

**LEAP Board of Trustees Meeting
Minutes
November 2, 2023**

Meeting called to order by Dr. Bonilla-Santiago at 5:00 pm.

Attendance:

Dr. Gloria Bonilla-Santiago
Dr. Mathew Closter
Margaret Manthe
Cal Maradonna
Bette Mengesha
Dr. Donna Nickitas
Héctor Nieves
Brenda Ortiz
Dr. Michael Palis

Excused:

Dr. Anthony Lowman
Dr. Yosmeriz Roman
Omar Samaniego
Margo Venable

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 and flexibility in a very difficult time.

II. Approval of Minutes of September 21, 2023: Dr. Palis presented the following resolution:

Item 1: Resolved that the Board of Trustees approve the minutes of the meeting of September 21, 2023, as prepared by Wanda Garcia, Board Liaison.

Seconded by Brenda Ortiz.

Roll Call:

	Item 1
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Dr. Donna Nickitas	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES

III. Chairperson’s Report

- Dr. Santiago provided an update on the LEAP Social Enterprise CMO Services and Programs. She indicated that the organization is on growth period with plans to open other schools in a growing network on LEAP Schools in Puerto Rico.
- Dr. Santiago reminded Board members and the public of the upcoming Gloria and Alfredo Santiago Scholarship Fundraising Gala on December 8, 2023.

IV. Operational Report- Stephanie Rogers, COO/Lead Person: Stephanie provided a progress report on operational matters. She shared the great news that student attendance is up and doing better than other local districts. She also shared that the administration is looking at options for engaging a third party to take care of the billing for the Health Center as it deploys a strategy to increase the number of reimbursements and the pace of receipt of funds.

V. Finance Committee Actions

A. Approval of Line-Item Status Report: Margaret Manthe presented items 2-13 for Board approval:

Item 2: 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 months of August and September 2023 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 3: Resolved that the Board approve the Financial Reports for the LEAP Cramer Hill LLC for the months of August and September 2023 as prepared by the CFO/SBA.

C. LEAP Microenterprise Financials and LEAP Health and Wellness

Item 4: Resolved that the Board approve the Financial Reports for the LEAP Microenterprise LLC and for the LEAP Health Center for the months of August and September 2023 as provided by the Chief Financial Officer/SBA.

D. LEAP Student Transportation

Item 5: Resolved that the Board approve the Financial Reports for the LEAP Transportation LLC for the months of August and September 2023 as provided by the Chief Financial Officer/SBA.

E. Budget Transfers

Item 6: Resolved that the Board approve budget transfers for the months of August and September 2023 as provided by the CFO/SBA.

F. Approval of Expenditure Report/Bill List

Item 7: Whereas, the Business Administrator certifies that there are sufficient funds to pay bills and payroll for the months of August and September 2023;

Resolved that the Board approve payment of bills, as follows:

**SUMMARY OF BILLS FOR THE MONTH
CHECK AND WIRE DISBURSEMENTS**

FUND	Aug 2023
10 General Current Expense	\$2,335,236.24
20 Special Revenue	1,093,954.36
30 Capital Projects	\$688
60 Enterprise	\$286,241.22
90 Agency	\$472,007.40
91 Payroll	\$584,267.31
95 Student	\$4,601.60
96 Parent Council	\$1,775.00
Total Disbursements:	\$4,778,771.13

FUND	September 2023
10 General Current Expense	\$1,985,814.16
20 Special Revenue	\$293,533.57
30 Capital Projects	\$0
60 Enterprise	\$44,100.08
90 Agency	\$501,716.44
91 Payroll	\$837,266.95
95 Student	\$0
96 Parent Council	\$765
Total Disbursements:	\$3,663,196.20

Therefore, be it resolved that the LEAP Academy University Charter School Board of Trustees authorize payment of vouchers and payroll as provided by the Chief Financial Officer.

- Item 8:** Resolved that the Board approve the change of the amount from \$119,850 for contract awarded to Bluum, Inc. at the September 21, 2023, board meeting to \$140,250, 100% paid with federal ARP funds. NCPA 01-150 contract, due to unavailability of original items.
- Item 9:** Resolved that the Board approve contract with Madina Restoration, Inc, for installation of a sump pump at 639 Copper, in the amount of \$11,500, time and material bid 23-5.
- Item 10:** Resolved that the Board approve submittal of the Annual Financial Questionnaire to the NJDOE.
- Item 11:** Resolved that the Board approve a professional services contract with AA East LLC to provide certified nurses at the rate of \$60/hr. for the FY24.
- Item 12:** Moved that the Board approve the revenue contract with Rutgers University in the amount of \$197,528 for 532 Cooper rent and related services.
- Item 13:** Resolved that the Board approve contract with Educational Associates LLC to Tutorfly Holdings, LLC to provide high impact tutoring for FY24 in the amount of \$97,000, based on competitive purchasing RFP24-1 to be paid with 100% ARP funds High Impact Tutoring.

Seconded by Hector Nieves.

Roll Call:

	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7	Item 8	Item 9	Item 10	Item 11	Item 12	Item 13
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES Abs on payments to Rutgers and Metz	YES	YES	YES	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES	YES	YES Abs on payments to Rutgers	YES	YES	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES Abs on payments to Rutgers	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES Abs on payments to Rutgers	YES	YES	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	YES	YES	YES	YES Abs on payments to Rutgers	YES	YES	YES	YES	YES	YES

VI. Personnel Committee: Bette Mengesha presented items 14-24 for Board approval.

a. New Appointments:

Item 14: Resolved that the Board approves the following new appointments:

<u>New Appointments</u>	<u>Position/Building Location</u>	<u>Contract/Start Date</u>	<u>Salary</u>
Curtis Barton (Replacing L. Brown)	ELA Teacher	10/2/23	\$ 75,000.00
Daniel Blackman (D. DiBruno)	Social Studies (High School)	9/30/13	\$ 65,000.00
Nafessa Johnson (A. Beltran)	Temp. College Access	11/15/23	\$30/hour
Karelis Pickus (L.Derenzo)	Elementary Teacher (2nd Grade)	11/15/23	\$ 57,500.00

<u>New Appointments</u>	<u>Position/Building Location</u>	<u>Contract/Start Date</u>	<u>Salary</u>
Lori Seminara (N. Tomassini)	CST - LDTC	11/15/23	\$ 50,000.00
Kamice Smalls (J. Welch)	CST School Social Worker	10/30/23	\$ 65,000.00
Florencia Devalle (T. Felix move)	Medical Receptionist/Front Desk	10/26/23	\$ 40,000.00
Aida Rodriguez (N. Camacho)	Part-Time Custodian	10/2/23	\$15/hour
Amanda Hudson (S.Santiago)	Part-Time Custodian	10/2/23	\$15/hour

b. Position Upgrades and Adjustments

Item 15: Resolved that the Board approves the following position and salary modifications:

<u>Name</u>	<u>From - To</u>	<u>Salary Changes</u>	<u>Effective Date</u>	<u>Salary</u>
Tugba Hoguet	From Dir of SpeEd to Dir of ELL/Spec Serv	\$118,000.00 - \$128,000.00	7/1/23	\$ 128,000.00
Thelma Felix	From Medical Receptionist to Medical Assistant	\$35,000.00 - \$42,000.00	10/1/23	\$42,000.00
Keisha Mota	From Part-Time to Full Time (Security)	\$15/hour - 29,500.00	9/1/23	\$29,500.00

c. Appointment of Teacher Leaders for 23-24

Item 16: Resolved that the Board approves the following appointments for Teacher Leader positions for 23-24 @ \$5,000 for teachers only performing instructional components only and \$10,000 for teachers performing instructional plus before/after school:

<u>Name</u>	<u>Grade Level</u>	<u>Stipend amount</u>
Sandy Heintz	Jr. HS	\$ 10,000.00
John Durney	High School	\$ 10,000.00
Stephanie Aspenburg	8th Grade	\$ 5,000.00
Lindsay Minton-Jack	Jr. HS	\$ 5,000.00
Lissel Vasilakis	Elementary	\$ 5,000.00
Ashley Hudock	Jr. HS	\$ 5,000.00
Jessica Petruz	High School	\$ 10,000.00
Sonia Chugh	High School	\$ 10,000.00
Randolph Smith	High School	\$ 5,000.00
Heather Szychoski	Elementary	\$ 10,000.00
Debra Long	Jr. HS	\$ 5,000.00

Name	Grade Level	Stipend amount
Christopher Scheid	High School	\$ 5,000.00
Summer Coles	Jr. HS	\$ 10,000.00
Yonaton Yares	High School	\$ 10,000.00
Armani Cruz	Jr. HS	\$ 5,000.00
Gwendolyn Soltys	Jr. HS	\$ 5,000.00
Michelle Pierce	Elementary	\$5,000.00

d. Extended Day Co-curricular appointments

Item 17: Resoled that the Board approves the following co-curricular appointments for extended day for 23-24:

<u>Name</u>	<u>Salary</u>
Divya Chohan	\$45/hour
Michelle Kean	\$45/hour
Lissel Vasilakis	\$45/hour
Summer McFerren	\$45/hour
Audrey Deren	\$45/hour
Elizabeth Alper	\$45/hour
Darla Merrill	\$45/hour
Maria Orlina	\$45/hour
Yontan Yares	\$45/hour
Lissel Vasilakis	\$45/hour
Sylvia Vasquez	\$45/hour
Linda Minton-Jack	\$45/hour
Darla Merrill	\$45/hour
Armani Cruz	\$45/hour
Jason Arrington	\$45/hour
Shameka Shoultz	\$30/hour
Jasmin Rivera	\$30/hour
Jalissa Febo	\$30/hour
Bartola Rivera-Zapata	\$30/hour

Further resolved that the Board approves the following appointments for programs during the extended day after regular instruction:

ESL Afterschool	<u>Salary</u>
Sonia Chugh (Title 3 Program Coordinator)	\$45/hour
Girls on the Run	<u>Salary</u>
Alicia Crump	\$45/hour
Lissel Vasilakis	\$45/hour

Volleyball	<u>Salary</u>
Deanna Quidachay	\$45/hour
Soccer	<u>Salary</u>
Seclinda Murray	\$45/hour
Flag Football	<u>Salary</u>
Darren Hagerman	\$45/hour
Lockroom Attendant	
Amanda Beltran	\$45/hour

e. Athletic Stipend Approval

Item 18: Resolved that the Board approves the following coaching appointments and stipends for 23-24:

<u>Athletic Stipend</u>		
James Moore	Varsity Girls Basketball Coach	\$ 7,000.00
Gregory Shoultz	Boys Varsity Head Basketball Coach	\$ 7,000.00
Maurice Whittington	JV Boys Basketball Coach	\$ 3,500.00
Darren Hagerman	Girls Assistant Basketball Coach	\$ 5,000.00
Shameka Shoultz	Cheerleading Coach	\$ 5,000.00

f. Appointment of Home Instruction Teachers

Item 19: Resolved that the Board approves the following teachers for Home based instruction as needed for 23-24:

<u>Home Instruction (As Needed)</u>	<u>Salary</u>
Helen Redmond	\$45/hour
Jessica Petruz	\$45/hour
Sonia Chugh	\$45/hour

g. Staff Renewal and Salaries for 23-24

Item 20: Resolved that the Board of Trustees approves renewal and salaries for the following staff for 23-24:

<u>NAME</u>	<u>JOB TITLE</u>	<u>FY2023 SALARY</u>	<u>%INCREASE</u>	<u>FY2024 SALARY</u>
Yusein Durakov	Bus. Administrator	\$ 150,000.00	3%	\$ 154,500.00
Stephanie L Weaver-Rogers	Lead Person/COO	\$ 150,000.00	1%	\$ 151,500.00
Jozian Molina	CAO	\$ 125,000.00	1%	\$ 126,250.00

<u>NAME</u>	<u>JOB TITLE</u>	<u>FY2023 SALARY</u>	<u>%INCREASE</u>	<u>FY2024 SALARY</u>
Velmina S Rivera	Chief Medical Office	\$ 267,750.00	3%	\$ 275,782.50
Thomas M Kane	PT Grant Writer	\$ 25,000.00		\$ 25,000.00
Maria A Gonzalez	Bus Driver	\$ 45,000.00		\$ 45,000.00
Amanda L Mercado	College Access K-5	\$ 75,000.00		\$ 75,000.00
Amanda Beltran	Director of Early College	\$ 75,000.00		\$ 75,000.00
Stephanie Williams	Behavior Specialist	\$ 60,000.00	3%	\$ 61,800.00
Jose Algarin	Custodian	\$ 37,034.14	1%	\$ 37,219.31
Angelique Candelaria	Custodian	\$ 27,000.00	4%	\$ 29,250.00
Carmen Cintron	Custodian	\$ 30,860.63	4%	\$ 32,095.06
Juan J Colon	Custodian	\$ 29,499.29	4%	\$ 30,679.26
Guillermo A Cruz	Custodian	\$ 55,934.25	4%	\$ 58,171.62
Eduardo Cruz Villa	Custodian	\$ 31,415.64	4%	\$ 32,672.27
Doris L Guzman	Custodian	\$ 27,000.00	4%	\$ 29,250.00
Nilsa I Guzman-Martinez	Custodian	\$ 29,499.29	4%	\$ 30,679.26
Roberto A Ledezma	Custodian	\$ 29,499.29	4%	\$ 30,679.26
Wanda Lopez	Custodian	\$ 27,945.00	4%	\$ 29,250.00
Angelita Manzanillo De Garcia	Custodian	\$ 28,350.00	4%	\$ 29,484.00
Mabel B Mendez	Custodian	\$ 33,394.79	4%	\$ 34,730.58
Jose C Ortiz	Custodian	\$ 39,416.19	4%	\$ 40,992.84
Jose A Rodriguez	Custodian	\$ 37,492.00	4%	\$ 38,991.68
Adriana Rodriguez-Diaz	Custodian	\$ 28,350.00	4%	\$ 29,484.00
Alberta Sandoval	Custodian	\$ 29,499.29	4%	\$ 30,679.26
Rosa M Torres	Custodian	\$ 29,499.29	4%	\$ 30,679.26
Richard Villar	Custodian	\$ 27,000.00	4%	\$ 29,250.00

<u>NAME</u>	<u>JOB TITLE</u>	<u>FY2023 SALARY</u>	<u>%INCREASE</u>	<u>FY2024 SALARY</u>
Darrell Baynard	Custodian	\$15/hour		\$15/hour
Elizabeth Conception	Custodian	\$15/hour		\$15/hour
Denise Lofland	Custodian	\$15/hour		\$15/hour
Ramy Noun	Custodian	\$15/hour		\$15/hour
Maria Tigre	Custodian	\$15/hour		\$15/hour
Ana Torres	Custodian	\$15/hour		\$15/hour
Edwin De Jesus	Custodian	\$17/hour		\$17/hour
Edwin Dejesus	Education Safety Monitor	\$ 30,013.50	4%	\$ 31,214.04
Eliot A Rojas	Education Safety Monitor	\$ 41,400.00	2%	\$ 42,228.00
Shalees Santiago	Education Safety Monitor	\$ 29,640.00	4%	\$ 30,825.60
Chisom Ibeneche	Education Safety Monitor	\$ 27,158.56	4%	\$ 29,250.00
Linda U Ibeneche	Education Safety Monitor	\$ 29,904.08	4%	\$ 31,100.24
Linda L Lugo	Education Safety Monitor	\$ 27,941.98	4%	\$ 29,250.00
Maryon Watson	Education Safety Monitor	\$ 27,158.56	4%	\$ 29,250.00
Maurice T Whittington	Education Safety Monitor	\$ 31,200.00	4%	\$ 32,448.00
Genovia Darby	Education Safety Monitor	\$15/hour		\$15/hour
Maria Sanchez	Education Safety Monitor	\$15/hour		\$15/hour
Genovia Darby	Education Safety Monitor	\$15/hour		\$15/hour
Bartola Rivera Zapata	Instructional Aide	\$ 26,897.00		\$ 26,897.00
Sofia Zoqui Solano	Instructional Aide	\$ 26,897.00		\$ 26,897.00
Maria Gonzalez	P/T Bus Driver	\$30/hour		\$30/hour
Syka Jimenez	P/T Bus Driver	\$30/hour		\$30/hour
Dilenia Jimenez Hiciano	P/T Bus Driver	\$30/hour		\$30/hour
Rosa Nunez	P/T Bus Driver	\$28/hour		\$30/hour
Yessica Cordero De Sanchez	P/T Bus Driver	\$28/hour		\$30/hour
Maria Peralta Fernandez	P/T Bus Driver	\$30/hour		\$30/hour
David Rios	P/T Bus Driver	\$30/hour		\$30/hour
Miguel Rodriguez	P/T Bus Driver	\$30/hour		\$30/hour
Nereida Camacho	PT Bus Driver	\$15/hour		\$30/hour
Jennylyz Soto	P/T Bus Driver	\$30/hour		\$30/hour
Theodore W Johnson	Director of College Access	\$ 90,000.00		\$ 90,000.00

<u>NAME</u>	<u>JOB TITLE</u>	<u>FY2023 SALARY</u>	<u>%INCREASE</u>	<u>FY2024 SALARY</u>
Stevenson Pierre-Jacques	Dir Information Technology	\$ 119,314.02	4%	\$ 124,086.58
Rafael J Miranda	Dir Fab Lab	\$ 90,000.00		\$ 90,000.00
Rosa A Ovalles Vargas	Dir Transportation	\$ 70,000.00	4%	\$ 72,800.00
Lesly Alvarez	Transportation Coordinator	\$25/hr		28/hr
Diana J Crespo	Dir. Enrollment	\$ 83,150.02	3%	\$ 85,644.52
Dennis M Rivera	Dir. Security & Facilities	\$ 101,000.00	0%	\$ 101,000.00
Maria A Cruz	Director Parent Engagement	\$ 80,265.84	3%	\$ 82,673.82
Leda Hernandez Diaz	Director Wellness Center, Family Support	\$ 73,542.00	3%	\$ 75,748.26
Sylvia L Hunt	Accounts Payable Clerk	\$ 47,250.00	3%	\$ 48,667.50
Yahaira Perez	Elementary-Office Manager	\$ 36,414.00	3%	\$ 37,506.42
Grace Begley	Enrollment Specialist	\$ 52,306.93	1%	\$ 52,830.00
John T McNatt	Facilities Mechanic	\$ 64,480.00	1%	\$ 65,124.80
Jorge L Ramos	Facilities Mechanic	\$ 67,000.00	2%	\$ 68,005.00
Juan P Rivera	Facilities Mechanic	\$ 62,430.12	1%	\$ 63,054.42
Angela Hickman	HR Assistant	\$ 36,000.00	3%	\$ 37,080.00
Mildred Davis	HR Mgr- Dir HR	\$ 93,636.00	1%	\$ 94,572.36
Lorna Quintana	HS-Office Manager	\$ 35,000.00	3%	\$ 36,050.00
Amir T Ayres	Instructional Superv	\$ 93,150.00	1%	\$ 94,081.50
Christine A Skalka	Instructional Superv	\$ 93,150.00	1%	\$ 94,081.50
Matthew C Steen	Instructional Superv	\$ 93,150.00	1%	\$ 94,081.50
Massimo De Siano	IT Specialist	\$ 89,070.25	3%	\$ 91,297.01
Robert E Hinchliffe	IT Specialist	\$ 71,787.00	3%	\$ 73,940.61
Jasmin Rivera	Office Manager-STEM Jr. HS	\$ 40,000.00	2%	\$ 40,800.00

<u>NAME</u>	<u>JOB TITLE</u>	<u>FY2023 SALARY</u>	<u>%INCREASE</u>	<u>FY2024 SALARY</u>
Natalia M Tomassini	LDTTC Child Study	\$ 55,000.00		\$ 69,000.00
Jacqueline M Deprince	Medical Office Manager	\$ 56,752.80	3%	\$ 58,455.38
Nancy A Orfe	Nurse	\$ 63,648.00	3%	\$ 65,557.44
Semema Abdullah	Registered Nurse	\$ 70,000.00		\$ 70,000.00
Doanny Caraballo	Office Manager	\$ 35,000.00	1%	\$ 35,350.00
Beverly R Johnson	Payroll Manager	\$ 68,620.50	3.0%	\$ 70,679.12
Chrystal R Walker	Principal 6-8	\$ 125,000.00	1%	\$ 126,250.00
Jason Arrington	School Social Worker	\$ 70,000.00	3%	\$ 72,100.00

h. Approval for Salaries for Teachers for 23-24

Item 21: Resolved that the Board approves salaries for 23-24 for teachers based on the performance-based evaluation program:

<u>Last Name</u>	<u>First Name</u>	<u>score</u>	<u>2022-2023 Salary</u>	<u>1.167 %</u>	<u>Increment %</u>	<u>Performance</u>	<u>2023-2024 Salary</u>
ALPER	ELIZABETH	69.0	57,000.00	\$665.19	0.0264477	\$1,507.52	\$59,172.71
ASPENBURG	STEPHANIE	88.0	91,466.11	\$1,067.41	0.0337304	\$3,085.19	\$95,618.71
BADIALI	SARAH	93.0	72,871.45	\$850.41	0.0356469	\$2,597.64	\$76,319.50
BARTON	JESSE	88.4	83,480.75	\$974.22	0.0337304	\$2,815.84	\$87,270.81
BIVONA	BROOKE	83.5	66,458.11	\$775.57	0.0321972	\$2,139.77	\$69,373.44
BIZZELLE	MELLINA	74.6	55,000.00	\$641.85	0.0287475	\$1,581.11	\$57,222.96
BUTTERWORTH	GLEN	82.8	68,408.10	\$798.32	0.0318139	\$2,176.33	\$71,382.75
CAIONE	RACHEL	85.7	65,038.74	\$759.00	0.0329638	\$2,143.92	\$67,941.67
CARPENTER	AMANDA	84.8	66,415.85	\$775.07	0.0325805	\$2,163.86	\$69,354.78
CHOHAN	DIVYA	82.8	61,011.18	\$712.00	0.0318139	\$1,941.00	\$63,664.18
CHUGH	SONIA	92.2	80,050.92	\$934.19	0.0352636	\$2,822.88	\$83,808.00
CLARK	CATHERINE	98.1	103,888.70	\$1,212.38	0.0375634	\$3,902.41	\$109,003.49
CLOHERTY	MELISSA	89.3	74,373.80	\$867.94	0.0341137	\$2,537.17	\$77,778.91
COLES	SUMMER	81.5	62,012.78	\$723.69	0.0314306	\$1,949.10	\$64,685.57
COVINGTON	SHANNON	88.4	69,759.50	\$814.09	0.0337304	\$2,353.02	\$72,926.61
CRUMP	ALICIA	88.0	76,618.71	\$894.14	0.0337304	\$2,584.38	\$80,097.23

Last Name	First Name	score	<u>2022-2023</u> <u>Salary</u>	<u>1.167</u> <u>%</u>	<u>Increment %</u>	<u>Performa</u> <u>n</u> <u>nce</u>	<u>2023-</u> <u>2024</u> <u>Salary</u>
CRUZ	ARMANI	88.7	55,000.00	\$641.85	0.0341137	\$1,876.25	\$57,518.10
DACENKO	AMANDA	81.4	68,840.25	\$803.37	0.0310473	\$2,137.30	\$71,780.92
DAMIANI	JULIAN	83.3	67,500.00	\$787.73	0.0318139	\$2,147.44	\$70,435.16
DAVIS	SCOTT	27.2	69,498.89	\$811.05	0	\$0.00	\$70,309.94
DEREN	AUDREY	74.3	63,000.00	\$735.21	0.0283642	\$1,786.94	\$65,522.15
DERENZO	LISA	76.6	62,583.04	\$730.34	0.0295141	\$1,847.08	\$65,160.47
DINUOVA	MICHAEL	87.7	88,011.53	\$1,027.09	0.0337304	\$2,968.66	\$92,007.29
DURNEY	JOHN	79.1	70,258.22	\$819.91	0.0302807	\$2,127.47	\$73,205.60
EDWARDS	CLOYETTE	87.2	62,697.65	\$731.68	0.0333471	\$2,090.78	\$65,520.12
FRIZANO	KIMBERLY	81.3	55,000.00	\$641.85	0.0310473	\$1,707.60	\$57,349.45
GARTLAND	PATRICK	83.1	63,084.22	\$736.19	0.0318139	\$2,006.96	\$65,827.37
GOODMAN	EBONI	83.5	73,339.01	\$855.87	0.0321972	\$2,361.31	\$76,556.19
GORMAN	JONATHAN	81.8	60,000.00	\$700.20	0.0314306	\$1,885.84	\$62,586.04
GOSS	GREGORY	59.3	64,624.66	\$754.17	0.0226147	\$1,461.47	\$66,840.30
HAGERMAN	DARREN	77.0	55,000.00	\$641.85	0.0295141	\$1,623.28	\$57,265.13
HAINES	RACHAEL	83.7	57,000.00	\$665.19	0.0321972	\$1,835.24	\$59,500.43
HARKINS	PATRICIA	68.3	71,391.89	\$833.14	0.0260644	\$1,860.79	\$74,085.82
HEINTZ	SANDRA	86.8	67,731.62	\$790.43	0.0333471	\$2,258.65	\$70,780.70
HICKS	TIYANA	88.2	64,718.20	\$755.26	0.0337304	\$2,182.97	\$67,656.43
HIDDEMEN	MIKAYLA	77.0	55,000.00	\$641.85	0.0295141	\$1,623.28	\$57,265.13
HOWELL	ISABEL	79.5	57,769.23	\$674.17	0.030664	\$1,771.44	\$60,214.83
HUDOCK	ASHLEY	89.4	65,108.09	\$759.81	0.0341137	\$2,221.08	\$68,088.98
IRIZARRY RIVERA	JENNIFER	77.4	64,849.78	\$756.80	0.0295141	\$1,913.98	\$67,520.56
JANKOWSKI	KATHERINE	85.1	68,157.39	\$795.40	0.0325805	\$2,220.60	\$71,173.39
JENKINS	KYRA	83.1	66,063.48	\$770.96	0.0318139	\$2,101.74	\$68,936.18
KEEFE	ALEXANDR A	67.8	62,078.91	\$724.46	0.0260644	\$1,618.05	\$64,421.42
KELSEY	BETHANY	81.0	56,622.62	\$660.79	0.0310473	\$1,757.98	\$59,041.39
KOCH	RYAN	84.1	61,555.73	\$718.36	0.0321972	\$1,981.92	\$64,256.01
KOGAN	JULIA	87.7	95,425.58	\$1,113.62	0.0337304	\$3,218.74	\$99,757.94
LAVIN	COURTNEY	88.0	55,000.00	\$641.85	0.0337304	\$1,855.17	\$57,497.02
LONG	DEBRA	86.4	87,239.71	\$1,018.09	0.0329638	\$2,875.75	\$91,133.55
MAENNER	NICOLE	86.9	94,817.08	\$1,106.52	0.0333471	\$3,161.87	\$99,085.47

Last Name	First Name	score	<u>2022-2023</u> <u>Salary</u>	<u>1.167</u> <u>%</u>	<u>Increment %</u>	<u>Performa</u> <u>n</u> <u>ce</u>	<u>2023-</u> <u>2024</u> <u>Salary</u>
MARINO	RICHARD	85.4	81,865.54	\$955.37	0.0325805	\$2,667.22	\$85,488.13
MCCREESH	CRISTIN	79.1	60,000.00	\$700.20	0.0302807	\$1,816.84	\$62,517.04
MCFERREN	SUMMER	66.5	55,000.00	\$641.85	0.0256811	\$1,412.46	\$57,054.31
MCKEOWN	LAUREN	84.5	56,539.20	\$659.81	0.0325805	\$1,842.08	\$59,041.09
MCRIMMON	MARCUS	71.3	55,000.00	\$641.85	0.0272143	\$1,496.79	\$57,138.64
MERRILL	DARLA	76.0	63,126.54	\$736.69	0.0291308	\$1,838.93	\$65,702.15
MESLAR	CHRISTINE	88.0	79,258.41	\$924.95	0.0337304	\$2,673.42	\$82,856.77
MINTON-JACK	LINDSAY	87.7	60,085.37	\$701.20	0.0337304	\$2,026.70	\$62,813.27
MONTE	MELVIN	86.9	73,524.84	\$858.03	0.0333471	\$2,451.84	\$76,834.72
OKAFOR	GODFREY	80.3	80,933.60	\$944.50	0.030664	\$2,481.75	\$84,359.84
ORE	BRIGITTE	79.4	57,054.31	\$665.82	0.0302807	\$1,727.64	\$59,447.78
ORIO	JOANNE	83.5	55,000.00	\$641.85	0.0321972	\$1,770.85	\$57,412.70
ORLINA	MARIA	88.7	83,912.34	\$979.26	0.0341137	\$2,862.56	\$87,754.16
PETRUTZ	JESSICA	88.6	65,838.66	\$768.34	0.0341137	\$2,246.00	\$68,853.00
PHILLIPS	JEFFREY	83.6	91,455.20	\$1,067.28	0.0321972	\$2,944.60	\$95,467.08
PIERCE	MICHELE	85.9	71,659.76	\$836.27	0.0329638	\$2,362.18	\$74,858.21
QUIDACHAY	DEANNA	79.3	56,810.26	\$662.98	0.0302807	\$1,720.25	\$59,193.49
REDMOND	HELEN	86.5	101,780.23	\$1,187.78	0.0333471	\$3,394.08	\$106,362.08
RHEA	MICHAEL	80.7	66,653.09	\$777.84	0.0310473	\$2,069.40	\$69,500.33
RICHARDSON	DAVID	67.0	55,000.00	\$641.85	0.0256811	\$1,412.46	\$57,054.31
ROSSI	RAYMOND	76.4	90,211.78	\$1,052.77	0.0291308	\$2,627.94	\$93,892.49
SCHEID	CHRISTOPHER	82.0	62,283.45	\$726.85	0.0314306	\$1,957.61	\$64,967.90
SCHULTICE	AMY	89.8	66,878.98	\$780.48	0.034497	\$2,307.12	\$69,966.58
SCOTT	PAUL	65.8	63,000.00	\$735.21	0.0252978	\$1,593.76	\$65,328.97
SMITH	RANDOLPH	85.5	115,476.15	\$1,347.61	0.0329638	\$3,806.53	\$120,630.29
SOLTYS	GWENDOLYN	72.5	60,000.00	\$700.20	0.0279809	\$1,678.85	\$62,379.05
STONEBACK	SUSAN	90.2	61,574.51	\$718.57	0.034497	\$2,124.14	\$64,417.22
SZYCHOSKI	HEATHER	94.0	57,000.00	\$665.19	0.0360302	\$2,053.72	\$59,718.91
UTTAROTAI BARTAL	HELEN	82.5	70,554.10	\$823.37	0.0318139	\$2,244.60	\$73,622.07
VASILAKIS	LISSEL	88.0	72,161.13	\$842.12	0.0337304	\$2,434.02	\$75,437.27
VASQUEZ	SILVIA	65.7	68,285.69	\$796.89	0.0252978	\$1,727.48	\$70,810.06

Last Name	First Name	score	<u>2022-2023 Salary</u>	<u>1.167 %</u>	<u>Increment %</u>	<u>Performance</u>	<u>2023-2024 Salary</u>
VICINO	ROBIN	87.7	70,723.59	\$825.34	0.0337304	\$2,385.53	\$73,934.47
YUZEKCHIE VA	SUZANA	78.7	63,000.00	\$735.21	0.0302807	\$1,907.68	\$65,642.89

i. Approval of Mentoring Assignments

Item 22: Resolved that the Board approves the following Mentoring assignments for 23-24:

<u>Provisional Teacher</u>	<u>Mentor</u>
Brielle Nieves, ELA Teacher	Stephanie Aspenburg
Arfa Baker, K-3	Amanda Carpenter
Stephen Cobb, HS ELA	Katherine Jankowski
Brianne Connelly, K-3 PE/Health	Alicia Crump
Caroline Connors	Melissa Cloherty
Bin Liu, 6-8 Math	Amy Schultice
Jennifer Quinn, K-3	Lindsay Minton Jack
Taasha Edwards, 6-8 ESL	Sonia Chugh
Yonaton Yares, HS Social Studies	Randolph Smith
Katharine Odille, 4-5 ESL	Sonia Chugh
Seclinda Murray, 4 -8 Grade ELA	Nicole Maenner
Jonathan Hess, 4-8 Music	Armani Cruz
Jasmine Rivera, 4-8 Art	Jeffrey Phillips
Amanda Pickard,	Amanda Dacenko
Rakeisha Weir, HS ELA	Julia Kogan
Harrison Kampf	Patrick Gartland
Johanna Pereira Abrego, 5 th Grade Science/Math	Maria Orlina
Lisa Jones, K-3	Christine Meslar

j. FMLA Requests Approval

Item 23: Resolved that the Board approves the following FMLA actions:

<u>FMLA</u>	<u>Position</u>	<u>Effective Date</u>
9013 - Intermittent	Teacher	10/12/2023 - 6/30/2023
9033 - Continuous	Nurse	9/25/2023- 12/1/2023
4666 - Intermittent	Teacher	11/1/2023 - 6/30/2024
9093 - Continuous	(Security)College Access	11/3/23

k. Resignations

Item 24: Resolved that the Board accepts the following resignations:

Resignations	Position	Effective Date
Mildred Johanson	Certified School Nurse	10/27/23
Alexis Cotton	ESL Teacher	6/30/23

Seconded by Hector Nieves.

Roll Call:

	Item 14	Item 15	Item 16	Item 17	Item 18	Item 19	Item 20	Item 21	Item 22	Item 23	Item 24
Dr. Gloria Bonilla-Santiago	YES										
Dr. Matthew Closter	YES										
Margaret Manthe	YES										
Cal Maradonna	YES										
Bette Mengesha	YES										
Hector Nieves	YES										
Dr. Donna Nickitas	YES										
Brenda Ortiz	YES										
Dr. Michael Palis	YES										

VIII. Curriculum Committee

A. Academic Progress Report – Jozian Molina and Nicole Kessler provided an update on academic issues and progress.

B. Action Items: Dr. Matt Closter presented items 25-27 for Board approval.

Item 25: Resolved that the Board approve the revised K-12 ESL Curriculum that includes new requirements from the NJDOE.

Item 26: Resolved that the Board approves the following staff for participation in external PD opportunities:

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
Michael DiNuova	Safe Sports Zone	With NJSIAA putting the responsibility on the host schools for safety & fan behavior and holding the schools accountable for what goes on during athletic events, this workshop will help in creating a plan to deal with the various situations that pop up during athletic events.	NJSIAA Headquarters Robinsville, NJ	11/08/2023	\$0
Tugba Hoguet	NJTESOL Spring Conference: Systems of support for Multilingual learners	As a supervisor I want to obtain the latest information on state and national initiatives for our ESL exhibited by various publishers who will be present there and investigate a variety of topics covering theory and applications for ESL classrooms.	Hyatt Regency Hotel, New Brunswick	05/30/2024 – 05/31/2024	\$450
Sonia Chugh	NJTESOL Spring Conference: Systems of Support for Multilingual Learners	This will allow me to participate in a variety of workshops to learn best practices for supporting multilingual learners.	Hyatt Regency Hotel, New Brunswick	05/30/2024 – 05/31/2024	\$450 Title III
Taasha Edwards-Shakur	2024 NJTESOL/NJBE Spring Conference	This program will enhance my performance by equipping me with the latest classroom techniques supported by proven research.		05/30/2024 – 05/31/2024	\$450 Source Title III
Suzana Yuzekchieva	NJTESOL	NJTESOL is a great opportunity for me to enhance my knowledge about teaching ESL students, also connecting with peers and experts, stay on top of industry		05-29-2024 – 05/30/2024	\$450 Title III

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
		trends and foster my professional development.			

Item 27: Resolved that the Board approves the following field trips:

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Student Learning Standard Aligned	Purpose of the Trip
Franklin Institute 222 N 20 th St, Philadelphia, PA 19103 Sarah Badiali, Isabel Howell	3 rd	11/07/23	\$0	RL.3.1- Ask and answer questions to demonstrate learning. RI.3.2 – Describe the relationship between a series of historical events.	Students will have the opportunity to see how text-to-world connections are made. We focus on this in the classroom setting as well as in the curriculum. For i.e. to see the various stages of the scientific experiments and make connection with the scientific method.
Franklin Institute 222 N 20 th St, Philadelphia, PA 19103 Cherese Evans	5 th	12/06/23	\$0	4PS3-2 – Make observations to provide evidence that energy can be transferred from place to place by sound, light, heat, and electrical currents 4ESS2-1 – Make observations and or measurements to provide evidence of the effect of weathering or rate of erosion by water, ice, or wind.	Students will have the opportunity to see how text-to-world connections are made. We focus on this in the classroom setting as well as in the curriculum. For i.e. to see the various stages of the scientific experiments and make connection with the scientific method.
Brandywine Battlefield	5 th	04/18/2024	\$1560.00	5.H.1.2: Summarize political, economic, and social aspects of colonial life in the 13 colonies. 5.H.2.1 Contributions of founding fathers to the development of our country. Ect...	Increase student's knowledge of American History and battles fought for freedom. Students will be engaged in activities similar to those of the American Revolutionary War times and gain a better understanding to what was learned in social studies.

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Student Learning Standard Aligned	Purpose of the Trip
Philadelphia Eagles Stadium	8th	11/16/2023	\$990	8.G.A1b Angles are taken to angles of the same measure. 8.G.A.1c Parallel lines are taken to parallel lines. Ect...	Students are to learn architectural structuring, measurements, and historical building concepts.
Eastern State Penitentiary	12th	11/17/2023	\$361.00	Understanding of the fundamentals of the Criminal Justice system. Looking into the systematic issues that lead to the workings of the Criminal Justice System.	Several cohorts in the Early College Program are taking varying Criminal Justice courses through Rutgers and Rowan. All of the students in these courses would benefit greatly from touring this historic penitentiary and learning firsthand how the building and ideologies that defined the Pennsylvania system of corrections, which still has a lasting effect on our criminal justice system and how we view the system as a whole today.

Seconded by Dr. Donna Nickitas.

Roll Call:

	Item 25	Item 26	Item 27
Dr. Gloria Bonilla-Santiago	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES
Margaret Manthe	YES	YES	YES
Cal Maradonna	YES	YES	YES
Bette Mengesha	YES	YES	YES
Hector Nieves	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES
Brenda Ortiz	YES	YES	YES
Dr. Michael Palis	YES	YES	YES

IX. 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).

One comment was received from a teacher inquiring about the complete information on salary increments for teachers. She was referred to Stephanie Rogers and the information was provided.

X. Meeting Adjourn: Dr. Dona Nickitas presented a resolution to adjourn. Seconded by Dr. Mike Palis.

Roll Call:

	Item 28
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Hector Nieves	YES
Dr. Donna Nickitas	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES

Meeting adjourned at 5:50 pm.

Respectfully Submitted

Wanda Garcia