

# PAULSBORO PUBLIC SCHOOLS

BOARD OF EDUCATION MEETING  
PAULSBORO, NEW JERSEY

## AGENDA

**WEDNESDAY, JULY 26, 2023**

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

6:00 p.m.

**Board of Education Executive Session**

7:00 p.m.

**Board of Education Meeting**

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

### **MISSION STATEMENT**

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

### **CALL TO ORDER**

As required by the Open Public Meetings Act as presiding officer, I announce that adequate notice of this meeting has been provided by mailing on the original date of Wednesday, July 27, 2022 and Monday, September 26, 2022 to the Paulsboro Clerk, Greenwich Township Clerk, Courier Post, South Jersey Times, Secretary of Greenwich Township Board of Education and by posting the schedule of meetings in a public place reserved for such announcements by the Board of Education.

The 2023-2024 Board of Education schedule of meetings was readopted by the Board of Education at the Reorganization Meeting on March 27, 2023.

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**

Michelle Baylor, Theresa Cooper, Frank Damminger, Kyana Evans, Lawrence Haynes, Sr., Joseph Lisa, Markee Robinson, Danielle Scott, Tyesha Scott and Greenwich Township Representative Roseanne Lombardo.

### **EXECUTIVE SESSION**

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.

### **PLEDGE OF ALLEGIANCE**

**PRESENTATIONS:** None at this time.

**RESOLUTIONS:** - None at this time.

**UPCOMING SCHEDULED EVENTS**

*Paulsboro Day: Saturday, September 8, 2023*

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

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

**CORRESPONDENCE:** None at this time.

**OLD BUSINESS**

**A. NOVEMBER 2023 ELECTION - OFFICES OPEN FOR GENERAL ELECTION**

<u>Term of Office</u>	<u>Incumbents</u>
Three (3) three year terms	Markee Robinson Tyesha Scott
One (1) Year Term	Michelle Baylor

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 31, 2023.

**BOARD BUSINESS:**

**A. COMMITTEE OF THE WHOLE:**

**POLICY:**

Chairperson: Mr. Joseph Lisa  
Members: Frank Damminger, Markee Robinson, Danielle Scott

The Committee met Thursday, June 22, 2023.  
5:00 p.m. in the Central Office Conference Room at the Administration Building  
No updates provided.

**HUMAN RESOURCES AND NEGOTIATION:**

Chairperson: Joseph Lisa  
Members: Michelle Baylor, Kyana Evans, Lawrence Haynes, Sr.

The Committee met Tuesday, June 20, 2023.  
5:00 p.m. in the Central Office Conference Room at the Administration Building  
No updates provided.

**BUDGET:**

Chairperson: Joseph Lisa  
Members: Frank Damminger, Lawrence Haynes, Sr., Roseanne Lombardo

The Committee met Tuesday, April 18, 2023.  
5:00 p.m. in the Central Office Conference Room at the Administration Building  
No updates provided.

**FACILITIES:**

Chairperson: Joseph Lisa

Members: Lawrence Haynes, Sr., Markee Robinson

No updates provided.

**CURRICULUM:**

Chairperson: Joseph Lisa

Members: Michelle Baylor, Theresa Cooper, Roseanne Lombardo

Curriculum Meeting was held on Thursday, June 15, 2023

What is the district doing to improve academic performance as viewed in the most recent school rankings and performance reports?

Here are the programs that have been implemented:

Foundations/Wilsons (Early reading and literacy intervention)- this has been phased into Billingsport School

ESPark (K-2) – Online resource that differentiates math and reading instruction based on students individual learning needs. 54% of the students working Below Grade Level improved to At/Above Grade Level.

iReady – (3-6) – online resource that differentiates learning based on student’s needs in ELA and Math. This is Loudenslager’s 1st full year using the program. Teachers use the results to drive classroom instruction. Mr. Brown uses the results to place aides and basic skills instructors in the classroom for 1-1 help, small group instruction or help in the classroom.

Reading – the % of students working 2 or more grade levels below decreased from 88% to 43%. The % of students on or above grade level increased from 12% to 28%.

Math- the % of students working 2 or more grade levels below decreased from 98% to 34%.

The % of students on or above grade level increased from 2% to 26%.

Linkit (7-9)- an assessment management, data analytics and intervention support solution dedicated to improving student performance – this is a test given 3 times a year – this is the 1st year of implementation.

Reading – Average Raw Score on Start Strong grades 7-9 more than doubled from 7 to 14.

The % of students not meeting grade level expectations decreased by 16%.

Math- Average Raw Score on Start Strong grades 7-9 more than doubled from 5 to 11.

The % of students not meeting grade level expectations decreased by 16%.

Attendance – grades 3-9 the % of students who were identified as being moderately to chronically absent decreased 11% from last year to this year.

More robust I&RS process- we are utilizing intervention manager/ Link It, documenting interventions and data.

Loudenslager School was awarded \$6,600 for a School Climate Change Pilot Grant – they will pursue practices and activities that reduce consumption and minimize waste through a reduce, reuse, and recycle program. In efforts to reduce our carbon footprint and its impact on climate change.

We applied for a \$500,000 grant called the Bipartisan Safer Communities Act (BCBA) Stronger Connection Grant (SCG) The district plan is to implement a teen centered program aimed at reducing gang and drug involvement among high-risk youth. The goal is to promote regular attendance, prosocial behavior and meeting personal goals. We are awaiting the results.

Our summer programming began June 19 at Loudenslager and JR/SR High School. We have Jump Start, Summer Enrichment with steam/ fun activities, Credit Recovery and Extended School Year (ESY)

As you can see, in every area of learning we are doing much better. Next year we are going to have a parent night to explain each of these programs to our families and explain the many resources we offer.

Respectfully Submitted, Roseanne Lombardo.

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

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

**REPORT OF THE SUPERINTENDENT**

**EXECUTIVE SESSION**

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

**NEXT MEETINGS OF THE BOARD OF EDUCATION**

**Regular Meeting**

**Wednesday, August 23, 2023, at  
7:00p.m. in the  
Paulsboro High School Auditorium**

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

**MOTION TO ADJOURN**



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

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

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

- A. Approval of Minutes (**Attachments**)
- |                   |               |
|-------------------|---------------|
| Regular Meeting   | June 26, 2023 |
| Executive Meeting | June 26, 2023 |

B. Approval of the June 2023 transfers. (**Attachment**)

C. 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.

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

- A. Informational: All people being recommended for employment must have completed a Criminal History Background Review and met certificate / license requirements along with all necessary paperwork prior to board action unless otherwise noted.
- B. Recommend approval of the substitute teachers on the attached list from ESS (formally known as Source 4 Teachers). (**Attachment**)

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

- C. Recommend approval to grant the Superintendent authority to use a letter of intent to hire staff, as needed, prior to the Wednesday, August 23, 2023, 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 for all Paulsboro Public School employees who hold a valid certificate to teach in New Jersey be approved for the Alternative Education Program (AEP) at Paulsboro Junior / Senior High School for the 2023 - 2024 school year.

AEP Teachers -Acct# 11-140-100-101-01-150

**The teachers will be on a rotating schedule working as follows:**

Teacher # 1	3:00p.m. – 5:00p.m.	2.0 hr. / day	\$40.00 per hour	\$ 80.00 per day
Teacher # 2	5:30p.m. – 7:30p.m.	2.0 hr. / day	\$40.00 per hour	<u>\$ 80.00 per day</u>
				\$160.00

- E. Recommend approval for all Paulsboro Public School employees who hold a valid Principal’s certificate in New Jersey be approved for the Alternative Education Program (AEP) at Paulsboro Junior / Senior High School for the 2023 - 2024 school year.

AEP Administrator/Principal - Acct# 11-000-240-104-01-150

**The following will be working this schedule:**

Administrator/Principal 4:00p.m. – 7:30p.m. 3.5 hr./day at \$40.00 per hour - \$ 140.00 per day

- F. Recommend approval for all Paulsboro Public School employees who hold a valid School Counselor’s certificate in New Jersey be approved for the Alternative Education Program (AEP) at Paulsboro Junior / Senior High School for the 2023 – 2024 school year.

AEP School Counselor – Acct# 11-140-100-101-01-150

**The following will be working this schedule:**

Counselor 3:00p.m. – 5:30p.m. 2.5 hr./day \$40.00 per hour \$ 100.00 per day

Informational: For many years, the Paulsboro Public Schools has operated alternative programs in order to prevent students from dropping out of school as well as develop the skills, behaviors and attitudes required to re-enter the typical day school program at Paulsboro High School and Paulsboro Junior High School.

The Alternative Education Program (AEP) is a twilight program which is open between 3:00 PM and 7:30 PM on Monday through Friday. The AEP serves students in Grades 7 – 12 who are experiencing academic, behavioral, and/or social problems while attending the typical school program during the day. Classes are composed of only a few students so each receives the individual attention from the teacher that is needed for them to grow academically. Students follow the same curricular framework as their counterparts who attend school during the regular school day. The program includes a counseling component designed to help students develop the social and behavior skills needed to return to and flourish in the typical day school program.

- G. Recommend approval of a voluntary transfer of Kathleen Moran from the position of Billingsport Early Childhood Center Night Custodian to Billingsport Early Childhood Center Day Custodian effective start date will be August 14, 2023. Ms. Moran will remain at her current salary of Base - Step 8 - \$37,129.00.

Informational: Ms. Moran will replace Dietra Roane who retired on June 30, 2023.

- H. Recommend approval to appoint Brett Waller to the position of Director of School Safety and Security for the Paulsboro Public School District. Mr. Waller will earn prorated \$75,000.00 for the 2023-2024 school year. This is a 12-month nonunion represented position with same benefits as those delineated in the Board of Education agreement with the Paulsboro Education Association, although this position is not represented by the Paulsboro Education Association. This recommendation is contingent upon completion of all required paperwork and the criminal background review. Resume and /or application are on file in the Administration Building.

Informational: Mr. Waller has over 25 years of law enforcement experience, including significant involvement in school related security. He most recently serves as the Site Supervisor for KD National Force Security Services in addition to his role as School Security Officer at Loudenslager Elementary School. Interviews were conducted by Superintendent Dr. Roy Dawson and Loudenslager Elementary School Principal Matthew Browne.

- I. Recommend approval to appoint Edward DeStefano to the position of Paulsboro Junior High School Social Studies Teacher for the beginning of the 2023-2024 school year. Mr. DeStefano was board approved June 26, 2023, for the Paulsboro High School for the Carpentry Teacher position.

While we are in the process of the New Jersey Department of Education reviewing Mr. DeStefano's documentation that was submitted for his application for Standard Certificate Teacher of Carpentry (2522) we inquired if he would be interested in covering the Junior High School Social Studies Teacher position because he also has a Standard Certificate Teacher of Social Studies (2300). Mr. DeStefano was approved to earn Step O – BA+30 - \$87,094.00 as per the 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. DeStefano has 22 years of experience. Interviews were conducted by Paulsboro Senior High School Principal Paul Morina, and Paulsboro Junior High School Principal Monica Moore Cook.

- J. Recommend approval to appoint Mark Mikell to the position of Paulsboro Public School District HVAC/ Maintenance Technician for the 2023-2024 school year. Mr. Mikell will earn prorated \$45,000.00 for the 2023-2024 school year. This is a 12 month nonunion represented position with the same benefits as those delineated in the Board of Education agreement with the Paulsboro Education Association, although this position is not represented by the Paulsboro Education Association. This recommendation is contingent upon completion of all required paperwork and the criminal background review. Resume and /or application are on file in the Administration Building.

Informational: Mr. Mikell has 4 years of experience and has completed the ACCSC Accredited Heating, Ventilation, Air Conditioning and Refrigeration Program certificate from Pennco Tech in Blackwood, New Jersey. Interviews were conducted by Director of Facilities John Swanson.

- K. Recommend approval to appoint Cristina DiSandro to the position of English as a Second Language (ESL) Teacher for the 2023-2024 school year. Ms. DiSandro will earn Step M – MA+30 - \$75,552.00 as per the 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: Ms. DiSandro has 12 years of experience and currently holds all the required New Jersey certifications for teaching English to speakers of other languages. Other credentials include Apple Certified, Wilson Reading Certified, and Science of Reading trained, and Responsive Classroom trained. Interviews were conducted by Loudenslager Principal Matthew Browne and Director of Curriculum, Instruction and Assessment Christine Lindenmuth.

- L. Recommend approval to appoint Phillip Neff to the position of Supervisor of Curriculum effective September 2, 2023. Dr. Neff will earn \$105,000.00 prorated for the 2023-2024 school year. The position is represented by the Paulsboro Administrators Association (PAA) so terms and conditions of employment are as per the agreement with the Board of Education. 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: Dr. Neff has 17 years of experience and currently holds all the required New Jersey certifications. This is a twelve-month position. Interviews were conducted by Superintendent Dr. Roy J. Dawson III and the Director of Curriculum, Instruction and Assessment Christine Lindenmuth.

- M. Recommend approval to appoint Christina Skanes to the position of Director of District Student Personnel for the 2023-2024 school year effective September 27, 2023, or sooner if a replacement is found for her current position in the other district. Ms. Skanes will earn \$93,000.00 prorated. The position is represented by the Paulsboro Administrators Association (PAA) so terms and conditions of employment are as per the agreement with the Board of Education. 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: Ms. Skanes has 15 years of experience and currently holds all the required New Jersey certifications. This is a twelve-month position. Interviews were conducted by Senior High School Principal Paul Morina and Paulsboro Senior High School Assistant Principal James Pandolfo.

- N. Recommend approval to change the degree status for Paulsboro Junior / Senior High School English Teacher Holly Klein BA Step N - \$77,152.00 to MA - Step N – \$79,552.00 effective August 28, 2023.

Informational: Ms. Klein recently completed her MA at Rowan University.

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

- O. Recommend approval to appoint Scarlett Cooper-Croce to the position of Classroom Instructional Aide at Billingsport Early Childhood Center. Ms. Cooper-Croce will earn Step 1 - \$27,736.00 as per the 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: Interviews were conducted by Billingsport Early Childhood Center Principal Tina Morris and Director of Special Services Stacey DiMeo.

- P. Recommend approval to appoint Mary Morris to the position of Classroom Instructional Aide at Billingsport Early Childhood Center. Ms. Morris will earn Step 3 - \$27,857.00 as per the 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: Ms. Morris has 9 years of experience. Interviews were conducted by Billingsport Early Childhood Center Principal Tina Morris and Director of Special Services Stacey DiMeo.

- Q. Recommend approval to appoint Randal Yorker to the position of Classroom Instructional Aide at Billingsport Early Childhood Center. Mr. Yorker will earn Step 1 - \$27,736.00 as per the 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: Interviews were conducted by Billingsport Early Childhood Center Principal Tina Morris and Director of Special Services Stacey DiMeo.

- R. Recommend approval to appoint Zahra Elharden to the position of Classroom Instructional Aide at Paulsboro Junior High School. Ms. Elharden will earn Step 1 - \$27,736.00 as per the 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: Ms. Elharden has a BA in Management Information Systems (MIS). Interviews were conducted and references were checked by Paulsboro Junior High School Principal Monica Moore-Cook and Paulsboro Junior / Senior High School History Teacher Chelsea Brown.

- S. Recommend approval to appoint Cletus Mahoney to the position of Paulsboro Junior High School Math Teacher. Mr. Mahoney will earn Step A – BA - \$50,037.00 as per the 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: Interviews were conducted and references were checked by Paulsboro Junior High School Principal Monica Moore-Cook and Paulsboro Junior / Senior High School History Teacher Chelsea Brown.

- T. Recommend approval of a voluntary transfer of Melissa Lexa from the position of Loudenslager Elementary School Instructional Aide to Billingsport Early Childhood Center Instructional Aide effective start date will be August 28, 2023. Ms. Lexa will remain at her current salary of Step 3 - \$27,857.00 as per the agreement with the Paulsboro Education Association. This recommendation is contingent upon completion of all required paperwork and the Criminal Background Review.

Informational: Interviews were conducted by Billingsport Early Childhood Center Principal Tina Morris and Director of Special Services Stacey DiMeo.

- U. Recommend approval of a voluntary transfer of Lisa Kuhnel-Morrison from the position of Billingsport Early Childhood Center Special Education LD Grade 2 Teacher to Billingsport Early Childhood Center Pre-School Intervention and Referral Team (PIRT) member effective start date will be August 28, 2023. Ms. Kuhnel-Morrison will remain at her current salary of MA+30 - Step O - \$89,494.00.

Informational: Ms. Kuhnel-Morrison will replace Natalie Fisher who resigned on September 16, 2022. Interviews were conducted by Billingsport Early Childhood Center Principal Tina Morris and Director of Special Services Stacey DiMeo.

- V. Recommend approval to accept the resignation of Billingsport Early Childhood Center Preschool Disabilities Teacher Lindsay Shaffer effective date will be September 9, 2023, or when this position is filled.

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



- W. Recommend approval of a voluntary transfer of Lindsay Campbell from the position of Billingsport Early Childhood Center Kindergarten Teacher to Billingsport Early Childhood Center Technology Teacher effective start date will be August 28, 2023. Ms. Campbell will remain at her current salary of BA - Step O - \$85,894.00.

Informational: Ms. Campbell will replace Jennifer Henson who resigned on October 28, 2022.

- X. Recommend approval of a voluntary transfer of Christina Roberts from the position of Loudenslager Elementary School Grade 3 Teacher to Loudenslager Elementary School Intervention Teacher effective start date will be August 28, 2023. Ms. Roberts will remain at her current salary of MA - Step O - \$88,294.00.

Informational: Mrs. Roberts has served as a 3rd Grade Teacher at Loudenslager Elementary School for the past 15 years and holds certificates for Elementary Teacher (K-8), Teacher of Reading (K-12), and Reading Specialist (K-12). Interviews and reference checks were conducted by Loudenslager Elementary School Principal Matthew Browne and Director of Curriculum and Assessment Christine Lindenmuth. This transfer will take effect upon the hiring of a replacement for Mrs. Roberts' current position. The Intervention Teacher for Loudenslager Elementary School is a new position that was approved in the 2023-2024 budget.

- Y. Recommend approval of a voluntary transfer of Cheryl Serpiello from the position of Loudenslager Elementary School Multiplied Disabled Special Education Teacher to Loudenslager Elementary School Special Education Inclusion Teacher effective start date will be August 28, 2023. Ms. Serpiello will remain at her current salary of MA - Step O - \$88,294.00.

Informational: Mrs. Serpiello has served as a Multiply Disabled Teacher at Loudenslager Elementary School and has extensive experience working in a co-teaching environment with her previous district. Mrs. Serpiello will serve the 4th Grade Inclusion students in a co-teaching environment with Mary Ann Giannotti and Danielle Relation. This transfer will take effect upon the hiring of a replacement for Mrs. Serpiello current position. The Special Education Inclusion Teacher for Loudenslager Elementary School is a new position that was approved in the 2023-2024 budget.

- Z. Recommend approval to appoint Karen Slavinski to the position of Multiple Disabilities Special Education Teacher at Loudenslager Elementary School. Ms. Slavinski will earn Step O - MA - \$88,294 as per the agreement with the Paulsboro Education Association. This recommendation is contingent on successful completion of all required paperwork and the Criminal History Background review. Resume and /or application are on file in the Administration Building.

Informational: Ms. Slavinski has 15 years of experience as a special education teacher for both the Edgewater Park and Franklinville School Districts. The majority of this experience includes serving students in the Multiply Disabled setting and those on the Autism Spectrum. Ms. Slavinski will fill the position vacated by Cheryl Serpiello whose internal voluntary transferred to the position of 4th Grade Inclusion Teacher. Interview and reference checks were conducted by Loudenslager Elementary School Principal Matthew Browne and Director of Special Education Stacey Dimeo.

- AA. Recommend approval of a voluntary transfer of Riley McHale from the position of Loudenslager Elementary School Part Time Temporary Grant Funded Intervention Aide to Loudenslager Elementary School Full-Time 1:1 Instructional Aide effective start date will be August 28, 2023. Ms. McHale will earn Step 3 - \$27,857.00 as per the agreement with the Paulsboro Education Association. This recommendation is contingent upon completion of all required paperwork and the Criminal Background Review.

Informational: Ms. McHale has worked for the last two school years as a part-time aide at Loudenslager Elementary School. Interview and reference checks were conducted by Loudenslager Elementary School Principal Mr. Matthew Browne.

- BB. Recommend approval to appoint Samantha Ard to the position of 3rd Grade General Education Teacher at Loudenslager Elementary School. Ms. Ard will earn Step B – MA - \$52,637.00 as per the agreement with the Paulsboro Education Association. This

recommendation is contingent upon completion of all required paperwork and the Criminal Background Review. Resume and /or application are on file in the Administration Building.

Informational: Ms. Ard has 1 year experience teaching for the School District of Philadelphia. Mrs. Ard will fill the position vacated by Christina Roberts whose internal transfer to the position of Intervention Teacher at Loudenslager Elementary School is on the agenda for approval at the July 2023 Board of Education Meeting. Interview and reference checks were conducted by Loudenslager Elementary School Principal Mr. Matthew Browne.

- CC. Recommend approval for Loudenslager Elementary School Teachers; Christina Roberts, Corey Hoffman, and Shirley Gill to receive reimbursement for planning time during the summer to organize the Loudenslager Response to Intervention Program in preparation for the 2023 - 2024 School Year.

Informational: This planning is part of one of the identified SMART Goals for Loudenslager Elementary School and is listed in the required Annual School Plan for the 2023 - 2024 School Year. Each teacher will participate in 4, 3-hour work sessions between August 7th and August 25th. Each teacher will receive reimbursement for 12 hours of work at the rate of \$40.00 per hour agreed upon in the PEA Contract. This amount should not exceed \$480.00 per staff member and will be paid for through SIA Funding.

- DD. Recommend approval for Loudenslager Elementary School Staff Members; Marcelina Guzman, Charisse Generette, and Shaun Darby to receive reimbursement for planning time during the summer to organize the Loudenslager Character Counts Program in preparation for the 2023 - 2024 School Year.

Informational: This planning is part of one of the identified SMART Goals for Loudenslager Elementary School and is listed in the required Annual School Plan for the 2023 - 2024 School Year. Each teacher will participate in 2, 4-hour work sessions between August 7th and August 25th. Each teacher will receive reimbursement for 8 hours of work at the rate of \$40.00 per hour agreed upon in the PEA Contract. This amount should not exceed \$320.00 per staff member and will be paid for through SIA Funding.

- EE. Recommend approval for Loudenslager Elementary School Math Teachers; Bonnie McHale, Tara Stahl, Danielle Relation, Louis McCall, David Denelsbeck, Thomas Richardson, and Jennifer Hoffman to receive reimbursement for planning time during the summer to organize the scope and sequence of the Math Curriculum in preparation for the 2023 - 2024 School Year.

Informational: This planning is part of one of the identified SMART Goals for Loudenslager Elementary School and is listed in the required Annual School Plan for the 2023 - 2024 School Year. Each teacher will participate in a 4-hour work session between August 7th and August 25th. Each teacher will receive reimbursement for 4 hours of work at the rate of \$40.00 per hour agreed upon in the PEA Contract. This amount should not exceed \$160.00 per staff member and will be paid for through SIA Funding.

- FF. Recommend approval for Loudenslager Elementary School Language Arts Teachers; Laura Pettit, Kaitlyn Silvia, Krista Lange, Mary Ann Giannotti, Aprilanne Young, Christina Myers, Toni Howard, and Gianna Verrecchio to receive reimbursement for planning time during the summer to organize the scope and sequence of the Language Arts Curriculum in preparation for the 2023 - 2024 School Year.

Informational: This planning is part of one of the identified SMART Goals for Loudenslager Elementary School and is listed in the required Annual School Plan for the 2023 - 2024 School Year. Each teacher will participate in a 4-hour work session between August 7th and August 25th. Each teacher will receive reimbursement for 4 hours of work at the rate of \$40.00 per hour agreed upon in the PEA Contract. This amount should not exceed \$160.00 per staff member and will be paid for through SIA Funding.

- GG. Recommend approval for Loudenslager Elementary School Special Education Teachers; Donna Keane, Jillian Garren, Elaine Andrus, Maria Phillips, Cheryl Serpiello, George Maier, and Tamara Diodati to receive reimbursement for planning time during the summer to organize and align the curriculum for special education students in preparation for the 2023 - 2024 School Year.

Informational: This planning is part of one of the identified SMART Goals for Loudenslager Elementary School and is listed in the required Annual School Plan for the 2023 - 2024 School Year. Each teacher will participate in a 4-hour work session between August 7th and August 25th. Each teacher will receive reimbursement for 4 hours of work at the rate of \$40.00 per hour agreed upon in the PEA Contract. This amount should not exceed \$160.00 per staff member and will be paid for through SIA Funding.

- HH. Recommend approval for Loudenslager Elementary School Instructional Aides; Heather Parks, Riley McHale, Erica Scott, Taylor Brady, Jessica Laborde, Samantha Strube, Isra Elharden, Barry Jenkins, and Marietta Relation to receive reimbursement for Tier II small group instruction training in preparation for their roles in the intervention program during the 2023 - 2024 School Year.

Informational: This training is part of one of the identified SMART Goals for Loudenslager Elementary School and is listed in the required Annual School Plan for the 2023 - 2024 School Year. Each Instructional Aide will participate in a 4 -3-hour work session between August 7th and August 25th. Each Instructional Aide will receive reimbursement for 12 hours of work at the rate of \$20.00 per hour agreed upon in the PEA Contract. This amount should not exceed \$320.00 per staff member and will be paid for through SIA Funding.

- II. Recommend approval for Loudenslager Social Worker Charisse Generette and School Guidance Counselor Marcelina Guzman to receive reimbursement for planning time and training related to the Social Skills Program that will be implemented at Loudenslager Elementary School during the 2023 - 2024 School Year.

Informational: The Social Skills Program and the training related to this program are part of one of the identified SMART Goals for Loudenslager Elementary School and is listed in the required Annual School Plan for the 2023 - 2024 School Year. Each teacher will participate in two 4-hour training sessions between August 7th and August 25th. Each staff member will receive reimbursement for 8 hours of work at the rate of \$40.00 per hour agreed upon in the PEA Contract. This amount should not exceed \$320.00 per staff member and will be paid for through SIA Funding.

- JJ. Recommend approval to post four, extra-service, grant-funded stipend positions for current Loudenslager Elementary School teachers to serve as Annual School Plan (ASP) Team Leaders for the content areas of Mathematics and Language Arts during the 2023-2024 School Year.

Informational: Each ASP Team Leader will be tasked with coordinating and guiding common planning for their assigned team, monitoring progress toward goals related to their assigned content area and ensuring the proper implementation of the activities related to the state approved Smart Goals identified in the Loudenslager Annual School Plan. Funding for these positions are state-approved and will be paid for through School Improvement Funds (SIA).

- KK. Recommend approval to post ten, extra-service, grant-funded stipend positions for current Loudenslager Elementary School teachers to serve as School-Based Mentors for students enrolled in the Loudenslager Elementary School mentoring program during the 2023 - 2024 School year.

Informational: Each school-based mentor will be assigned students as identified by school administration or the I&RS Team who would benefit from an additional positive role model. School-based mentors will participate in weekly check-ins and monthly programming to build a positive bond with their assigned students. Funding for these positions are state-approved and will be paid for through School Improvement Funds (SIA).

- LL. Recommend approval to post one, extra-service, grant-funded stipend positions for a current Loudenslager Elementary School teacher or staff member to serve as the Lead Staff Member for the Loudenslager Elementary School Mentoring Program during the 2023 - 2024 School year.

Informational: The Lead Staff member will be responsible for assigning students to mentors based, coordinating quarterly mentor-mentee programming, ensuring weekly meetings are taking place, and maintaining record of progress for students assigned to the program. Funding for this position is state-approved and will be paid for through School Improvement Funds (SIA).

MM. Recommend approval to post four extra-service hourly positions for current Loudenslager Elementary School teachers to serve as After-School Intervention Tutors during the 2023 - 2024 School Year.

Informational: Intervention After-School Tutors will provide support to students who qualify for Tier II or Tier III Intervention Services with 1-2 hours of after-school support each week in the content areas of mathematics and language Arts. Funding for this position is state-approved and will be paid for through School Improvement Funds (SIA).

NN. Recommend approval for Billingsport Early Childhood Center Community and Parent Involvement Specialist Yvonne Still-Maddred to assist with the Preschool Registration Round Up. Mrs. Yvonne Maddred will work up to 10 hours during July and August 2023 at \$40.00 per hour as per the agreement with the Paulsboro Education Association. The maximum amount of \$400.00.

Informational: The summer work will be funded by the preschool budget.

OO. Recommend approval to appoint Cara Goggin to the position of First Grade Teacher position at the Billingsport Early Childhood Center for the 2023-2024 school year. Ms. Goggin will earn Step A – BA - \$50,037.00 as per the 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: Interview were conducted by Billingsport Early Childhood Center Principal Tina Morris and Director of Special Services Stacey DiMeo.

PP. Recommend approval to appoint Viktoria Rockelmann to the position of Second Grade Teacher position at the Billingsport Early Childhood Center for the 2023-2024 school year. Ms. Rockelmann will earn Step D – BA - \$50,637.00 as per the 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: Interview were conducted by Billingsport Early Childhood Center Principal Tina Morris and Assistant Principal/Athletic Director John Giovannitti.

QQ. Recommend approval for a Temple University Graduate Student Kezia Geevhargese to do her practicum (4/5 days a week) in Speech-Language Pathology with Speech Correction / Language Specialist Kristin Shute in the Paulsboro Public Schools. Ms. Geevhargese 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 – with no end date. 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 5, 2023 – December 8, 2023. During Clinical Practice graduate students will observe in the therapy room and classroom to then gradually assume all of the duties of the cooperating therapist. A university supervisor will make a formal visit (either virtually or in person) in order to evaluate the graduate student intern and consult with the cooperating speech pathologist. Temple's Office of Risk Management will issue a Certification of Insurance Liability verifying coverage for the student once the placement has been approved.

RR. Recommend approval for a Temple University Graduate Student Sophia Caruso to do her practicum (4/5 days a week) in Speech-Language Pathology with Speech Correction / Language Specialist Addie Shmuel in the Paulsboro Public Schools. Ms. Caruso 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 – with no end date. 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.

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

- A. Recommend approval for the New Teacher Orientation on Thursday, August 24, 2023, at 9:00am in the Paulsboro High School Library / Parenting Center.

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

- A. Recommend approval for Antonio Pandolfo, son of Paulsboro High School Assistant Principal James Pandolfo to attend Paulsboro High School as a Professional Courtesy during the 2023-2024 school year. This student will be in the Twelfth-grade class.
- B. Recommend approval to approve Senior Privilege for Anthony Merritt for the 2023-2024 school year.

Informational: Anthony has attended Paulsboro High School for three years and has developed many friendships and would like to graduate with his class this coming June. Antony also attended Loudenslager School as well with this group of students.

- C. **Informational**: This is a great accomplishment for the students mentioned below, who have had an interruption in their education and spent a great deal of time learning virtually. The 9 students listed, received passing scores. These passing scores allow the students to bypass English 101 and/or English 102 at the collegiate level while still obtaining college credits. The scores reflect the dedication of the students, parents, and English teachers, Mrs. Bria and Mrs. Franchetti, during a difficult transition in education.

**Congratulations to the following students who passed the 2023 AP exams:**

**Seniors:**

Norah Brooks (AP Literature)  
Le'lah Brunson (AP Literature)  
Sofia Giovannitti (AP Literature)  
Angelina Lane (AP Literature)  
Kwydir Parker (AP Literature)

**Juniors:**

Caleb Marinez (AP Language)  
Antonio Pandolfo (AP Language)  
Taylor Strickland (AP Literature)  
Austin Willetts (AP Language)

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

- A. Recommend approval to continue the after-school program Fellowship of Christian Athletes (FCA) Student Lead organization under faculty advisement. Meetings known as huddles will typically occur bi-monthly and may include speakers from the area. Being part of FCA is valuable for our student athletes to join a club that teaches character, values and leadership skills while enhancing the quality of their high school experience that will aid in their high school resume.

Informational: FCA is open to all students, not just athletes. Advisors are non-paid, and the meetings will be after school. Paulsboro Junior High Assistant Principal / Athletics Director John Giovannitti and Paulsboro Junior High Special Education Teacher Donna Backus are the advisors for the 2023-2024 school year. This is a non-stipend position.

- B. 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 not to exceed \$1,600.00.

Informational: Ms. Porter will do health screenings and review paperwork with athletes and coaches before the physical exam.

- C. Recommend approval of the following coaches for Paulsboro High School Fall Sports Teams for the 2023-2024 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	2023-2024 Salary	Step
Assistant Athletic Director	Douglas Foglein	\$4,881.00	1
Asst. Football Coach	Vacant		
Assistant Boys Soccer Coach	Shane Kovalesky	\$3,838.00	1
Head Cheerleading Coach	Erica Scott	\$3,342.00	3

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

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

- D. Recommend approval to run the Camp Niko Social Emotional Learning/Mental Health Program facilitated by Dei’Jah Moore. Twenty targeted Jr High boys and girls will benefit from this 13-week program, 1 period per week, beginning September 13, 2023, and ending December 6, 2023. This program cost of \$1,776.00 will be funded through ESSER II Mental Health Grant Money Acct# 20-485-100-300.

Informational: Ms. Moore is a PHS alumni. In My Feels Women’s Organization Presents Camp Niko: Intimate assemblies and a Mental Health & Mentorship Program for youth, women, and men. The goal is to inspire, empower, and educate the community, individuals, and their families through the implementation of Mental Health intervention and education as well as Social Emotional Learning services. The motto of the organization is Coaching You All To GLOW Through What You Go Through. The organization works with the NJ Women’s and Children’s Division. The target population will be 20 PJHS students who have behavioral and/or social emotional struggles.

- E. Recommend approval for the Billingsport Early Childhood Center to conduct a preschool Round Up day to support families with the registration and enrollment process. This activity will be held tentatively on Thursday, August 10, 2023.

Informational: The purpose of the Round-Up is to identify eligible children to attend the preschool program for the 2023-2024 school year. We will provide a time and space for staff to assist parents with completing all the required documents for the preschool registration and enrollment process.

- F. Recommend approval to utilize Virtua’s Pediatric Mobile Van. The fully-equipped program on wheels offers a range of services, including dental and developmental screenings, blood lead level testing, lead poisoning education, flu shots, back-to-school physicals, vision and hearing screenings, health education, community resources, and referrals to specialized services.

Below are additional dates the Mobile Van will provide services at Billingsport Early Childhood Center for their students.

**Hearing and Vision**

- February 26, 2024
- March 4, 2024
- March 11, 2024
- March 18, 2024
- March 25, 2024

**Dental**

- November 30, 2023
- December 14, 2023
- January 4, 2024
- January 11, 2024
- January 18, 2024

Informational: Virtua's Pediatric Mobile Services provides children from infancy to age six in underserved communities throughout South Jersey with health services they need. These services are free. The van and services are completely powered by Virtua's Philanthropic Partners.

- G. Recommend approval of the following athletic coaches for Paulsboro Junior High School for the 2023-2024 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.

<b>Position</b>	<b>Staff Member</b>	<b>2023-2024 Salary</b>	<b>Step</b>
7 & 8 Field Hockey Coach	Kayla Kushner	\$3,342.00	1

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

**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.

**July 2023 Update**

No new information this month.

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

- A. Recommend approval to dispose of the following materials from Paulsboro Junior / Senior High School.

Quantity	Item	Year Purchased	Method of Disposal	Reason for Disposal
13	Keyboards	2010	Trash	Broken

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

- B. Recommend approval to submit an applications for Alternate Toilet Room Facilities at Billingsport Early Childhood Center for Prekindergarten and Kindergarten classrooms 2023-2024 school year pursuant to NJAC 6A:26-6.3 (h) 4.ii,iii.

Informational: Prekindergarten and kindergarten classrooms must include a toilet room. A school district may elect to use the alternate method of compliance with NJAC 6A:26-6.3(h) 4.ii and iii by providing toilet rooms adjacent to or outside the classroom in lieu of individual toilet rooms in each classroom. Billingsport Early Childhood Center was designed to include enough classrooms with toilet rooms to meet this requirement. With the addition of one section of Kindergarten, there will be one room without an internal toilet room. The Executive County School Business Administrator will inspect the building prior to approving the waiver. The district has used the waiver approach for a number of years.

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

- A. Recommend approval to submit and receive awarded funds from the IDEA grant.

Informational: this grant application is completed yearly and provides the district with funding to help support our students with special needs. The Individuals with Disabilities Education Act is a piece of American legislation that ensures students with a disability are provided with a Free Appropriate Public Education that is tailored to their individual needs. IDEA was previously known as the Education for All Handicapped Children Act from 1975 to 1990.

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

- B. Recommend approval to accept the donation of the Can You Hear Me Now Project through anonymous donors through donorschoose.org. The donated items include a set of 10 student headsets to be utilized by students in Ms. Relation’s 4th Grade classes. These items are worth approximately \$150.00.

Informational: DonorsChoose.org is a non-profit organization that allows individuals to donate directly to public school classroom projects in the United States. This item was requested by Loudenslager 4th Grade teacher, Danielle Relation.



**C. Informational - Child Nutrition**

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

<b>Month</b>	<b>Revenues</b>	<b>Expenses</b>	<b>Revenue - Expenses</b>
September	\$92,929.93	\$80,502.79	\$12,427.14
October	\$96,203.94	\$87,374.12	\$8,829.82
November	\$83,492.63	\$77,385.47	\$6,107.16
December	\$75,014.94	\$67,307.77	\$7,707.17
January	\$95,621.77	\$86,782.66	\$8,839.11
February	\$95,362.80	\$83,646.60	\$11,716.18
March	\$103,022.52	\$85,118.10	\$17,904.42
April	\$79,752.80	\$81,923.92	-\$2,171.10
May	\$118,469.88	\$105,372.36	\$13,097.52
June	\$25,874.49	\$41,393.43	-\$15,518.94
<b>Year to Date</b>	<b>\$865,745.70</b>	<b>\$796,807.22</b>	<b>\$68,938.48</b>

**Informational – Breakfast and Lunch Service at all schools during 2022-2023.**

<b>Month</b>	<b>Breakfast</b>	<b>Lunch</b>	<b>Total Meals Served</b>
September	9,409	14,753	24,162
October	9,732	15,418	25,150
November	8,539	13,313	21,852
December	7,662	11,973	19,635
January	9,478	14,391	23,869
February	8,716	14,798	23,514
March	12,626	15,146	27,772
April	7,766	12,928	20,694
May	10,513	16,971	27,484
June	2,857	3,914	6,771
<b>Year to Date</b>	<b>87,298</b>	<b>133,605</b>	<b>220,903</b>

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

A. Informational: Report of School Security Drills: None at this time.

**PUBLIC COMMENTS**

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