	67,248	M	71,709
Damminger, Thomas	PHS-SR	BA	O	83,894	O	84,894
Duca, Joseph	PHS-SR	BA	E	50,083	F	51,132
Garner, Monica	PHS-SR	BA	O	83,894	O	84,894
Gattuso, Mandy	PHS-SR	BA	J	56,572	K	61,685
Haas, Erica	PHS-SR	MA	M	74,109	N	79,219
Hampel, Thomas	PHS-SR	BA	F	51,083	G	52,122
Klein, Holly	PHS-SR	BA	L	67,248	M	71,709
Kovalesky, Shane	PHS-SR	MA	O	86,294	O	87,294
Krasting, Aaron	PHS-SR	MA+30	O	87,494	O	88,494
Minix, Tammi	PHS-SR	BA	O	83,894	O	84,894
Moncrief, Kelly	PHS-SR	MA	O	86,294	O	87,294
Moore-Suggs, Melba	PHS-SR	MA	O	86,294	O	87,294
Morina, Gina	PHS-SR	BA	O	83,894	O	84,894
O'Brien, Leslie	PHS-SR	BA	K	61,685	L	67,248
O'Malley, Christine	PHS-SR	BA	O	83,894	O	84,894
Ouellette, Jenna	PHS-SR	BA	K	61,685	L	67,248
Palmisano, Todd	PHS-SR	BA	M	71,709	N	76,819
Robinson-Hall, Jacquelyn	PHS-SR	BA	M	71,709	N	76,819
Sichelstiel, Pamela	PHS-SR	MA	N	79,219	O	87,294
Smeresky, Stephen	PHS-SR	BA+30	O	85,094	O	86,094
Thomson, Barbara	PHS-SR	BA+30	O	85,094	O	86,094
Vizzini, Michael	PHS-SR	BA	O	83,894	O	84,894
Vogeding, Mark	PHS-SR	BA+30	O	85,094	O	86,094
Wulk, Rachel	PHS-SR	BA	F	51,083	G	52,122

- H. Recommend approval of contracts for the 2022-2023 school year for non-tenured Grade 9-12 teachers who will become tenured on the first day of the 2022-2023 school year.

Name	School	Degree	2021-2022	2022-2023
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			<b>Step</b>	<b>Salary</b>	<b>Step</b>	<b>Salary</b>
Johnson, Jessicarose	PHS-SR	MA+30	D	53,185	E	53,982

- I. Recommend approval of contracts for the 2022-2023 school year for non-tenured Grades 9 to 12 teachers, and the athletic trainer who remain non-tenured (Paulsboro High School noted as PHS-SR).

Name	School	Degree	2021-2022		2022-2023	
			Step	Salary	Step	Salary
Foglein, Douglas	PHS-SR	BA	F	51,083	G	52,122
Husenica, Andrew	PHS-SR	BA	A	48,985	B	49,482
Koellner, Eric	PHS-SR	MA	F	53,483	G	54,522
Lee, Austin	PHS-SR	MA	A	51,385	B	51,882
McGahey, Michael	PHS-SR	BA	E	50,083	F	51,132
Mojalliu, Silvana	PHS-SR	BA	I	54,083	J	56,572
Nasrin, Shamima	PHS-SR	MA	K	64,085	L	69,648
Neff, Phillip	PHS-SR	MA+30	O	87,494	O	88,494
Porter, Mary	PHS-SR	BA	N	76,819	O	84,894
Toole, Brittany	PHS-SR	BA	C	49,385	D	49,882
Vitale, Nicole	PHS-SR	MA	D	51,985	E	52,782

- J. Recommend approval to appoint the following aide for the 2022-2023 school year. All appointments are contingent on enrollments. (Paulsboro High School noted as PHS-SR). Terms and conditions of employment are as per agreement with the Paulsboro Education Association.

Aide	School	Position	2021-2022			2022-2023	
			Hours /Day	Salary	Step	Step	Salary
Benne, Joseph	PHS	Special Education	6.0	26,255	3	3	27,041

- K. Recommend approval for the following job description:

1. Night Custodial Foreman (**Attachment**)
2. HVAC / Maintenance Technician (**Attachment**)

- L. Recommend approval to appoint Noel Mossop to the position of Part-Time Hall Monitor at Paulsboro Junior/Senior High School. Ms. Mossop will work 29 Hours per week at \$20.00 per hour. This is a part-time position for 10 months that does not include benefits. This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background review.

Informational: This is a temporary grant funded position that is funded through Elementary and Secondary School Emergency Relief Funds (ESSER II). Interviews were conducted and references checked by Paulsboro Junior/Senior High School Principal Paul Morina.

- M. Recommend approval to appoint Bonnie Holloway to the position of Part-Time School Bus Aide. Ms. Holloway will earn Step 1 - \$13.59 per hour as per agreement with the Paulsboro Education Association. This recommendation is contingent on completion of all required paperwork and the Criminal History Background Review.

Roll call vote:

Robert Davis (no D, E), Joseph Lisa (abs. E), Elizabeth J. Reilly (no E), Markee Robinson, (no - E, L, M) Danielle Scott (no E, L; abs G), Tyesha Scott (no E, D; abs G), and Greenwich Township Representative Roseanne Lombardo (abs G)

MOTIONS CARRIED (Items B-M)

MOTION FAILED (Item E)

**PERSONNEL N - NN:** The Greenwich Township Representative may not vote on items in this section of the agenda.

Motion was made by Mr. Davis and seconded by Mr. Robinson to approve Personnel Items N-NN.

- N. Recommend approval of the following tenure contracts and salaries for administrators serving students in Grades Preschool – 8 for the 2022-2023 school year. Salaries are as per the agreement with the Paulsboro Administrators Association (PAA).

Position	Administrator	2022-2023 Salary
Elementary School Principal	Matthew Browne	\$135,221

- O. Recommend approval of the following non-tenure contracts and salaries for administrators serving students in Grades Preschool – 8 for the 2022-2023 school year. Salaries are as per the agreement with the Paulsboro Administrators Association (PAA).

Position	Administrator	2022-2023 Salary
Director of Special Services	Stacey DiMeo	\$123,720
Director of Curriculum and Instruction	Christine Lindenmuth	\$127,555
Elementary School Principal	Tina Morris	\$135,221
Supervisor of Curriculum and Instruction	Kristen Reid	\$95,883
Director of District Student Personnel	Paul Sommers	\$93,821

- P. Recommend approval of contracts for the 2022-2023 school year for the certificated tenured Pre-K to Grade 8 teachers (Paulsboro Junior High School noted as PHS-JR, Billingsport School noted as B and Loudenslager School noted as L).

Name	School	Degree	2021-2022		2022-2023	
			Step	Salary	Step	Salary
Andrus, Elaine	L	MA	O	86,294	O	87,294
Betz, Brian	L/PHS	MA	I	56,483	J	58,972
Bielski, Brittany	B	BA	I	54,083	J	56,572
Bucco, Stephanie	B	BA	K	61,685	L	67,248
Campbell, Lindsay	B	BA	O	83,894	O	84,894
Coleman, Linda	B	BA	L	67,248	M	71,709
DeMarco, Jennifer Noreen	B	BA	H	53,083	I	54,122
Diodati, Tamara	L	MA	O	86,294	O	87,294
Duca, Dean	L	BA	O	83,894	O	84,894
Duda Tarah	B	MA	J	58,972	K	64,085
Esters, Janice	L	BA	O	83,894	O	84,894
Generette, Charisse	L	MA	O	86,294	O	87,294
Gill, Shirley	L	BA	O	83,894	O	84,894
Hanly, Prudence	B	MA	J	58,972	K	64,085
Hernandez, Triana	B	BA	F	51,083	G	52,122
Hoffman, Corey	L	MA	L	69,648	M	74,109
Hoffman, Jennifer	L	MA	O	86,294	O	87,294
Howard, Toni	L	BA	O	83,894	O	84,894
Hunt, Jenny	PHS-JR	BA	G	52,083	H	53,122
Kovalesky, Kelly	PHS-JR	BA	O	83,894	O	84,894
Kuhnel-Morrison, Lisa	B	MA+30	O	87,494	O	88,494
Kuser, Rachel	B	MA	F	53,483	G	54,522
Lang, Mary Ann	B	BA	O	83,894	O	84,894
Lange, Krista	L	MA	H	55,483	I	56,522
Manuel, Kimberley	B	MA	H	55,483	I	56,522

Name	School	Degree	2021-2022		2022-2023	
			Step	Salary	Step	Salary
Marcucci, John	PHS-JR	BA	H	53,083	I	54,122
Maxie, Candell	B	BA	O	83,894	O	84,894
McHale, Bonnie	L	BA	O	83,894	O	84,894
Moultrie, Cynthia	B	BA	G	52,083	H	53,122
Phifer, Colleen	B	MA	O	86,294	O	87,294
Phillips, Maria	L	MA	J	58,972	K	64,085
Reger, Kimberly	B/L	BA	L	67,248	M	71,709
Richardson, Rebecca	L	MA+30	N	80,419	O	88,494
Richardson, Thomas	L	BA	F	51,083	G	52,122
Roberts, Christina	L	MA	N	79,219	O	87,294
Shmuel, Addie	L	MA+30	M	75,309	N	80,419
Shute, Kristin	B	MA	O	86,294	O	87,294
Stahl, Tara	L	MA	N	79,219	O	87,294
Toscano, Judith	B	BA	O	83,894	O	84,894

Q. Recommend approval of contracts for the 2022-2023 school year for non-tenured Grades Pre-School -8 teachers who will become tenured September 2022 of the 2022-2023 school year.

Name	School	Degree	2021-2022		2022-2023	
			Step	Salary	Step	Salary
Brown, William	PJHS	BA	D	49,585	E	50,382
Cooper, Keri Lyn	B	BA	D	49,585	E	50,382

R. Recommend approval of contracts for the 2022-2023 school year for the non-tenured Pre-K to 8 staff who remain non-tenure (Paulsboro Junior High School noted as PJHS, Billingsport School noted as B and Loudenslager School noted as L).

Name	School	Degree	2021-2022		2022-2023	
			Step	Salary	Step	Salary
Backus, Donna	PJHS	MA+30	K	65,285	L	70,848
Bellocchio, Devin	B	BA	N	76,819	O	84,894
Brassill, Lauren	L	BA	B	49,185	C	49,682
Breshock, Jacqueline	L	MA	N	79,219	O	87,294
Bubnis, Sarah	PJHS	BA	A	48,985	B	49,482
Buechler, Brynn	PJHS	BA	D	49,585	E	50,382
Calce, Julianna	B	BA	A	48,985	B	49,482
Callaway, Kayla	L	MA	I	56,483	J	58,972
Costantino, Jayna	L	MA	D	51,985	E	52,782
Darby, Shaun	L	BA	L	67,248	M	71,709
Denelsbeck, David	L	BA	C	49,385	D	49,882
Faltz, Francine	L	MA+30	M	75,309	N	80,419
Fisher, Natalie	B	MA	A	51,385	A	51,682
Graves, Tyler	B/L	BA	B	49,185	C	49,682
Henson, Jennifer	B	BA	E	50,083	F	51,132
Higginbotham, Ashley	B/PJHS	MA+30	C	52,985	D	53,482
Lelionis, Anthony	PJHS	BA	D	49,585	E	50,382
Leonard, Aprilanne	L	BA	A	48,985	A	49,282
Lombardi, Gianna	L	BA	C	49,385	D	49,882
McCall, Louis	L	MA	N	79,219	N	79,219
Myers, Kai	B	BA	D	49,585	E	50,382
Relation, Danielle	L	BA	C	49,385	D	49,882
Relation, Michele	B	MA	A	51,385	B	51,882

Name	School	Degree	2021-2022		2022-2023	
			Step	Salary	Step	Salary
Schwartz, Adrias	PJHS	MA	A	51,385	B	51,882
Scott, Tracey	B	MA	O	86,294	O	87,294
Shaffer, Lindsay	B	BA+30	J	57,772	K	62,885
Silvia, Kaitlyn	L	BA	C	49,385	D	49,882
Still-Maddred, Yvonne	B	MA	H	55,483	I	56,522
Smallwood-Thigpen, Renee	B	MA+30	L	70,848	M	75,309
Tuttle, Suzanne	B	BA	K	61,685	L	67,248

S. Recommend approval to appoint the following aides for the 2022-2023 school year. All appointments are contingent on enrollments and number of students with Individual Education Plans requiring aides. (Paulsboro Junior High School noted as PHS-JR, Billingsport School noted as B and Loudenslager School noted as L). Terms and conditions of employment are as per agreement with the Paulsboro Education Association.

Aide	School	Assignment	Hours /Day	2021-2022		2022-2023	
				Salary	Step	Step	Salary
Brady, Taylor	L	BSI	6	26,189	2	3	27,041
Colanero, Teresa	PHS-JR	Inclusion	6	26,255	3	3	27,041
Costa, Mary Ann	B	Sp.Ed	6	26,255	3	3	27,041
Doran, Danielle	B	PreK	6	26,255	3	3	27,041
Dowdy, Carrie	PJHS	Sp. Ed.	6	26,255	3	3	27,041
Giannotti, Mary Ann	L	1:1	6	26,255	3	3	27,041
Glocker, David	PHS-JR	Sp. Ed.	6	26,255	3	3	27,041
Goss, Christin	B	Sp. Ed.	6	26,255	3	3	27,041
Harrold, Tiaja	L	1:1	6	26,189	2	3	27,041
Hinkle, Heather	L	1:1	6	26,255	3	3	27,041
Homan, Madison	B	PreK	6	26,134	1	2	26,975
Horton, Lisa	PHS-JR	Sp. Ed.	6	26,134	1	2	26,975
Hurst, Katie	B	PreK	6	26,255	3	3	27,041
Johnson, Evelyn	B	K	6	26,255	3	3	27,041
LaBorde, Jessica	L	Sp.Ed.	6	26,255	3	3	27,041
LaFrance, Casey	B	PreK 1:1	6	26,134	1	1	26,920
Lexa, Marie	B	PreK	6	26,255	3	3	27,041
Lexa, Melissa	L	Sp. Ed.	6	26,189	2	3	27,041
Lord, June	L	1:1	6	20,526	12	12	21,312
Madison, Tara	B	K	6	26,255	3	3	27,041
Martin, Romell	B	PreK	6	20,526	12	12	21,312
Melchiorre, Gloria	PJHS	1:1	6	26,255	3	3	27,041
Painter, Angela	B	K	6	20,526	12	12	21,312
Palmisano, Dottie	B	K	6	20,526	12	12	21,312
Parks, Heather	L	Basic Sk.	6	26,255	3	3	27,041
Pugh, Phoebe	L	Sp. Ed.	6	26,134	1	2	26,975
Quarles, Daryus	PJHS	2:1	6	26,255	3	3	27,041
Scott, Erica	L	Sp. Ed.	6	26,255	3	3	27,041
Sierocinski, Cheryl	B	Basic Sk.	6	26,255	3	3	27,041
Strube, Samantha	L	Sp. Ed.	6	26,255	3	3	27,041
Wellington, Haley	B	PSD	6	26,255	3	3	27,041

T. Recommend approval to appoint the following part time aides for the 2022-2023 school year. Part time positions work 3.8 hours per day not to exceed 19 hours per week. All appointments are contingent on enrollments and the number of students with Individual Educational Programs (IEP) requiring aides. (Paulsboro Junior High School noted as PHS-JR, Billingsport School noted as B and Loudenslager School noted as L). Terms and conditions of employment are as per agreement with the Paulsboro Education Association.

Aide	School	Position	2021-2022		2022-2023	
			Salary/ Hour	Step	Step	Salary/ Hour
Relation, Marietta	L	Inclusion	23.72	2	3	24.49
Daniel Mack	L	Inclusion	23.67	1	1	24.38

U. Recommend approval to appoint the following employees for the 2022-2023 school year. Terms and conditions of employment are as per agreement with the Paulsboro Education Association.

Name	Work Day or Work Year	2021-2022		2022-2023	
		Step	Salary	Step	Salary
			(in \$)		(in \$)
<b>Cafeteria Worker</b>					
Linda Brandt	5.0 hours	9	19.15	9	19.80
<b>Custodians</b>					
Anderson, Cindy	(12 month)	7	34,741	8	37,129
Baker, Elena	(12 month)	1	31,111	2	32,079
Jenkins, Shirley	(12 month)	6	34,101	7	35,279
Johnson, Jacqueline	(12 month)	5	32,988	6	34,429
Moran, Kathleen	(12 month)	6	34,101	7	35,279
Ottinger, James	(12 month)	6	34,101	7	35,279
Ponter, John	(12 month)	9	38,411	9	39,011
Roane, Dietra	(12 month)	9	38,411	9	39,011
Robinson, Michael	(12 month)	7	34,741	8	37,129
Robinson, Robert	(12 month)	1	31,111	2	32,079
Samalonis, Donna	(12 month)	1	31,111	2	32,079
Weiss, Dennis	(12 month)	9	38,411	9	39,011
<b>Grounds</b>					
Baker, Robert	(12 month)	2	31,991	3	33,091
<b>Maintenance</b>					
McEwen, Earl	(12 month)	6	40,934	6	41,534
<b>Secretaries</b>					
Croce, Theresa	(12 month)		55,919		55,919
Cucinotta, Rita	(10 month)	10	42,511	10	43,345
Gerace, Diana	(10 month)	1	35,817	2	36,981
Giovannitti, Adina	(12 month)	10	51,014	10	52,014
Hoehn, Joann	(12 month)	10	51,014	10	52,014
Ingram, Chardae	(12 month)	9	49,014	10	52,014
Phillips, Lisa	(12 month)	10	51,014	10	52,014
Thomas, Tahje	(10 month)	5	36,888	6	38,637
<b>Bus Drivers</b>					
Aspell, Ann	(10 month)	3	26.28	3	26.93
Polimeni, Marie	(10 month)	3	26.28	3	26.93
Tarpley, Andra	(10 month)	3	26.28	3	26.93
<b>Bus Aides</b>					
Emerich, Kelli	(10 month)	2	13.65	2	14.30
Garretson, Theodore	(10 month)	2	13.65	2	14.30
Wood, Lillie	(10 month)	2	13.65	2	14.30
<b>Computer Technician</b>					
Wendy Glocker	(12 month)	1	55,007	2	59,263
<b>Network Technician</b>					

Shannon, Matthew	(12 month)	1	65,000	2	67,015
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- V. Recommend approval to appoint Danielle Richardson for the 2022-2023 school year to the position of Part Time 10 Month Secretary at the Paulsboro Junior / Senior High School. Ms. Richardson will work 29 hours per week at \$20.00 per hour. This is a part-time position for 10 months that does not include benefits.

Informational: Ms. Richardson served in the same position during the 2021 – 2022 school year.

- W. Recommend approval to appoint Lisa Capasso for the 2022-2023 school year to the position of Part Time Business Office Secretary. Ms. Capasso will work 20 hours per week at \$26.00 per hour. This is a part-time position for 12 months that does not include benefits.

Informational: Mrs. Capasso served in the same position during the 2021 – 2022 school year.

- X. Recommend approval for the following Part Time Helpdesk Technicians Norman Scott for the 2022-2023 school year to the position of Part Time Helpdesk Technician. Mr. Scott will work 29 hours per week at \$20.00 per hour. This is a part-time position for 10 months that does not include benefits.

Informational: Mr. Scott served in the same position during the 2021 – 2022 school year. The Part Time Helpdesk Technicians will assist with Credit Recovery Program, configuring promethean panels, reimaging computers, power washing each Chrome book, inventory, distribution, assisting teachers with first level support.

- Y. Recommend approval to appointment of 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 months position that does not include benefits.

Informational: Mr. Ridinger served in the same position during the 2021 – 2022 school year.

- Z. Recommend approval to reappoint for the 2022 – 2023 school year District Consultant Frank Domin. Mr. Domin will continue to review the documentation for the existing Regular Operating District (ROD) grants, prepare applications for reimbursement from the New Jersey School Development Authority (SDA) and handle other work that needs to be completed so that the Paulsboro Board of Education receives reimbursement for that portion of the 2015 Bond Referendum ROD projects that have already been completed. Mr. Domin will work an additional not to exceed 100 hours at the same rate as before of \$55.00 per hour.

Informational: Mr. Domin is a retired School Business Administrator with ROD grant experience. Mr. Domin served in the same position during the 2021 – 2022 school year.

Mr. Domin will continue to complete the following tasks:

- Determine where the district is with the ROD grant applications.
- Determine the status of required paperwork.
- Ascertain the status of projects with the School Development Authority (SDA).
- Prepare required paperwork for reimbursement.
- Monitor and amend documentation as it moves through the SDA approval process.

- AA. Recommend approval to appoint Shaun O’Bryant to the position of Part-Time Director of Technology effective July 1, 2022 – June 30, 2023. Mr. O’Bryant will earn \$35.00 per hour not to exceed 29 hours per week. This is a part-time position that does not include benefits.

Informational: Mr. O’Bryant served in the same position during the 2021 – 2022 school year.

- BB. Recommend approval to contract with Patricia Applegate for the position of Part Time Student Support Services Interventionist for the Paulsboro Junior / Senior High School. Ms. Applegate will earn \$40.00 per hour not to exceed 15 hours per week. The position is grant funded through Elementary and Secondary School Emergency Relief Fund (ESSER II).

Informational: Ms. Applegate served in the same position during the 2021 – 2022 school year.

CC. Recommend approval to appoint Riley McHale to the position of Part-Time Intervention Aide at Loudenslager Elementary School. Ms. McHale will work 29 Hours per week at \$20.00 per hour. This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background review.

Informational: This is a temporary grant funded position that is funded through Elementary and Secondary School Emergency Relief Funds (ESSER II) as long as funds are available. Ms. McHale served in the same position during the 2021 – 2022 school year.

DD. Recommend approval to appoint Jillian Garren to the position of Special Education Grade 4 Teacher at Loudenslager Elementary School. Ms. Garren will earn MA Step L \$69,648.00 prorated for the remainder of the 2021-2022 school year. This recommendation is contingent on completion of all required paperwork and the Criminal History Background Review.

Informational: Mrs. Suter-Garren is a graduate of Paulsboro High School and is currently working as a special education teacher for the East Greenwich School District. Mrs. Suter-Garren has 8 years of experience and will be replacing Ms. Amber Berry whose resignation was approved on February 22, 2022 Board of Education Meeting. Interviews were conducted and references checked by Loudenslager Elementary School Principal Matthew Browne.

EE. Recommend the following Mentor/Buddy Teachers at Billingsport Early Childhood Center, Loudenslager Elementary School and Paulsboro Junior High School for the remainder of the school year:

<b>Subject</b>	<b>New Staff Member</b>	<b>Buddy</b>	<b>Mentor</b>
Grade 5 Teacher LES	Aprilanne Leonard		Shaun Darby

Informational: When a novice teacher is hired, they are issued a Provisional Certificate. Upon the completion of two years of successful teaching, the Provision Certificate converts to a Standard Certificate. During the first year with a Provision Certificate, the teacher must be assigned a mentor teacher. The provisional teacher pays a stipend to the mentor. Experienced teachers who begin work in the Paulsboro Public Schools are assigned a buddy teacher to help orient and guide them through their first year of service. This is a local requirement not one imposed by the state. The buddy teachers are not paid but rather serve as a professional courtesy to their colleagues.

FF. Recommend approval to accept the resignation, with intent to retire, of Loudenslager Elementary School 4<sup>th</sup> Grade Teacher William Tuff, Jr. effective June 30, 2022.

Informational: Mr. Tuff served the Paulsboro Public Schools for 17 years.

GG. Recommend approval for Rowan University Clinical Student Donna Keane to complete her Full Year Clinical Practice I & II with Loudenslager Elementary School Third Grade Regular Education Teacher Bonny McHale and Fifth and Sixth Grade Special Education Teacher Elaine Andrus during the 2022-2023 school year.

Placements will be the following:

Clinical Practice I Elementary, Fall 2022, September 6, 2022 through December 14, 2022.  
Clinical Practice II Elementary, Spring 2023, January 2, 2023 through May 5, 2023.

Informational: During Clinical Practice also known as Student Teaching, the college students will observe in the classroom then gradually assume all of the duties of the cooperating teacher. A university supervisor will make a number of formal visits to the classroom in order to evaluate the student teacher and consult with the cooperating teacher.

HH. Recommend approval of a Family Leave of Absence for Staff #2124 DOH 2/12/2019, with the following terms and conditions:

Dates of Leave

Terms and Conditions of Leave

Wednesday, April 20, 2022 - Friday, June 10, 2022

With pay; benefits are waived by use of accumulated sick and personal leave congruently with FMLA (37 days)

Tuesday, August 30, 2022- Friday November 18, 2022

Without pay; benefits, are waived.(56 days) NJMFLA

- II. Recommend approval to appoint Paige Bays to the position of Part-Time Hall Monitor at Loudenslager Elementary School. Ms. Bays will work 29 Hours per week at \$20.00 per hour. This is a part-time position for 10 months that does not include benefits. This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background review.

Informational: This is a temporary grant funded position that is funded through Elementary and Secondary School Emergency Relief Funds (ESSER II). Interviews were conducted and references checked by Loudenslager Principal Matthew Browne.

- JJ. Recommend approval to appoint Tiffanie Thomas to the position of Part-Time Hall Monitor at Loudenslager Elementary School. Ms. Thomas will work 29 Hours per week at \$20.00 per hour. This is a part-time position for 10 months that does not include benefits. This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background review.

Informational: This is a temporary grant funded position that is funded through Elementary and Secondary School Emergency Relief Funds (ESSER II). Interviews were conducted and references checked by Loudenslager Principal Matthew Browne.

- KK. Recommend approval to accept the resignation of Loudenslager Elementary Part-Time Intervention Teacher Eileen Gattuso effective April 1, 2022.

- LL. Recommend approval to accept the resignation of Loudenslager Elementary School Part-Time Computer Technician Charlie Brown effective April 1, 2022.

- MM. Recommend approval of the following administrator salary be partially funded through Federal Elementary and Secondary Education Act (ESEA)/Title I funds for the 2021-2022 School Year.

<u>Administrator</u>	<u>% of</u>	<u>ESEA Salary</u>
Christine Lindenmuth	24%	\$30,000.00

Informational: This posting is required as part of the Federal grant regulations. The original stated Title IV instead of Title I.

***Originally approved -***

*Personnel - Item R from the September 27, 2021 Agenda read:*

- R. Recommend approval of the following administrator salary be funded through Federal Elementary and Secondary Education Act (ESEA)/Title IV funds for the 2021-2022 School Year:

<u>Administrator</u>	<u>% of</u>	<u>ESEA Salary</u>
Christine Lindenmuth	27%	\$30,000.00

Informational: This posting is required as part of the Federal grant regulations.

- NN. Recommend approve for the following staff that have agreed to review and revise district curriculum for the 2021-2022 School Year:

Lisa Kuhnel-Morrison, Prudence Hanley, Rebecca Richardson, Krista Lange, Lauren Brassill, Francine Faltz, Thomas Damming, Pamela Sichelstiel, Leslie O'Brien, Barbara Thomson, Kelly Moncrief, Monica Garner, Noreen DeMarco.

The budget for this work was approved and is being conducted in accordance with the 5-year Curriculum Revision Cycle for the 2021-2022 SY and compliance standards of the New Jersey Department of Education.



Roll call vote: (no and abstentions noted)  
 Robert Davis –N, O, R,W,Y, DD  
 Joseph Lisa – yes to all  
 Elizabeth Reilly – yes to all  
 Markee Robinson – R, W, CC, DD, II, JJ  
 Danielle Scott – O (no to Paul Sommers, Kristen Reid) W, Y; abs: O (Tina Morris only), R (Tracey Scott only), S (Erica Scott only)  
 Tyesha Scott – O (no to Stacey Dimeo, Kristen Reid, Paul Sommers), W, Y, DD abs: O (Tina Morris only), R (Tracey Scott only), S (Erica Scott only)

**MOTIONS FAILED:**

- O\* (K. Reid, P. Sommers only)
- R\*\* (Tracey Scott only)
- W
- Y
- DD

**MOTIONS PASSED**

- N, P, Q, R\*\*, S, T, U, V, X, Z, AA, BB, CC, DD, EE, FF, GG, HH, II, JJ, KK, LL, MM, NN

- \* Part of the PAA SY21-24 board approved contract
- \*\* Item R passes with the exception of Tracey Scott

***Originally approved -***

*Staff And Curriculum Development - Item A from the June 28, 2021 Agenda read:*

- A. *Recommend approval to commence with curriculum revision and rewriting in accordance with the Curriculum Revision Schedule. This work will commence July 2021 and end April 2022.*

*Informational: This recommendation includes approval for all appropriately certified staff members in the district to have the opportunity to be hired as curriculum writers at their contractual rate of \$40.00 per hour per the PEA Agreement. Teachers will work under the direction of the Director of Curriculum, Instruction and Assessment with the objective of bringing the given subject areas current with the New Jersey Student Learning Standards and New Jersey Department of Education recommendation. The Curriculum Revision Schedule was approved by the Board of Education on October 26, 2020 and is a required plan for ongoing review, revision, updating and purchase of materials in all areas of the instructional program.*

*The purpose of the Curriculum Revision Schedule is to create a plan for the ongoing review, revision, updating and purchase of materials in all areas of the instructional program.*

*The review process will result in an updated curriculum as well as the purchase of textbooks, teaching materials, technology resources, etc. of the area under review.*

*Five elements will be considered when a curriculum area is being revised: Investigation, Budget, Selection, Customize Curricula, and Implementation. Below is a list of those elements with a suggested timeframe for each.*

<b><i>TIMEFRAME</i></b>	<b><i>ELEMENT</i></b>
<i>September – June</i>	<i>Investigate programs, materials, textbooks, etc. that align with state standards and needs of Paulsboro students.</i>
<i>January – April</i>	<i>Prepare a budget for purchase of materials and curriculum writing.</i>
<i>April – June</i>	<i>Select/adopt a curricular program, etc.</i>
<i>June</i>	<i>Purchase adopted instructional materials.</i>
<i>July – August</i>	<i>Customize local curricula to meet the needs of the students and requirements of the state.</i>
<i>September</i>	<i>Implement the new curriculum</i>

*During the year a given curriculum area is reviewed, the PreK – 12 program will be considered so that the content is articulated districtwide. It may be necessary to revise this*

Curriculum Revision Schedule to accommodate the mandatory implementation of new state standards.

The table below organizes subject areas into years in which they will be reviewed.

SUBJECT AREA	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Language Arts Literacy			X		
Mathematics	X (PHS)			X (All)	
Science	X				
Social Studies					X
STEAM					X
World Language		X			
Music			X		
Business Education				X	
Technology/Engineering			X		
Physical Education/Health		X			
Art	X				
Gifted and Talented					X
Industrial Arts/Nutrition				X	
English Language Learners		X			

Informational: The Curriculum Review Schedule process is an effective way to assure that curriculum, textbooks and other teacher resource materials are current. This process allows the Board of Education to allocate money on a regular basis for curriculum, textbooks and resource material purchases.

**STAFF AND CURRICULUM DEVELOPMENT A - D:** 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 Staff and Curriculum Development Items A-D.

- A. Recommend approval appointing the following staff to serve on the Affirmative Action Team to conduct the needs assessment and complete the Comprehensive Equity Plan retroactive for the 2022 - 2025 school years.

John Giovannitti, District Affirmative Action Officer; James Pandolfo, Jennifer Hoffman, Lauren Abbott, Christine Lindenmuth, Erica Scott, Renee Smallwood-Thigpen, Triana Hernandez and Jacqueline Johnson.

Informational: The Comprehensive Equity Plan enables school districts, charter schools and renaissance school projects to demonstrate compliance with all applicable laws, codes, and regulations, including, but not limited to, the following:

**Federal Laws**

- Titles VI and VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Equal Pay Act
- The Americans with Disabilities Act of 1990
- Individuals with Disabilities Education Act (I.D.E.A.)

**State Laws**

- Article I, Paragraph 5 of the New Jersey State Constitution
- N.J.S.A.18A:36-20, Equality in Educational Programs
- N.J.S.A.10:5 New Jersey Law Against Discrimination
- New Jersey Administrative Code (N.J.A.C.) 6A:7
- N.J.S.A. 18A:35-1, History of the United States and New Jersey
- N.J.S.A. 18A:36-20, Prohibition of Discrimination

- B. Recommend approval for Superintendent Dr. Roy Dawson III to attend the New Jersey Association of School Administrator’s Spring Leadership Conference 2022. The Balancing Act: Connecting Life, Leadership and Wellness on May 18 - 20, 2022 at Harrah's Waterfront Conference Center in Atlantic City, New Jersey.

Informational: The three-day professional day training are on topics related to school organization and leadership. Topics include are Special Education, school safety, curriculum design, QSAC compliance, and transforming student achievement into practice. Various workshops are related to the Superintendent’s position. There is no cost to the Board of Education.

- C. Recommend approval for Business Administrator's Secretary Lauren Abbott and Payroll Secretary Michelle Jankauskas to attend New Jersey Association of School Business Officials (NJASBO) sponsored professional development workshops on May 19, 2022.

Informational: NJASBO programs are offered to all administrative assistants, secretaries, and clerks working in the business office and/or superintendent’s office. The content of the programs is directly related to the positions of Administrative Assistants and Payroll Administrators. The cost for attending these workshops will not exceed \$300.00.

- D. Recommend approval to offer the Winning Mindset training during the staff in-service day occurring on Friday, May 6, 2022.

Informational: This workshop is the second session of the mindset training offered by the Zannetti group. The objectives of the workshop align with local and state initiatives regarding restorative practices and positive teacher reinforcement in the classroom. The workshop will be held in the Paulsboro High School cafeteria and will be paid for utilizing grant funds.

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott, and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by Mr. Lisa and seconded by Mr. Robinson to approve Staff and Curriculum Development Item E.

- E. Recommend approval for Natalie Fisher, Pre-School Intervention and Referral Team (PIRT) member, to attend the Masonic Model Student Assistance Program on May 17, 18, and 19, 2022.

Informational: The Masonic Model Student Assistance Program teaches educators to work as a team to assist students who are “at risk”. The objective is to provide early and effective interventions using resources readily available in the school community. The PIRT specialist is a required position for Paulsboro Public Schools Pre-school program and this training is necessary for the development of that position. The workshop is free and the request for reimbursement for transportation will not exceed \$75.00.

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott

MOTION CARRIED

**F. Informational - Enrollment and Class Size:**

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

Grade	Enrollment - April 15, 2022						
	2016	2017	2018	2019	2020	2021	2022
Pre- School Age 3 & 4	57	69	61	78	83	52	61
K	104	99	92	105	89	81	77
1	111	83	88	85	85	85	84
2	79	86	80	83	79	76	88
3	56	60	102	89	82	93	89

Grade	Enrollment - April 15, 2022						
	2016	2017	2018	2019	2020	2021	2022
4	65	68	56	98	81	81	95
5	64	57	75	61	96	82	86
6	53	82	57	70	58	99	88
7	73	68	93	70	71	61	99
8	62	81	67	92	66	75	70
Self-Contained Special Education Billingsport/Loudenslager*	26	26	19	19	22	15	23
<b>Grand Totals</b>	<b>750</b>	<b>779</b>	<b>790</b>	<b>850</b>	<b>812</b>	<b>800</b>	<b>860</b>

\* 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 – April 15, 2022						
	2016	2017	2018	2019	2020	2021	2022
9	63	80	94	91	107	101	116
10	82	80	78	84	82	101	97
11	80	80	65	78	73	73	82
12	78	93	85	64	82	84	74
<b>TOTAL</b>	<b>303</b>	<b>333</b>	<b>322</b>	<b>317</b>	<b>344</b>	<b>359</b>	<b>369</b>

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

Grade	Number of Students per Class as of April 15, 2022					
	Pre-School	11	11	11	10	9
Kindergarten	19	20	19	19		
1	21	21	21	21		
2	23	20	23	22		
3	21	22	22	24		
4	23	25	21	23	3	
5	20	22	22	21	1	
6	22	20	21	22	3	
Special Education		6	8	9		

**INSTRUCTIONAL SERVICES 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. Robinson to approve Instructional Services Items A-B.

A. Recommend approval to operate an academic enrichment and credit recovery programs for students in grades 7-12 at Paulsboro Junior/Senior High School from Monday, June 27, 2022 through Wednesday, August 3, 2022. Paulsboro Junior/Senior High School administration will implement and supervise this program.

Informational: The purpose of the summer enrichment program is to provide experiences for students that are unique and engaging to prevent the learning loss that occurs when children are not in school. Credit recovery programs allow students to make up previously failed course credit with additional support to keep students on track for promotion to the next grade level. This program will be funded through ESSER II and ARP ESSER grant monies.

B. Recommended approval to operate an Extended School Year (ESY) program for students classified with educational disabilities as required by their Individualized Education Plans (IEP). The program will be conducted at Paulsboro High School from Monday, June 27, 2022 through Monday, August 1, 2022 for students in grades 7-12 Grade. The Director of

Special Services Stacey DiMeo will be the lead for this program. Paulsboro Junior/Senior High School administration will implement and supervise this program.

Informational: The Individuals with Disabilities Education Act (IDEA) requires schools to provide Extended School Year (ESY) programs for those students who will suffer significant learning losses if they do not continue their schooling through the summer months. The need for ESY is specifically stated and justified in the student’s IEP.

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott, and Greenwich Township Representative Roseanne Lombardo

MOTION CARRIED

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

Motion was made by Mr. Lisa and seconded by Mr. Robinson to approve Instructional Services Items C – E.

- C. Recommended approval to operate an Extended School Year (ESY) program for students classified with educational disabilities as required by their Individualized Education Plans (IEP). The program will be conducted at Billingsport Early Childhood Center from Monday, June 27, 2022 through Monday, August 1, 2022 for students in grades Preschool through Sixth Grade. The Director of Special Services Stacey DiMeo will be the lead for this program. Billingsport Early Childhood Center Principal Tina Morris will be the Principal for ESY.

Informational: The Individuals with Disabilities Education Act (IDEA) requires schools to provide Extended School Year (ESY) programs for those students who will suffer significant learning losses if they do not continue their schooling through the summer months. The need for ESY is specifically stated and justified in the student’s IEP.

- D. Recommended approval to operate an Academic Enrichment Program for students in grades K-6 at Billingsport Early Childhood Center from Monday June 27, 2022 through Monday August 1, 2022. Loudenslager Elementary School Principal Matthew Browne and Billingsport Early Childhood Center Principal Tina Morris will collaborate to implement and supervise this program.

Informational: The purpose of this summer enrichment program is to provide intervention instruction for students who require additional academic support to reduce summer learning loss. This program will be funded through the ESSER II Grant.

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

Case #	Grade:	Hours of Instruction
333553	01	Student will be placed on Home Instruction awaiting placement. This student will receive Home Instruction from Paulsboro Public Schools for a minimum of 10 hours a week. Start date was 4/13/2022.

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott

MOTION CARRIED

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

Motion was made by Mr. Lisa and seconded by Mr. Robinson to approve Student Activities Items A-E.

- A. Recommend approval for Shane Karolyi, Success Coach & Rowan University Advisor, to present to the Sophomore Class on Tuesday, April 26, 2022 for a Keynote Session along with two (2) break-out sessions.

Mr. Shane Karolyi, a life and success coach with tremendous experience speaking at high schools in South Jersey, specializes in social-emotional and experiential learning. Mr. Karolyi has a wealth of knowledge working with young people, including at Rowan University, at Urban Promise in Camden and abroad volunteering internationally. While the 7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup> and 11<sup>th</sup> grades are in testing and much of the 12<sup>th</sup> grade is on senior trip, we would like Mr. Karolyi to present to our 10<sup>th</sup> grade class to assist with planning for their future and creating logical goals that lead to success. The cost of \$1,150.00 will be funded through ARP ESSER. Account Number: 20-488-100-300.

Informational: Mr. Karolyi is a powerful and impactful speaker that will enhance the social-emotional learning of our sophomore class. Expanding our social-emotional learning is both an internal goal of Paulsboro Public Schools along with a state-wide goal through our ASP team (via the NJDOE). Mr. Karolyi would present a keynote session in the auditorium followed by two break-out sessions for more experiential learning in the gym.

- B. Recommend approval to host the 41st Academic Dinner for students in grades 7-12 on Tuesday, May 10, 2022 at 7:00pm. Our cafeteria personnel will prepare the food as done in the past.

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

- C. Recommend approval to host the Paulsboro Junior/Senior High School Prom on Thursday, May 5, 2022 at Auletto’s Catering from 7:00pm to 11:00pm.
- D. Recommend approval to host the 106th Commencement Exercises on Thursday, June 9, 2022 at 6:30pm at Bennet Field with a rain date scheduled for Monday, June 13, 2022.

Informational: The last day of school is Friday, June 10, 2022 all staff and underclassmen will report to school that day.

- E. Recommend approval of the following Spring Junior Varsity Assistant Coach for the 2021-2022 school year with stipends as per agreement with the Paulsboro Education Association.

Sports	Name	Stipend	Step
Boys Baseball Asst. Coach	Shane Kovalesky	\$4,093.00	1

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott, Greenwich Township Representative Roseann Lombardo.

MOTION CARRIED

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

Motion was made by Mr. Lisa and seconded by Mr. Robinson to approve Student Activities Items F – J.

- F. Recommended approval for Billingsport Early Childhood Center staff to host their annual “Donuts with Grown-ups” on Tuesday, May 24, 2022. All students, staff and parents will receive a donut from ShopRite in Gibbstown, New Jersey. In addition, the parents will be invited to participate in this activity either in-person or virtually. This event is fully funded by ShopRite in Gibbstown.

Informational: Billingsport Early Childhood Center has partnered with ShopRite to make the “Donuts with Grown-ups” day a success. These items are valued at approximately \$500.00.

- G. Recommend approval for the 6th Grade Students to participate in a field trip to the Academy of Natural Sciences in Philadelphia, Pennsylvania on Friday, May 27, 2022. The following staff members will chaperone the field trip are Jennifer Hoffman, Thomas Richardson, Toni Howard, Maria Phillips, Gianna Lombardi, and Tamara Diodati.

Informational: The Academy of Natural Sciences is part of Drexel University and is a leading natural history museum dedicated to understanding the natural world and inspiring everyone to care for it. Cost to the Board of Education is school bus transportation is \$342.00.

- H. Recommend approval for the 5<sup>th</sup> Grade Students to participate in a field trip to the Museum of the American Revolution in Philadelphia, Pennsylvania on Friday, April 29, 2022. The following staff members will chaperone the field trip are David Denelsbeck, Louis McCall, Shaun Darby, Aprilanne Leonard, Lauren Brassill, and Phoebe Pugh.

Informational: The Museum of the American Revolution is dedicated to telling the story of the American Revolution and shares compelling stories about the diverse people and complex events that sparked America’s ongoing experiment in liberty, equality, and self-government. Cost to the Board of Education for bus transportation is \$805.00.

- I. Recommend approval to have a Reuse, Reduce and Recycle Assembly for the Billingsport Early Childhood Center students. The assembly will be held on Friday, May 27, 2022 from 9:00am-11:00am in the Multi-Purpose Room.

Informational: Mr. Bill Kerwood will be conducting the Magic of Clean Communities Assembly. He will explain that trash and garbage are all around us, therefore, the students will learn what happens to trash after it is thrown away and explore the concepts of reuse, reduce and recycle. The performance is funded through Gloucester County Clean Communities.

- J. Recommend approval for Billingsport Early Childhood Center to hold its Spring Music Concert on Thursday, May 19, 2022 at 9:00am.

Informational: The Spring Music Concert will feature students from each grade level. This program will be organized and implemented by Music Teacher Tyler Graves at Billingsport Early Childhood Center. The concert will be held outside weather permitted.

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott

MOTION CARRIED

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

Motion was made by Mr. Lisa and seconded by Mr. Robinson to approve Policy Item A.

- A. Recommend approval of a second reading and final adoption of the following Board of Education Policies: **(Attachments)**

<u>Policy Number</u>	<u>Title</u>
2622	Student Assessment
5541	Anti-Hazing

Roll call vote:

Robert Davis (no), Joseph Lisa (no) , Elizabeth J. Reilly (abs), Markee Robinson (abs), Danielle Scott (abs), Tyesha Scott (abs), Greenwich Township Representative Roseann Lombardo (abs).

MOTION FAILED

**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.

**April 2022 Update**

**ROD Grant.** No changes since last report.

**Motion to put Out to Bid for advertising for proposals for an ESCO Energy Service Company.**

Motion was made by Mrs. Lombardo and seconded by Ms. T. Scott to approve the District to advertise for proposals for an ESCO Energy Service Company.

**ESIP Energy Savings Improvement Program.** On March 25, there was a ZOOM presentation of the completed Local Government Energy Audit (LGEA). (Copies of the reports will be available through the Business Office.) Anisah Coppin, John Swanson, Frank Domin and the representatives from New Jersey’s Clean Energy Program reviewed the completed reports for each building. Prior to advertising for proposals for an ESCO, Energy Service Company that will use the audit to recommend and implement an Energy Savings plan, the RFP has to be submitted to the Board of Public Utilities for approval. The RFP has been prepared and submitted to the BPU.

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott, Greenwich Township Representative Roseann Lombardo.

MOTION CARRIED

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

Motion was made by Mr. Robinson 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 2021-2022 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. .

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott, Greenwich Township Representative Roseann Lombardo.

MOTION CARRIED

ORGANIZATION/ PERSON	ACTIVITY	FACILITY	CONTACT
Paulsboro Wrestling Club	Gymnasium 8:00-2:30 Cafeteria 11:00-12:00 June 20, 21, and 22 <sup>nd</sup> . 2022.	Cafeteria and Gymnasium	Paul Morina

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

Motion was made by Mr. Lisa and seconded by Mr. Robinson to approve Finance Items A-F.

- A. Recommend approval to renew an agreement with The Schools Health Insurance Fund (SHIF) with carriers Aetna and AmeriHealth for the period July 1, 2022 – June 30, 2023 with the following rates and coverages:

Coverage Level	Medical			
	Direct Access 15 Plan Monthly Premium		Direct Access 20 Plan Monthly Premium	
	2021-2022	2022-2023	2021-2022	2022-2023
Single	\$968.00	\$1,017.00	\$1,098.00	\$1,153.00
Husband/Wife	\$1,936.00	\$2,033.00	\$2,196.00	\$2,306.00
Parent/Child(ren)	\$1,647.00	\$1,730.00	\$1,866.00	\$1,960.00
Family	\$2,615.00	\$2,746.00	\$2,964.00	\$3,113.00

Coverage Level	Medical			
	Educators Plan Monthly Premium		Horizon Omni Plan Monthly Premium	
	2021-2022	2022-2023	2021-2022	2022-2023
Single	\$967.00	\$1,015.00	\$613.00	\$644.00
Husband/Wife	\$1,935.00	\$2,032.00	\$1,224.00	\$1,285.00
Parent/Child(ren)	\$1,646.00	\$1,729.00	\$1,042.00	\$1,094.00
Family	\$2,613.00	\$2,744.00	\$1,654.00	\$1,737.00

Coverage Level	Medical	
	Garden State Plan Monthly Premium	
	2021-2022	2022-2023
Single	\$930.00	\$977.00
Husband/Wife	\$1,861.00	\$1,954.00
Parent/Child(ren)	\$1,583.00	\$1,662.00
Family	\$2,514.00	\$2,640.00

Informational: The rates for the 2022-2023 school year reflect a 5.02% increase compared to the current year. In July, the Garden State Plan will be offered per Chapter 44, P.L. 2020. It is a mandated plan with the same salary contribution schedule as the NJ Educators Plan.

Schools Health Insurance Fund (SHIF) is a fully funded public sector trust. Its members include 100 school districts in New Jersey. Renewals are “pooled” so all members receive the same renewal and surplus is divided among the members. The SHIF returned \$10,415.13 in form of a dividend to Paulsboro Public Schools in 2021-2022.

- B. Recommend approval to renew the agreement with Delta Dental to provide employee dental insurance for the period July 1, 2022 – June 30, 2023 with the following coverages and rates:

Coverage Level	Delta Dental	
	Monthly Premium	
	2021-2022	2022-2023
One Party	\$32.81	\$32.81
Two Party	\$55.35	\$55.35
Three Party	\$89.73	\$89.73

Informational: The rates recommended for the 2022-2023 school year reflect a 0.0% increase compared to the current year. Delta Dental has provided coverage for the District since 1986.

- C. Recommend approval to continue the agreement with the RX Alliance/Public Employer Benefits Trust and Benecard’s management strategies to provide employee prescription insurance for the period July 1, 2022 – June 30, 2023.

Rates are as follows:

Coverage	Direct Access Monthly Premium	
	2021-2022	2022-2023
Single	\$313.83	\$326.38
Husband/Wife	\$610.08	\$634.48
Parent/Child(ren)	\$377.52	\$392.62
Family	\$734.34	\$763.71

Coverage	NJ Edu./GSP Monthly Premium	
	2021-2022	2022-2023
Single	\$294.53	\$306.31
Husband/Wife	\$572.56	\$595.46
Parent/Child(ren)	\$354.30	\$368.47
Family	\$689.18	\$716.75

Informational: The rates for the 2022-2023 school year reflect a 4.0% increase compared to the current year. In July, the Garden State Plan will be offered per Chapter 44, P.L. 2020. It is a mandated plan with the same salary contribution schedule as the NJ Educators Plan.

The Rx Alliance/Public Employer Benefits Trust is a fully funded public sector trust. Its members include 64 school districts and municipalities in New Jersey). Renewals are “pooled” so all members receive the same renewal.

- D. Recommend approval the renewal of an agreement with Bollinger Specialty Group to provide student accident coverage for the period July 1, 2022-June 30, 2023 with a change in provider to Mutual of Omaha with a premium of \$30,925.00.

Informational: This is a reduction in cost of \$6,511.00 or 17.4% the current premium with Zurich. There is difference in policy format, is that Mutual of Omaha offers a combination of Base Coverage that is integrated Catastrophic Coverage while Zurich offered the same coverage limits through a single contract. Zurich’s offer for 2022-2023 is \$35,569. Mutual of Omaha has offered this rate for 2 years.

- E. Recommend approval to enter into an agreement with the Gloucester County Special Services School District (GCSSSD) for “Participation in the Cooperative Transportation Services for the 2022 - 2023 School Year.”

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

- F. Recommend approval to continue the contract with Brett Dinovi and Associates to provide contracted services as a Behavioral Health Technicians/Specialist and a Board Certified Behavioral Analyst For Extended School Year '22 and '22-'23 School year.

The contract will start on June 28, 2022 and conclude on June 30, 2023, with options to renew for the 2023-2024 and 2024-2025 school years. The Behavioral Health Technicians/Specialists will be paid a rate of \$55.00 per hour with a minimum 2.5 hours required per week for prep work.

Likewise, the Board Certified Behavioral Analyst will be paid a rate of \$130.00 per hour with a minimum 2 hours required per week for prep work. The contract will be funded out of grant funds, specifically ARP ESSER funds at an amount not to exceed \$330,000.00 total.

Extended School Year - Two Behavior Health Technicians and BCBA consult \$11,400.00.

2022-2023 School Year Four Behavior Health Technicians and BCBA consult \$309,960.00

Informational: The District solicited proposals from qualified Behavioral/Mental Health organizations in the State of New Jersey to provide in-school mental health services to support students and staff through a variety of methods and techniques. It is the intention of the Paulsboro Board of Education to contract 4 Registered Behavioral Health Technicians/Specialists (RBT) and 1 Board Certified Behavioral Analyst (BCBA) to provide in-school services, five days per week during the normal course of the school year. These services will support our students with their social, emotional, and behavioral needs. This support is essential in helping our students achieve success within our schools and assist in our ability to keep our students in district (their least restrictive environment) and help limit out of district placements. As we move forward with our additional programming, support will be provided not only at the elementary level but at the middle and high school levels as well. The goal is to train our staff to turn-key learned information to provide the best support possible for our students.

Roll call vote:

Robert Davis (no – F), Joseph Lisa, Elizabeth J. Reilly (no –F), Markee Robinson (no –F), Danielle Scott (no –F), Tyesha Scott (no –F), Greenwich Township Representative Roseann Lombardo (no-F).

MOTION CARRIED – Items A-E

MOTION FAILED – Item F

**G. 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	\$6218.59
February	\$108,423.67	\$79,942.34	\$28,481.33
March	\$138,762.55	\$101,836.89	\$36,925.66
<b>Year to Date</b>	<b>\$696,784.37</b>	<b>\$581,908.78</b>	<b>\$114,875.59</b>



**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
<b>Year to Date</b>	<b>64,082</b>	<b>103,019</b>	<b>167,101</b>

**FINANCE H:** The Greenwich Township Representative may not vote on items in this section of the agenda.

Motion was made by Mr. Lisa and seconded by Mr. Robinson to approve Finance Item H.

- H. Recommend approval to enter into a Partnership with the Camden County Educational Services Commission and the Southern Region Early Childhood Collaborative, a preschool expansion consultant group for the following:

For the remainder of the 2021-2022 school year Preschool Consultation and collaborative not to exceed \$7,155.00

For the 2022-2023 school year Preschool Consultation /Collaborative and Master Teacher not to exceed \$60,757.50.

Informational: The Southern Region Early Childhood Collaborative is a Preschool Expansion Consultant & Master Teacher Staffing-Shared Service to help districts establish a standard of excellence for a high quality preschool. It will be made up of several school districts, a program consultant, and a master teacher. The Collaborative’s mission is to share in the development, implementation, monitoring, and costs of a high-quality early learning program. Members of the Collaborative will receive consultation, guidance, and support from a program consultant with 20 years experiences in early childhood education including teacher, master teacher, and director. Consultation services will include a needs analysis, program plan and budget development/updates, classroom quality assessments, NJDOE grant compliance prep/reporting, curriculum and assessment training, oversight of (PIRT) Preschool Intervention and Referral Team process, P-3 transition, and support with inclusion.

Roll call vote:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tyesha Scott

MOTION CARRIED

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

Motion was made by Mr. Lisa and seconded by Mr. Robinson to approve School Safety Item A.

- A. Recommend that the Board of Education confirm the decision of the Superintendent of Schools for the following cases investigated as possible Harassment, Intimidation and Bullying (HIB) situations at 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
LES03212022	03/21/2022	Complete	Kayla Callaway , Anti-Bullying Specialist	Confirmed Unintentional Schedule Change, Suspension 2 days

Case Number	Date of Incident	Status of Investigation	Names of Investigators	Type and Nature of Discipline Imposed
				Parent Conference

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:

Robert Davis, Joseph Lisa, Elizabeth J. Reilly, Markee Robinson, Danielle Scott, Tysha Scott

MOTION CARRIED

B. Informational: Report of School Security Drills

<b>Report of Paulsboro Public Schools Security Drills</b>				
Type of Drill	Notation	Schools		
		Paulsboro Junior / Senior High	Loudenslager Elementary	Billingsport Early Childhood Center
Fire Evacuation	Each school must conduct one per month	09/09/2021 10/14/2021 11/01/2021 12/17/2021 01/31/2022 02/10/2022 03/24/2022	09/15/2021 10/25/2021 11/29/2021 12/23/2021 01/19/2022 02/07/2022 03/07/2022	09/14/2021 10/14/2021 11/09/2021 12/08/2021 01/19/2022 02/10/2022 03/07/2022
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
Lockdown	Each school must conduct two annually	11/10/2021 01/28/2022	11/23/2021 01/25/2022 03/15/2022	01/26/2022
Bomb Threat	Each school must conduct two annually			11/17/2021 03/21/2022
Active Shooter	Each school must conduct two annually	02/24/2022	02/22/2022	12/16/2021 02/23/2022
Shelter In Place (Secure Classroom)	Each school must conduct two annually	10/28/2021 12/02/2021	10/18/2021 12/18/2021	10/15/2021
<b>Other Drills</b>				
Bus Evacuation	School District (Annually)	(P7) 11/18/2021 (P5) 11/17/2021		(P1) 04/05/2022
Bus Evacuation	School Routes (2 Annually)	(P7) Bankbridge Elementary 09/21/2021  (P8) Bankbridge Regional 10/04/2021		

<b>Report of Paulsboro Public Schools Security Drills</b>				
<b>Type of Drill</b>	<b>Notation</b>	<b>Schools</b>		
		<b>Paulsboro Junior / Senior High</b>	<b>Loudenslager Elementary</b>	<b>Billingsport Early Childhood Center</b>
		(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	09/30/2021 10/22/2021 11/23/2021 12/21/2021 01/27/2022 02/28/2022 03/30/2022	09/30/2021 10/22/2021 11/23/2021 12/21/2021 01/27/2022 02/28/2022 03/30/2022

\*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**

The following members of the public addressed the Board.

- Cheryl Scott – Complained that the public did not have an opportunity to present comments and/or questions on the budget prior to the Board voting on it.
- Irma Stevenson –Addressed the Board on the hypocrisy of them not approving Jillian Garren for a Special Education teacher position.
- John Giovannitti –Disputed earlier claims that the District did not pay outstanding bills. He informed the Board that the vendor had been paid (and payments to this vendor are listed on the attached April Bills List).
- Board Member Ms. D. Scott – inquired if invoice dates could be placed on the Bills List. The BA responded that the report is a canned report, and the requested information cannot be added.

**NEXT MEETINGS OF THE BOARD OF EDUCATION**

**Regular Meeting**

**Monday, May 23, 2022 at  
7:00p.m. in the  
Paulsboro High School Auditorium**

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

**MOTION TO ADJOURN**

Motion made by Mrs. Lombardo and seconded by Mr. Davis; unanimously carried (7-0) to adjourn the meeting at 9:58 pm.

Respectively Submitted,



Board Secretary

