



Regular Board of Education Meeting

Date	Time	Location
December 22, 2021	7:00 PM	Cafeteria, Berlin Community School

Board of Education

Mrs. Jocelyn Lewis, President	Mrs. Jenine Del Palazzo	Mrs. Kristen Simone
Mrs. Rebecca Holland, Vice-President	Mr. Jeffrey Greenberg	Mrs. Brandy Titus
Mrs. Susan Embrey	Mrs. Lisa Kehoe	Mr. Joshua Zagorski

Board Solicitor	Superintendent	Interim Business Administrator
Dan Long, Esq	Dr. Joseph Campisi	Mr. John Scavelli

Mission Statement

The mission of the Berlin Community School, in an active partnership between school and community, is to provide effective and comprehensive educational opportunities in a nurturing environment designed to challenge all students to strive for personal excellence and responsible citizenship. This will foster the pursuit of lifelong learning while achieving proficiency in the New Jersey Student Learning Standards and meet the challenges of an evolving global society.

REGULAR MEETING MINUTES

I. PUBLIC SESSION

- A. **Meeting Called to Order by Board President Jocelyn Lewis at 7:00 p.m.**
- B. **Statement of Open Meeting Compliance**

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of and to attend the meeting of the public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act, the Berlin Borough Board of Education has caused notice of this meeting to be published by having the date, time, and place published in the Courier-Post and posted in the Berlin Community School, the Berlin Community School Website, (www.bcsberlin.org.) Borough Hall.

- C. **Flag Salute**
- D. **Roll Call**

Board Member	Present	Absent
Jenine Del Palazzo	X	
Susan Embrey	X	



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Jeffrey Greenberg	X	
Lisa Kehoe	X	
Kristen Simone		X
Brandy Titus	X	
Joshua Zagorski	X	
Rebecca Holland, VP	X	
Jocelyn Lewis, President	X	

Anyone who wishes to speak during the public comment portion of the meeting is reminded to sign in at the podium at this time.

E. STUDENT RECOGNITION

- Students of the Month: Presented by Mrs. Therese Bonmati, Middle School Principal

5th Grade	6th Grade	7th Grade	8th Grade
Juliet Friebel	Kivnoor Singh	Ryan Hoerst	Olivia Cardamone

- Superintendent's Award: **Makayla Janney**

- Student Government Report: **Kaitlyn Bunting**

President	Vice President	Secretary	Treasurer
Tommy Caruso	Kaitlyn Bunting	Cienna Bright	Dylan McMullen

Motion to open Public Participation - The sign-in sheet for participation in the public comment portion was collected and there were none.				
Motion	Second	All in Favor	All Opposed	Result of Motion
N/A	N/A	N/A	N/A	N/A

F PUBLIC PARTICIPATION (Action Items Only)

This meeting will now be open to the public. If your questions or comments pertain to litigation, students, personnel, or negotiations, we would ask that you establish a time to meet with the Superintendent after the meeting since the board will not discuss these items in public.

Complaints stated or actions requested by the public will be taken under advisement by the Board and referred to the Superintendent for investigation, discussion, action, or disposition at a later date or time. Please keep in mind that the public comment session is an opportunity for you to share your opinions and remarks with the Board, and it is not a question and answer session.

Please be aware that all district employees retain the right of privacy. Please also be reminded that any individuals who may be the subject of public comments, including district employees, shall retain all rights against defamation and slander according to the laws of New Jersey. The Board will not be held liable for comments made by members of the public.

Any person wishing to participate in the public Board meeting must register prior to the conclusion of the presentations section of the meeting and will be recognized by the presiding officer when it is their time to speak. Please state your



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name and address for the record. Comments will be limited to 3 minutes per person. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. If personal or discourteous statements are made, the presiding officer may require the speaker to stop; the presiding officer reserves the right to request a recess. The total comment period will be 30 minutes unless extended by a vote of the majority of the Board members present at the meeting.

All public participation is governed by [District Bylaw 0167](#).

Motion to close Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion
N/A	N/A	N/A	N/A	N/A

II. APPROVAL OF MINUTES

#	Meeting Date	Type of Minutes	Attach
1.	November 17, 2021	Public Session	M-1
2.	November 17, 2021	Executive (Closed) Session	emailed to board members

Motion to approve the board meeting minutes #1-2 of November 17, 2021					
Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey		X	X		
Jeffrey Greenberg			X		
Lisa Kehoe	X		X		
Kristen Simone					
Brandy Titus					X
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Passed 7-0-1		

III.	PRESENTATION(S)	
	Title	Presenter
	Recognition of Board Members - Jenine Del Palazzo and Jeffrey Greenberg	Dr. Joseph Campisi, Superintendent
	Start Strong Assessment District Results (Overview and Sample)	Dr. Joseph Campisi, Superintendent



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IV. CORRESPONDENCE - None

V. SUPERINTENDENT'S REPORT by Dr. Joseph Campisi

#	Action Items	Attach
1.	Enrollment Report	SR-1
2.	Student Attendance Report	SR-2
3.	Staff Attendance Report	SR-3
4.	Code of Conduct Report	SR-4
5.	Accept the monthly HIB Report	SR-5
6.	Elementary Principal's Report	SR-6
7.	Middle School Principal's Report	SR-7
8.	Special Education Report	SR-8
9.	PALS/CER Report	SR-9
10.	Health Office Report	SR-10

Motion to approve reports #1-10 as recommended by the Superintendent					
Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo	X		X		
Susan Embrey			X		
Jeffrey Greenberg			X		
Lisa Kehoe		X	X		
Kristen Simone					
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Passed 8-0		



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VI. FACILITIES - report presented by Chairperson, Brandy Titus

Drills						
#	Type	Date	Time	Duration	Temp	Police
1.	Fire Drill	12/1/2021	1:45 pm	10 minutes	51 degrees	yes
2.	Lockdown	12/6/2021	9:30 am	9 minutes	n/a	yes

#	Action Items	Attach
3.	Facilities Usage Requests	FA-1
4.	Team RealClean Service Inc. to provide night time cleaning of main administrative offices, administrative bathrooms and kitchenettes, including nurse office and computer room at a cost of \$112/night for the 2021-22 school year beginning on or about January 3, 2022 (11-000-262-300-00-00)	N/A

Motion to affirm the Drills #1-2 and approve Facilities Action Items #3-4 as recommended by the Superintendent					
Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey		X	X		
Jeffrey Greenberg			X		
Lisa Kehoe	X		X		
Kristen Simone					
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Passed 8-0		

VII. FINANCE - report presented by Chairperson, Lisa Kehoe

#	Action Items	Attach
1.	Business Administrator's Report	FI-1
2.	Cash Reconciliation Report for November 2021	FI-2
3.	Report of the Board Secretary for November 2021	FI-3



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4.	Monthly Certifications of the Board Secretary and Board of Education for November 2021	FI-4
5.	Appropriation Transfers for November 2021	FI-5.a FI-5.b
6.	Cafeteria Report for November 2021	FI-6
7.	Approval of Bills for December 2021	FI-7
8.	Student Activity Report for November 2021	FI-8
9.	Affirm the submission of the revised American Rescue Plan Elementary and Secondary School Emergency Relief (ARP ESSER) Funds Consolidated Application in the amount of \$788,543.00	FI-9
10.	2021-22 Transportation Jointure Agreement for Lindenwold School District to transport three Berlin Borough students to the Lindenwold School District in the amount of \$24,668.64 (11-000-270-513-00-00)	N/A
11.	Tobey Education Group, LLC to provide on-site mathematics training for the Berlin Community School staff from February 22-24, 2022 at an estimated cost, including travel expenses, of \$6,750.00 (20-270-200-320-01-00 and 11-000-223-320-00-00)	N/A
12.	Affirm the Amendment to the Berlin Borough Board of Education Flexible Benefits Plan to provide an extended grace period of 12 months for Health FSA's	N/A

Motion to approve Finance Action Items #1-12 as recommended by the Superintendent					
Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X		
Susan Embrey			X		
Jeffrey Greenberg			X		
Lisa Kehoe			X		
Kristen Simone					
Brandy Titus	X		X		
Joshua Zagorski			X		
Rebecca Holland		X	X		
Jocelyn Lewis			X	X, #9 acct. 200-100	
Result of Motion			Passed 8-0 or 7-1		



VIII. CURRICULUM - report presented by Chairperson, Joshua Zagorski

Action Items		
#	Curriculum	Attach
1.	Music	CI-1

Resources/Materials			
#	Grade	Book	Author
2.	8	Warriors Don't Cry	Melba Pattillo Beals
3.	8	The Skin I'm In	Sharon G. Flake
4.	7	Harbor Me	Jacqueline Woodson
5.	6	Rules	Cynthia Lord
6.	5	Just Ask	Sonia Sotomayor
7.	4	Midnight Teacher	Janet Halfmann
8.	3	Let the Children March	Monica Clark Robinson
9.	2	Child of the Civil Rights Movement	Paula Young Shelton
10.	1	The Sky Painter	Margarita Engle
11.	K	I See Things Differently: A First Look at Autism	Pat Thomas

Motion to approve Curriculum Action Items #1-11 as recommended by the Superintendent					
Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo			X, #1, 6-11		X, #2-5
Susan Embrey			X, #1, 6-11		X, #2-5
Jeffrey Greenberg			X		
Lisa Kehoe		X	X		
Kristen Simone					
Brandy Titus	X		X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Passed 8-0 or 7-0-1		



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- IX. **AD HOC COMMITTEE - CULTURAL PROFICIENCY & EQUITY STAKEHOLDER GROUP** - Dr. Campisi reported that the December meeting was postponed and the next meeting is scheduled for January 2022.

- X. **POLICY** - report presented by Chairperson, Jeff Greenberg. There are no action items.

- XI. **PERSONNEL** - report presented by Chairperson, Jenine Del Palazzo

Action Items

Professional Development						
#	Staff Member	Program	Date	Time	Location	Cost (Not to Exceed)
1.	Amanda Gauntt	The Science of Reading	1/13/2022	8:30 am - 1:30 pm	Camden County College, Blackwood, NJ	\$149.00
2.	Emma Califano	Trauma-Informed Strategies to Support Student Success in the Classroom	1/27/2022	8:30 am - 3:15 pm	Virtual/Online	\$279.00
3.	Jennifer Zingaro	Making the Best Use of Google Classroom	2/15/2022	9:00 am - 3:30 pm	Virtual/Online	\$279.00
4.	Kellilyn Mawson	Handle with Care Instructor (Re-certification)	3/8/2022	9:00 am - 5:00 pm	Crowne Plaza, Cherry Hill, NJ	\$450.00

Resignation(s)				
#	Name	Position	Salary	Effective Date
5.	Richard McSorley	(PT) Custodian	\$12,582	11/11/2021
6.	Daniel Fisher	Custodian	\$25,350	12/30/2021
7.	Kim Cunningham	Assistant to the Superintendent	\$41,616	12/3/2021
8.	Monica Shallow	School Nurse	\$65,491	2/4/2022
9.	Chris Ladik	School Nurse	\$42,371	2/11/2022

New Hires (Non-Certificated)				
#	Name	Position	Salary	Effective Date



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10.	Joseph Velardi	(PT) Custodian	\$13.00/hour	1/3/2022*
<i>*Pending completion of all requirements mandated by the NJDOE</i>				

New Hires (Certificated)						
#	Name	Position	Step	Salary	Reason for Vacancy	Effective Date
11.	Heather Pach	School Nurse (FT)	13 - BA	\$74,118	Resignation	2/1/2022
12.	Margaret Gibson	School Nurse (FT)	13 - BA	\$74,118	Resignation	2/1/2022
<i>*Pending completion of all requirements mandated by the Camden County Department of Education & NJDOE</i>						

Leave(s) of Absence						
#	Staff #	Position	Salary	Type	Effective Dates	
13.	Dr. Kristina Weiss	MS Counselor	\$68,568	Paid	2/28/2022 - 5/9/2022	
14.	Kristina Mulcahy	Occupational Therapist	\$60,801	Paid	5/2/2022 - 6/16/2022*	
15.	Kristina Mulcahy	Occupational Therapist	\$60,801	Unpaid	9/1/2022** - 11/20/2022	
16.	Bevin Guinto	ES Special Education Teacher	\$60,975	Paid	4/28/2022 - 6/16/2022*	
17.	Bevin Guinto	ES Special Education Teacher	\$60,975	Unpaid	9/1/2022** - 11/30/2022	
18.	Jan Martin	Classroom Instructional Aide	\$15,991	Unpaid	9/21/2021 - 12/20/2021	
<i>*Last staff day of S.Y. 2021-2022</i>						
<i>**First staff day of S.Y. 2022-2023</i>						

Additional Hours						
#	Name	Position	Reason	Compensation (Hourly)	Hours	Effective Date
19.	Monica Shallow	School Nurse	Additional Responsibilities due to COVID-19	\$48.83	Not to exceed 7 hours per week	12/1/2021
20.	Christina Ladik	School Nurse	Additional Responsibilities due to COVID-19	\$45.81	Not to exceed 7 hours per week	12/1/2021

New Jersey Minimum Wage Increase in Accordance with P.L.2019, c.32				
#	Name	Position	Compensation	Effective Date
21.	John Allsebrook	PT Custodian	\$13.00/hour	1/1/22
22.	Kim Klienback	PT Custodian	\$13.00/hour	1/1/22
23.	Haley Allsebrook	PALS Counselor	\$13.00/hour	1/1/22



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24.	Kayla Shannon	PALS Counselor	\$13.00/hour	1/1/22
25.	Kayla Santiago	PALS Counselor	\$13.00/hour	1/1/22
26.	Amber Yoder	PALS Counselor	\$13.00/hour	1/1/22
27.	Carol Fabiano	PALS Counselor	\$13.00/hour	1/1/22
28.	Heather Gabriel	PALS Counselor	\$13.00/hour	1/1/22
29.	Jan Martin	PALS Counselor	\$13.00/hour	1/1/22
30.	Barb McGettigan	PALS Counselor	\$13.00/hour	1/1/22

Substitute Pay Rate Change				
#	Substitute Position	Current Rate	New Rate	Effective Date
31.	Substitute Nurse	\$125/day	\$250/day	12/23/2021

Substitute Services Report				
#	Service	Time Frame	Fill Rate	Attach
32.	Kelly Educational Staffing	11/1/2021 - 11/30/2021	77.88%	PR-1

Motion to approve Personnel Action Items #1-32 as recommended by the Superintendent					
Board Member	Motion	Second	Yes	No	Abstain
Jenine Del Palazzo	X		X		
Susan Embrey			X		
Jeffrey Greenberg		X	X		
Lisa Kehoe			X		
Kristen Simone					
Brandy Titus			X		
Joshua Zagorski			X		
Rebecca Holland			X		
Jocelyn Lewis			X		
Result of Motion			Passed 8-0		

Motion to open Public Participation - None				
Motion	Second	All in Favor	All Opposed	Result of Motion
N/A	N/A	N/A	N/A	N/A

XII. PUBLIC PARTICIPATION



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Motion to close Public Participation				
Motion	Second	All in Favor	All Opposed	Result of Motion
N/A	N/A	N/A	N/A	N/A

XIII. NEW BUSINESS - None

XIV. OLD BUSINESS - None

Motion to enter into executive session at 8:05 p.m. (it was noted that action may be taken afterwards)				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mrs. Kehoe	Mrs. Holland	8	0	Passed

XV. NON-PUBLIC EXECUTIVE SESSION

WHEREAS, in accordance with the NJ Open Public Meetings Act, the Berlin Borough School District Board of Education desires to discuss certain matters which are exempted from the public; and

WHEREAS, the Berlin Borough School District Board of Education will disclose the discussion topic of the closed session at a public meeting as soon as permissible; and

NOW THEREFORE BE IT RESOLVED that the Berlin Borough School District Board of Education will enter into closed session for approximately 45 minutes for said purposes pertaining to:

	Negotiations		Personnel	x	Legal (1)		Individual Privacy
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	Security	x	Student Matters (1)		Litigation		Investment/Property Acquisition
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Motion to return to open session at 8:32 p.m.				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mrs. Titus	Mr. Greenberg	8	0	Passed

XVI. MEETING ADJOURNED at 8:33 p.m.

Motion to adjourn the meeting				
Motion	Second	All in Favor	All Opposed	Result of Motion
Mrs. Del Palazzo	Mr. Greenberg	8	0	Passed

BERLIN BOROUGH BOARD OF EDUCATION

John Scavelli

John Scavelli, Board Secretary

The next Board of Education Meeting is scheduled for January 5, 2022