

LEAP ACADEMY CHARTER SCHOOL
August 19, 2021/Re-scheduled to September 1, 2021
MINUTES

Meeting called to order by Dr. Gloria Bonilla-Santiago at 5:05 pm.

Attendance:

Present:

Dr. Gloria Bonilla-Santiago
Dr. Mathew Closter
John Hall
Dr. Anthony Lowman
Bette Mengesha
Héctor Nieves
Brenda Ortiz
Michael Palis
Dr. Yozmeris Roman
Omar Samaniego
Margo Venable
Lisa Wright

Excused:

Jonathan Gonzalez
Mathew Goodwin
Cal Maradonna

I. **Welcome/Declaration of Compliance with Open Public Meetings Act:** Dr. Santiago opened the meeting and indicated that the meeting was announced with the Open Public Meetings Act. Due to the COVID-19, the meeting was held using a virtual platform. The Governor and the Commissioner of Education have provided several flexibility measures for schools and boards to continue doing business while also complying with the social distance and building closure measures. Members of the public were asked to submit any public comments via email to the Board Liaison for prompt attention. Dr. Santiago thanked everyone in the Board, the staff, and the public for the support in a very difficult time for all.

II. **Approval of Minutes of June 24, 2021:** John Hall presented item 1 for Board approval:

Item 1: Resolved that the Board of Trustees approve the minutes of the meeting of May 12, 2021 as prepared by Wanda Garcia, Board Liaison.

Seconded by Lisa Wright.

Roll Call:

	Item 1
Dr. Gloria Bonilla-Santiago	YES

	Item 1
Dr. Matthew Closter	YES
John Hall	YES
Dr. Anthony Lowman	YES
Bette Mengesha	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	---
Yosmeriz Roman	---
Omar Samaniego	YES
Margo Venable	YES
Lisa Wright	YES

III. Chairperson’s Report

A. Update on Upscaling and Replication Efforts/Strategy: Dr. Santiago provided an update on replication and upscaling efforts. She indicated that there has been substantial work in supporting the new school –LEAP STEAM+E Academy of San Juan and already there has been some exploratory meetings for a school in Trenton. She also indicated that she has been working on leveraging a branding strategy and will share with the Board when ready.

Hector Nieves presented items 2 and 3 for approval:

B. Board Official Meeting Schedule for 2021-2022

Item 2: Resolved that the Board approves the following official public meeting schedule for 2021-2022 and authorizes publishing the same in the local newspaper and school’s website.

- September 16, 2021
- October 21, 2021
- November 18, 2021
- December 16, 2021
- January 20, 2022
- February 17, 2022
- March 24, 2022
- April 14, 2022
- May 12, 2022
- June 23, 2022

C. Revised Parental Engagement Policy

Item 3: Resolved that the Board approves the revisions on the Parental Engagement Policy (2415.04) as required by the NJDOE.

Seconded by Bette Mengesha.

Roll Call:

	Item 2	Item 3
Dr. Gloria Bonilla-Santiago	YES	YES
Dr. Matthew Closter	YES	YES
John Hall	YES	YES
Dr. Anthony Lowman	YES	YES
Bette Mengesha	YES	YES
Hector Nieves	YES	YES
Brenda Ortiz	YES	YES
Dr. Michael Palis	---	---
Yosmeriz Roman	---	---
Omar Samaniego	YES	YES
Margo Venable	YES	YES
Lisa Wright	YES	YES

IV. **Chief Operations Officer Updates** – Stephanie Rogers and her administrative team provided update reports on the following areas:

- Enrollment
- Fire/Safety Drills
- Building Infrastructure and Maintenance
- Health Center
- Family Support/Parent Engagement
- Return to In-Person Classes and COVID-19 Plan

Brenda Ortiz presented item 4 for Board approval:

Adoption of School Employee Vaccination requirements per Executive Order 253

Item 4: Resolved that the Board approves the following Policy (No. 225)

1648.13 SCHOOL EMPLOYEE VACCINATION REQUIREMENTS

In accordance with Executive Order No. 253 signed by the Governor of New Jersey on August 23, 2021, the Board shall adopt and maintain a policy that requires all covered workers to either provide adequate proof that they have been fully vaccinated or submit to COVID-19 testing at a minimum of one to two times each week.

This requirement shall take effect on October 18, 2021, at which time any covered workers that have not provided adequate proof to the school district that they are fully vaccinated must submit to COVID-19 testing at a minimum of one to two times each week on an ongoing basis until fully vaccinated.

For purposes of Executive Order 253 and this Policy, “covered workers” shall include all individuals employed by the School, both full and part-time, including, but not limited to, administrators; teachers; educational support professionals; individuals providing food, custodial, and administrative support services; substitute teachers, whether employed directly by the School or otherwise contracted; contractors; providers; and any other individuals performing work in the school district whose job duties

require them to make regular visits to the school district, including volunteers. Covered workers do not include individuals who visit the school district only to provide one-time or limited duration repairs, services, or construction.

A covered worker shall be considered “fully vaccinated” for COVID-19 two weeks or more after they have received the second dose in a two-dose series or two weeks or more after they have received a single-dose vaccine. Individuals will only be considered fully vaccinated after they have received a COVID-19 vaccine that is currently authorized for Emergency Use Authorization (EUA) by the United States Food and Drug Administration (FDA) or the World Health Organization (WHO), or that are approved for use by the same.

Workers who are not fully vaccinated, or for whom vaccination status is unknown, or who have not provided sufficient proof of documentation, shall be considered unvaccinated in accordance with the provisions of Executive Order 253.

Covered workers shall demonstrate proof of full vaccination status by presenting any of the following documents if they list COVID-19 vaccines currently authorized for EUA by the FDA or the WHO, or that are approved for use by the same, along with an administration date for each dose:

1. The Centers for Disease Control and Prevention (CDC) COVID-19 Vaccination Card issued to the vaccine recipient by the vaccination site, or an electronic or physical copy of the same;
2. Official record from the New Jersey Immunization Information System (NJIS) or other State immunization registry;
3. A record from a health care provider’s portal/medical record system on official letterhead signed by a licensed physician, nurse practitioner, physician's assistant, registered nurse, or pharmacist;
4. A military immunization or health record from the United States Armed Forces; or
5. Docket mobile phone application record or any State specific application that produces a digital health record.

The School’s collection of vaccination information from covered workers shall comport with all Federal and State laws, including, but not limited to, the Americans with Disabilities Act, that regulate the collection and storage of that information.

To satisfy the testing requirement of Executive Order 253 and this Policy, an unvaccinated covered worker must undergo screening testing at a minimum of one to two times each week, to be determined by the Superintendent of Schools.

An unvaccinated covered worker is required to submit proof of a COVID-19 test. The unvaccinated covered worker may choose either antigen or molecular tests that have EUA by the FDA or are operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services.

Where a School provides the unvaccinated covered worker with on-site COVID-19 test(s), the school district may similarly elect to administer or provide access to either an antigen or molecular test.

If the covered worker is not working on-site in the school district during a week when testing would otherwise be required, the Superintendent or designee may not require the worker to submit to testing for that week. This requirement shall not supplant any requirement imposed by the Board of Education regarding diagnostic testing of symptomatic workers or screening testing of vaccinated workers.

The Board of Education shall track test results required by Executive Order 253 and must report those results to the local public health department.

Nothing in Executive Order 253 and this Policy shall prevent a School Board from revising this Policy to include additional or stricter requirements, as long as such revisions comport with the minimum requirements of Executive Order 253.

Executive Order 253 authorizes the Commissioner of the Department of Health (DOH) to issue a directive supplementing the requirements outlined in Executive Order 253, which may include, but not be limited to, any requirements for reporting vaccination and testing data to the DOH. Actions taken by the Commissioner of the DOH pursuant to Executive Order 253 shall not be subject to the requirements of the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq.

This Policy shall be supplemented by Policy 1648.11 – Appendix A, which shall include the school district’s protocols implementing the provisions of this Policy.

The Superintendent is authorized to implement revisions to provisions in this Policy based on any subsequent Executive Orders or any additional mandates that affect any provisions of this Policy. Any such revisions in this Policy shall be submitted by the Superintendent to the Board of Education for ratification if the Board cannot approve such revisions before the effective date.

Seconded by Dr. Yozmeris Roman:

Roll Call:

	Item 4
Dr. Gloria Bonilla-Santiago	YES
Mathew Goodwin	YES
John Hall	YES
Dr. Anthony Lowman	YES
Bette Mengesha	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	---
Yosmeriz Roman	YES
Omar Samaniego	YES
Margo Venable	YES
Lisa Wright	YES

V. Finance Committee Actions: Hector Nieves presented items 5-30 for Board approval:

A. Approval of Line-Item Status Report

Item 5: Whereas, the members of the LEAP Board of Trustees, voting on this resolution, have reviewed the Board Secretary's and Monthly Financial Reports for the month of May and June 2021 and have consulted with the Chief Financial Officer/SBA as deemed appropriate.

Now, therefore, be it resolved, that the members of this Board of Trustees voting (By recorded Roll call) on this Resolution do hereby certify that based on the monthly certification of the Board's Secretary concerning "Budgetary Line Item Status" N.J.A.C. 6A:23-2.11(c) 3 no major account or fund has been over expended in violation of N.J.A.C. 6A:23-2.11(a) 3 and based on such report and the status of budgetary amount and expenditures as of the date of the adoption of this Resolution there appears to be at this time sufficient funds available to meet the School's financial obligations for the remainder of the fiscal year.

B. LEAP Cramer Hill LLC Financials

Item 6: Resolved that the Board approve the Financial Reports for the LEAP Cramer Hill LLC for the months of May and June 2021 as provided by the Chief Financial Officer/SBA.

Further resolved the Board approve payments as provided in the report.

Further resolved that the Board approve donation from LEAP Cramer Hill, LLC's third-party rental income, in the amount of \$2,330 and \$2,000 to cover hosting of visitors and administrative staff retreat. The Board accepts the funds pursuant to N. J. S. A. 18A;20-4. The Business Office is directed to expend the funds for the intended purpose. If such funds are not utilized for the intended purpose, the funds must be either returned to the LLC or the LLC must approve of another use in writing.

C. Budget Transfers

Item 7: Resolved that the Board approve budget transfers for May and June 2021 as provided by the CFO/SBA.

D. LEAP Microenterprise Financials

Item 8: Resolved that the Board approve the Financial Reports for the LEAP Microenterprise LLC for the months of May and June 2021 as provided by the Chief Financial Officer/SBA.

Further resolved the Board approve payments as provided in the report.

E. LEAP Student Transportation

Item 9: Resolved that the Board approve the Financial Reports for the LEAP Transportation LLC for the months of May and June 2021 as provided by the Chief Financial Officer/SBA.

Further resolved the Board approve payments as provided in the report.

F. Authorization for Opening Bank Account for the FabLab

Item 10: Resolved that the Board approve opening a bank account for the FABShop and transfer to \$ 10,000 from general budget to this account.

G. Approval of Expenditure Report/Bill List

Item 11: Whereas, the Business Administrator certifies that there are sufficient funds to pay bills and payroll for May and June 2021.

Resolved that the Board approve payment of bills for the months of May and June 2021, as follows:

SUMMARY OF BILLS FOR THE MONTH OF:

May 2021 CHECK AND WIRE DISBURSEMENTS

FUND	Amount Disbursed
10 General Current Expense	\$1,664,297.17
20 Special Revenue	\$174,061.64
30 Capital Projects	\$12,832.57
60 Enterprise	\$99,972.17
90 Agency	\$475,857.04
91 Payroll	\$668,088.99
95 Student Activity	\$4,473.10
96 Parent Council	\$168
Total Disbursements:	\$3,099,750.68

June 2021 CHECK AND WIRE DISBURSEMENTS

FUND	Amount Disbursed
10 General Current Expense	\$2,006,664.79
20 Special Revenue	\$320,415.31
30 Capital Projects	\$0
60 Enterprise	\$200,418.87
90 Agency	\$490,319.62
91 Payroll	\$697,590.67
95 Student Activity	\$1,876.67
96 Parent Council	\$1,541
Total Disbursements:	\$3,718,826.93

H. Authorization to pay back for enrollment adjustments

Item 12: Resolved that the Board authorizes payment as listed below to cover enrollment adjustments for SY 2021:

- District name	- Amount
CAMDEN CITY 012	-200,860.00
COLLINGSWOOD 012	-\$1,654.00
MAPLE SHADE 012	-\$1,340.00
WINSLOW TWP 012	-\$12,696.00
Total Due	\$216,550

I. Contracts and Financial Transactions

- Item 13:** Resolved that the Board approve purchase of laptops and desktops from Trox, INC, in the amount of \$151,722.50, based upon only bid received-bid FY22-2, to be paid with ESSR II funds.
- Item 14:** Resolved that the Board approve purchase of reading program K-5 from Rosen Publishing for \$7,020 to be paid with Title I funds.(lowest quote)
- Item 15:** Resolved that the Board approve contract with BAYADA Health Care, Inc to provide substitute professional nurse services at the rate of \$55/hr. for Registered Nurse.
- Item 16:** Resolved that the Board approve renewal of contract with EBS-Educational Based Services pursuant per RFP21-3 and 21-4 to provide Occupational Therapist Service at rate of \$72.85 not to exceed \$46,624 and Speech Therapist at rate of \$72.85 not to exceed \$120,000, to be paid with IDEA funds.
- Item 17:** Resolved that the Board approve disposals of various furniture such as desks, chairs, cabinets be disposed during the summer clean up due end of life or disrepair, further authorize the Business Administrator to sell 80 smart boards, projectors, and other IT obsolete items on municibid.com and thereafter to dispose of them due to being obsolete.
- Item 18:** Resolved that the Board approve the corrective action plan in response to NJ Department of Education Collaborative Federal Desk Monitoring Report of June 30, 2021, as included with the Board packet.
- Item 19:** Resolved that the Board award contract for K-12 online assessment and instruction in math from Imagine Learning, INC, in the amount of \$35,000.00, based upon only response to RFP FY22-4, to be paid with ESEA Title I funds.
- Item 20:** Resolved that the Board approve purchase of smartboards from Trox, INC, in the amount of \$315,920, based upon the lowest responsible-bid FY22-1, to be paid with ESSR II funds.

Bidder Name	Description	Total Bid
Trox, INC	Smart boards	\$315,920
SHI International Corp	Smart boards	\$342,215.70
KDI Office Technology	Smart boards	\$676,000

- Item 21:** Resolved that the Board retroactively approve contract with TTI Environmental, INC for environmental services for after school program in the amount of \$11,275.(lower quote).
- Item 22:** Resolved that the Board approve the revised hourly rate for school psychologist from Item 38, June 24, 2021 Board meeting as follows: contract for School Psychologist with Delta-T Group, Inc for the FY22, under ESCNJ COOP RFP 20/21-20 #65MCESCCPS, as follows:
- a. School Psychologist, \$71.50/Hr. not to exceed \$40,500 to be paid 100% ESSER II, Mental Health funds.
 - b. School Psychologist, \$71.50/Hr. not to exceed \$100,100 to be paid FY22 General fund.
- Item 23:** Resolved that the Board accepts funds and submission of application for ARP- IDEA Basic Funds for the 2021-2022 school year of \$88,466, and further to reject the ARP-IDEA pre-school funds of \$7,496.
- Item 24:** Resolved that the Board approve to reimburse/pay for new bus drivers up to \$500 for CDL expenses.
- Item 25:** Resolved that the Board accepts the SHIF Employee Wellness Grant in the amount of \$15,000.
- Item 26:** Resolved that the Board authorize the Business Administrator to close the Scholarship account with TD Bank and to disburse remaining account balance of \$226.14 plus any interest to Alfredo Santiago Scholarship Fund.
- Item 27:** Resolved that the Board approve budget for 2021 CRRSA ESSER II Consolidated Grant:

- **CRRSA ESSER II**

100-100 Personal Services - Salaries	\$302,700
100-300 Purchased Services	\$154,216
100-500 Other Purchased Services	\$40,000
100-600 Instructional Supplies	\$381,318
200-100 Salaries	\$1,067,361
200-200 Benefits	\$823,107
200-300 Prof and Tech Services	\$10,000
200-600 Supplies and Materials	\$10,000
400-731 Instructional Equipment	\$405,605
400-732 Non Instructional Equipment	\$77,824
Total	\$3,272,131

- **Learning Acceleration**

100-100 Salaries	\$155,200
100-600 Instructional Supplies	\$12,077
200-100 Salaries	\$19,008
200-200 Benefits	\$23,703
Total	\$209,988

- **Mental Health**

200-300 Prof and Tech Services	\$45,000
Total	\$209,988

Item 28: Resolved that the Board approve revised budget for 2020 CARES Emergency Relief Grant:

100-300 Purchased Svcs	\$61,316
100-600 Instructional Supplies	\$285,049
200-100 Salaries	\$292,775
200-200 Benefits	\$22,397
200-300 Prof and Tech Services	\$14,000
200-600 Supplies and Materials	\$169,197
Total	\$844,734

Item 29: Resolved that the Board approve revised budget for FY21 IDEA Grant, as follows:

100-100 Personal Services - Salaries	\$53,794
200-100 Salaries	\$126,777
200-200 Benefits	\$81,927
200-300 Prof and Tech Services	\$93,248
Total	\$355,746

Further resolved that the Board approve FY22 IDEA Grant Budget, as follows:

100-100 Personal Services - Salaries	\$55,408
200-100 Salaries	\$76,200
200-200 Benefits	\$52,376
200-300 Prof and Tech Services	\$165,995
Total	\$349,979

Item 30: Resolved that the Board approve FY22 ESEA Consolidated Grant Budget

Function/Object	Title I-A	Title II-A	Title III	Title IV Part A
100-100	\$225,824			
100-300	\$108,000			\$57,566
100-500				\$14,574

100-600	\$162,000		\$4,415	
100-800			\$6,000	
200-100	\$224,940		\$6,000	
200-200	\$273,121		\$459	
200-300	\$4,015	\$94,036		
200-500	\$3,000		\$2,500	\$728
200-600	\$12,500	\$10,000	\$1,000	
PGM ADM	\$25,000			
Total	\$1,038,400	\$104,036	\$20,374	\$72,868

**Seconded by John Hall:
Roll Call:**

	Item 5	Item 6	Item 7	Item 8	Item 9	Item10	Item11	Item 12	Item 13
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES	YES ABS on payments to Rutgers and Metz	YES	YES
Dr. Matthew Closter	YES	YES	YES						
John Hall	YES	YES	YES	YES	YES	YES	YES ABS on payments to Republic Bank	YES	YES
Dr. Anthony Lowman	YES	YES	YES	YES	YES	YES	YES ABS on payments to Rowan	YES	YES
Bette Mengesha	YES	YES	YES						
Hector Nieves	YES	YES	YES						
Brenda Ortiz	YES	YES	YES	YES	YES	YES	YES ABS on payments to Rutgers	YES	YES
Dr. Michael Palis	YES	YES	YES	YES	YES	YES	YES ABS on payments to Rutgers	YES	YES
Dr. Yozmeris Roman	YES	YES	YES						
Omar Samaniego	YES	YES	YES						
Margo Venable	YES	YES	YES						
Lisa Wright	YES	YES	YES						

	Item 14	Item 15	Item 16	Item 17	Item 18	Item 19	Item 20	Item 21	Item 22	Item 23	Item 24	Item 25	Item 26	Item 27	Item 28	Item 29	Item 30
Dr. Gloria Bonilla-Santiago	YES																

	Item 14	Item 15	Item 16	Item 17	Item 18	Item 19	Item 20	Item 21	Item 22	Item 23	Item 24	Item 25	Item 26	Item 27	Item 28	Item 29	Item 30
Dr. Matthew Closter	YES																
John Hall	YES																
Dr. Anthony Lowman	YES																
Bette Mengesha	YES																
Hector Nieves	YES																
Brenda Ortiz	YES																
Dr. Michael Palis	YES																
Dr. Yozmeris Roman	YES																
Omar Samaniego	YES																
Margo Venable	YES																
Lisa Wright	YES																

VI. Personnel Committee – Bette Mengesha presented items 31-38 for Board approval:

a. New Appointments

Item 31: Resolved that the Board appoints the following individuals:

Name	Position	Salary
Dionna Hofbauer	7th Grade Math (Nnazzario)	\$ 55,000.00
Aviva R. Gordon	100% ESSER 2 20-483-200-104-23-Social Worker-CST (Jszatny)	\$ 63,000.00
Elizabeth A. Alper	5th Grade Math/Science (KPerrine)	\$52,000.00
Gwendolyn Soltys	2rd Grade Teacher (Aalbright)	\$ 55,000.00
Rachael M. Haines	6th - 8th Grade Special Ed. Teacher (Tmason)	\$52,000.00
Dr. Mannix A Shinn	Physics	\$ 65,000.00
Christine Ellen S. LaPaglia	100% ESSER 3 20-487-100-100-22 Basic Skills	\$ 55,000.00
Gregory J. Piscitelli	100% ESSER 3 20-487-100-100-22 Basic Skills	\$ 55,000.00
Abigail L. Hastings	7th Grade Language Arts	\$ 50,000.00
Armani Cruz	Music Teacher K-3 (Menno)	\$ 50,000.00
Amy Kornspan	7th Grade Science (Leftwich)	\$ 50,000.00
Jane H. Paixao	6th Grade Science (Sularski)	\$ 55,000.00
Roslyn Hamilton	Part Time HR Assistant	\$ 36,000.00

Name	Position	Salary
Suzana Yuzekchieva	100% ESSER 2 20-483-100-106-23-Teacher Fellow	\$ 45,000.00
Shannon N. Taylor	Substitute Teacher	\$130/day
Tanjae M. Lewis	100% ESSER 2 20-483-100-106-23-Literacy Support Professional	\$ 40,000.00
Michelle T. Lewis	100% ESSER 2 20-483-100-106-23-Literacy Support Professional	\$ 40,000.00
Amanda Beltran	College Access Coordinator 4-5	\$ 45,000.00
Walvis Abreu	College Access Coordinator 6-8	\$ 50,000.00
Tina Yates	100% ARP-IDEA 20-223-100-106-22-Instructional Aid 1-1, 8th Grade	\$ 26,897.00
Lydia L. Acevedo	Instructional Aid, K-3 (Vanderpuye)	\$ 26,897.00
Sharon Archer	Instructional Aid, K-3 (Barzey)	\$ 26,897.00
Hector Aviles	Bus Driver	\$25/hour

b. Position Changes

Item 32: Resolved that the Board approve the following personnel and salary changes:

Name	Position	Effective Date	FROM -- TO	Salary
Divya B. Chohan	Teacher: BA+15	2021-2022	\$54,263.01 - \$56,263.18	\$ 2,000.17
Edwin DeJesus	FT Security & PT Custodian	2021-2022	\$12.00/hour	\$12.00/hour
Denise Lofland	PT-FT Custodian	2021-2022	PT \$12/hr to FT \$12/hr	\$12.00/hour
Linda Lugo	PT-FT Custodian	2021-2022	\$12.00 - \$26114	100% ESSER 2 20-483-262-100-23-\$26,114.00
Lisandra Echevarria	Part Time Bus Driver	2021-2022	\$22.00 - \$25.00	\$25.00
Syka Jimenez	Part Time Bus Driver	2021-2022	\$22.00 - \$25.00	\$25.00
Emiliana Peralta De Batista	Part Time Bus Driver	2021-2022	\$22.00 - \$25.00	\$25.00
Jennyliz Soto	Part Time Bus Driver	2021-2022	\$22.00 - \$25.00	\$25.00
Aralys Valdez	Part Time Bus Driver	2021-2022	\$22.00 - \$25.00	\$25.00
Luz Alcatar	Parent Ambassador	2021-2022	\$11.00 - \$12.00	100% ESSER 2 20-483-200-107-23-\$12.00/hour
Yessenia Fernandez	Parent Ambassador	2021-2022	\$11.00 - \$12.00	100% ESSER 2 20-483-200-107-23-\$12.00/hour

Name	Position	Effective Date	FROM -- TO	Salary
Angela Garcia	Parent Ambassador	2021-2022	\$11.00 - \$12.00	100% ESSER 2 20-483-200-107-23-\$12.00/hour
Lorna Quintana	Parent Ambassador	2021-2022	\$11.00 - \$12.00	100% ESSER 2 20-483-200-107-23-\$12.00/hour
Tonya McFadden	IA	2021-2022	\$26,897 - \$27,704	100% Title I 20-236-100-106-00-\$27,704.00
Alisha Pondexter	IA	2021-2022	\$26,897 - \$27,704	\$27,704.00
Lynn Groon	1:1 aid	2021-2023	\$26,897 - \$27,704	100% IDEA 20-259-100-106-00-\$27,704.00
Crowley, Octavius	1:1aid	2021-2022	\$26,897 - \$27,704	100% IDEA 20-259-100-106-00-\$27,704.00
Diana Crespo	Salary Increase (retro before salary increase)	2021-2022	75,338.18 - 80,338.18	\$80,338.18
Rafael Miranda	Salary Increase (retro before salary increase)	2021-2022	\$55,000.00 - \$65,000.00	\$65,000.00
Elliot Rojas	Salary Increase (retro before salary increase)	2021-2022	\$30,000.00 - \$40,000.00	100% ESSER 2 20-483-266-100-23-\$40,000.00
Stephanie Weaver-Rogers	COO/Lead (5% increase)	7/1/21		\$134,400.00
Yusein Durakov	BA (5% increase)	7/1/21		\$126,000.00
Marchelle Roberts	Director of Early College	8/15/21		\$90,000.00 35% (431,500 to title I grant) and 65% (\$59,670 to general fund)

c. Resignations/Terminations/Retirements

Item 33: Resolved that the Board accepts the following resignations/terminations:

Name	Position
Kristine Perrine	5th Grade Math/Science (Alper)
Tanya Mason	6th - 8th Grade Special Ed. Teacher (Haines)
Amber Albright	2rd Grade (Soltys)
Yvonne Grashorn	4-8 Music Teacher
Blaur Mauger	1st Grade Teacher
Lora S. McNamee	4-5 Special Ed. Teacher (Adams?)

<u>Name</u>	<u>Position</u>
Brandon Leftwich	7th Grade Science
Nicholas Nazzario	7th Grade Science
Adam Moss	HS PE/Drivers Ed
Joseline del Moral Zenquiz	ESL 4-8
Alexey Kulpin	6th Grade Math
Stephanie Paduani	ESL Teacher
Jessica Sztatny	Social Worker
Luis DeJesus	Custodian

d. FMLA Leave

Item 34: Resolved that the Board approves the following FMLA Leave of Absences:

<u>Name</u>	<u>Position</u>	<u>Period</u>
Nina Speart	Teacher	10/27/2021-12/28/2021

e. Tuition Reimbursement

Item 35: Resolved that the Board approves tuition reimbursement of up to \$1,000 for Adam Altenbach for a master's level course in history.

f. Teacher Orientation Stipends

Item 36: Resolved that the Board approves payment of a \$30/hour stipend for the following for participating in Teacher Orientation from August 19-20, 2021:

<u>Last Name</u>	<u>First Name</u>
Altenbach	Adam
Aspenburg	Stephanie
Barton	Jesse
Bear	Ross
Berlin	Katherine
Bivona	Brooke
Butterworth	Glen
Caione	Rachel
Carpenter	Amanda
Chohan	Divya
Chugh	Sonia
Clark	Erin
Clark	Catherine
Cloherty	Melissa
Coles	Summer

<u>Last Name</u>	<u>First Name</u>
Cotton	Alexis
Covington	Shannon
Crump	Alicia
Dacenko	Amanda
Damiani	Julian
Davis	Scott
Declat	Luis
DeFrance	Victoria
Depew	Stephanie
Derenzo	Lisa
Dinuova	Michael
Dunkley	Kathleen
Durney	John
Edwards	Cloyette
Gartland	Patrick
Gartland	Erin
Goss	Greg
Green	Marie
Harkins	Patricia
Heintz	Sandra
Hicks	Tiyana
Horneff	Sarah
Howell	Isabel
Hudock	Ashley
Irizarry-Rivera	Jennifer
Jankowski	Katherine
Jastrzembski	Roxanne
Jenkins	Kyra
Kaufmann	Regina
Kelsey	Bethany
Koch	Ryan
Kogan	Julia
Lavin	Courtney
Long	Debra
Maenner	Nicole
Mai	Savana
Marino	Richard
McKeown	Lauren
Merrill	Darla
Meslar	Christine

<u>Last Name</u>	<u>First Name</u>
Minton-Jack	Lindsay
Monte	Melvin
Orlina	Maria
Paduani Gomez	Stephanie
Perez	Juliana
Perks	Kiersten
Perrone	Anna Marie
Petrutz	Jessica
Phillips	Jeffrey
Pierce	Michele
Quidachay	Deanna
Ramos-Rivera	Gisell
Redmond	Helen
Rhea	Michael
Richardson	David
Rossi	Raymond
Sarno(Keefe)	Alexandra
Scheid	Christopher
Schultice	Amy
Selover	Theresa
Smith	Randolph
Speart	Nina
Stephens	Candice
Stoneback	Susan
Uttarotai	Helen
Vasilakis	Lissel
Vasquez	Silvia
Vicino	Robin
Wagner	Sarah
Hecht	Carly
Love	Jayson
Ettorre-Williams	Michele
Joan	Rodriquez
Grseida	DeJesus
Alisha	Pondexter
Lynn	Groon
Octaviius	Crowley
Tonya	McFadden

g. Approval of Teacher Salaries for 2021-2022

Item 37: Resolved that the Board approves the following salaries for teachers for 2021-2022 per the school's Performance Based Compensation Plan:

<u>Last Name</u>	<u>First Name</u>	<u>2021-2022 Salary</u>
Altenbach	Adam	\$51,790.90
Aspenburg	Stephanie	\$86,917.63
Barton	Jesse	\$79,328.85
Bear	Ross	\$62,513.76
Berlin	Katherine	\$57,033.23
Bivona	Brooke	\$63,269.53
Butterworth	Glen	\$65,220.36
Caione	Rachel	\$61,963.02
Carpenter	Amanda	\$63,251.57
Chohan	Divya	\$56,352.19
Chugh	Sonia	\$74,474.95
Clark	Erin	\$52,020.88
Clark	Catherine	\$98,613.33
Cloherty	Melissa	\$70,726.74
Coles	Summer	\$59,014.89
Cotton	Alexis	\$60,366.45
Covington	Shannon	\$66,266.08
Crump	Alicia	\$72,941.28
Dacenko	Amanda	\$65,729.63
Damiani	Julian	\$59,753.72
Davis	Scott	\$66,431.45
Declat	Luis	\$67,320.82
DeFrance	Victoria	\$54,163.20
Depew	Stephanie	\$68,199.70
Derenzo	Lisa	\$59,666.79
Dinuova	Michael	\$83,695.94
Dunkley	Kathleen	\$65,174.44
Durney	John	\$66,935.57
Edwards	Cloyette	\$59,645.44
Gartland	Patrick	\$60,121.90
Gartland	Erin	\$65,054.69
Goss	Greg	\$62,206.08
Green	Marie	\$90,250.97
Harkins	Patricia	\$67,940.42
Heintz	Sandra	\$64,433.59

<u>Last Name</u>	<u>First Name</u>	<u>2021-2022 Salary</u>
Hicks	Tiyana	\$61,589.63
Horneff	Sarah	\$69,196.30
Howell	Isabel	\$54,976.63
Hudock	Ashley	\$61,892.67
Irizarry-Rivera	Jennifer	\$61,963.14
Jankowski	Katherine	\$64,981.32
Jastrzembski	Roxanne	\$60,233.06
Jenkins	Kyra	\$62,893.68
Kaufmann	Regina	\$64,191.13
Kelsey	Bethany	\$54,003.68
Koch	Ryan	\$58,686.49
Kogan	Julia	\$90,843.63
Lavin	Courtney	\$51,944.22
Long	Debra	\$82,930.45
Maenner	Nicole	\$89,938.04
Mai	Savana	\$57,138.64
Marino	Richard	\$77,879.70
McKeown	Lauren	\$53,844.46
Merrill	Darla	\$60,385.81
Meslar	Christine	\$75,289.99
Minton-Jack	Lindsay	\$57,117.56
Monte	Melvin	\$69,764.77
Orlina	Maria	\$79,679.93
Perez	Juliana	\$81,363.60
		100% Title I 20-236-100-101-00
Perks	Kiersten	\$56,518.43
Perrone	Anna Marie	\$68,911.56
Petrutz	Jessica	\$62,472.91
Phillips	Jeffrey	\$86,969.83
Pierce	Michele	\$68,295.60
Quidachay	Deanna	\$54,103.27
Ramos-Rivera	Gisell	\$56,822.41
Redmond	Helen	\$96,717.76
Rhea	Michael	\$63,314.58
Richardson	David	\$51,848.39
Rossi	Raymond	\$86,228.32
Sarno(Keefe)	Alexandra	\$59,228.97
Scheid	Christopher	\$59,665.38

<u>Last Name</u>	<u>First Name</u>	<u>2021-2022 Salary</u>
Schultice	Amy	\$63,670.37
Selover	Theresa	\$51,695.07
Smith	Randolph	\$109,772.43
Speart	Nina	\$85,010.83
Stephens	Candice	\$67,162.06
Stoneback	Susan	\$58,554.21
Uttarotai	Helen	\$67,266.58
Vasilakis	Lissel	\$68,547.09
Vasquez	Silvia	\$65,609.37
		100% Title I 20-236-100-101-00
Vicino	Robin	\$67,304.19
Wagner	Sarah	\$60,144.13
Hecht	Carly	\$50,583.50
Love	Jayson	\$55,641.85
Ettorre-Williams	Michele	\$55,000.00

h. Professional Development – External Offerings

Item 38: Resolved that the Board ratifies participation of staff on the PD events listed below:

NAME	NAME OF WORKSHOP/SEMINAR	DATE (S) & TIME	COST
Christine Skalka	FEA: Making Learning Visible in ELA Classrooms (Gr. 4-8)	July 27, 2021	\$0
Christine Skalka	FEA: Progressive Supervision & Corrective Action Plans	July, 2021	\$0
Christian Galietta	FEA: Progressive Supervision & Corrective Action Plans	July, 2021	\$0
Jozian Molina	NJASA: <ul style="list-style-type: none"> • Board of Education Dynamic & Relations • Voices of Experience: Reflections & Conversations with Leaders on Current Challenges, Trends & the Future. 	September 22, 2021 October 26, 2021 February 24, 2022 March 24, 2022 April 27, 2022 May 25, 2022	\$0

NAME	NAME OF WORKSHOP/SEMINAR	DATE (S) & TIME	COST
	<ul style="list-style-type: none"> • Superintendent as Instructional Leaders • Staff & Community Relations: Designing & Delivering Effective Communications • Strategic Planning: Aligning Vision & Resources • Special Equity & Excellence 		
Kaitlyn McWilliams	FEA: Leveraging the Power of School Climate Teams, Mentoring as a Partnership: Navigating the Learning, Culturally Responsive Practices and Leadership	Self-paced courses	\$0

i. Appointment – Chief Academic Officer

Item 39: Resolved that the Board appoints Jozian Molina as Chief Academic Officer of the LEAP Academy at the annualized salary of \$110,000.

Seconded by Hector Nieves.

Roll Call:

	Item 31	Item 32	Item 33	Item 34	Item 35	Item 36	Item 37	Item 38	Item 39
Dr. Gloria Bonilla-Santiago	YES								
Dr. Matthew Closter	YES								
John Hall	YES								
Dr. Anthony Lowman	YES								
Bette Mengesha	YES								
Hector Nieves	YES								
Brenda Ortiz	YES								
Dr. Michael Palis	YES								
Dr. Yozmeris Roman	YES								
Omar Samaniego	YES								
Margo Venable	YES								
Lisa Wright	YES								

VII. Curriculum and Instruction

A. Academic Data Reports (Jozian Molina): Jozian Molina provided an Academic Report to the Board.

B. Mentoring Plan for New Teachers: Dr. Mathew Closter presented item 40 for approval:

Item 40: Resolved that the Board approves the Mentoring Plan for New teachers as presented by the school leadership.

Seconded by Dr. Yozmeris Roman.

Roll Call:

	Item 40
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
John Hall	YES
Dr. Anthony Lowman	YES
Bette Mengesha	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yozmeris Roman	YES
Omar Samaniego	YES
Margo Venable	YES
Lisa Wright	YES

VIII. Public Comment

Dr. Santiago indicated that all members of the public wishing to send public comments can submit them to Wanda Garcia (Bord Liaison to: wandag@camden.rutgers.edu).

No comments were received.

IX. Adjournment

Item 41: Margo Venable presented a motion to adjourn.

Seconded by Bette Mengesha.

Roll Call:

	Item 41
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
John Hall	YES
Dr. Anthony Lowman	YES
Bette Mengesha	YES
Hector Nieves	YES

	Item 41
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yozmeris Roman	YES
Omar Samaniego	YES
Margo Venable	YES
Lisa Wright	YES

Meeting adjourned at 5:40 pm.

Respectfully Submitted,

Wanda Garcia
Board Liaison