

**AGENDA
MINUTES**

Meeting called to order at 6:34 pm.

Attendance:

Dr. Gloria Bonilla-Santiago
Dr. Mathew Closter
Dr. Anthony Lowman
Margaret Manthe
Cal Maradonna
Bette Mengesha
Héctor Nieves
Brenda Ortiz
Michael Palis
Dr. Yozmeris Roman
Margo Venable
Lisa Wright

Excused:

Omar Samaniego

- 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 June 30, 2022:** Dr. Michael Palis presented the following resolution:

Item 1: Resolved that the Board of Trustees approve the minutes of the meeting of June 30, 2022 as prepared by Wanda Garcia, Board Liaison.

Seconded by Dr. Yosmeriz Roman.

Roll Call:

	Item 1
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
Dr. Anthony Lowman	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yosmeriz Roman	YES
Margo Venable	ABS
Lisa Wright	YES

III. Welcome/Declaration of Compliance with Open Public Meetings Act:

Meeting was announced in the newspaper and disseminated to school community.
Due to the COVID-19, the meeting will be 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 vaccination measures.

We will proceed with the meeting. Public comments can be submitted in writing via email at wandag@camden.rutgers.edu. For the duration of the business portion of the meeting, I ask that you mute your computer or phones to avoid noise.

Thanks to everyone for being flexible on these difficult times.

IV. Chairperson's Report

- **LEAP/LATA Contract Negotiations** – Dr. Santiago reported that the for contract negotiations with the teacher's union process has been completed and ratified. A copy has been shared with all Board members.
- **LEAP Annual Report – 2022** – A copy of the Annual Report for 2021-2022 was filed August 1, 2022. A copy has been shared with all Board members.
- **Official Board Meeting Schedule**

Dr. Yozmeris Roman presented items 2-4 for Board approval:

Item 2: Resolved that Board of Trustees approves the following official meeting schedule for 2022-2023:

- September 15, 2022
- October 20, 2022

- November 17, 2022
- December 15, 2022
- January 19, 2023
- February 16, 2023
- March 23, 2023
- April 20, 2023
- May 11, 2023
- June 15, 2023

- **Approval of Board Members Appointment Terms**

Item 3: Resolved that the Board ratifies the following service terms for Board members:

Name	Term Start Date	Term End Date
Anthony Lowman	9/15/2020	9/15/2023
Bette Mengesha	8/15/2020	8/15/2023
Brenda Ortiz	9/15/2022	9/15/2025
Cal Maradona	11/15/2021	11/15/2024
Gloria Bonilla-Santiago	11/15/2021	11/15/2024
Hector Nieves	8/15/2020	8/15/2023
Lisa Wright	2/15/2021	2/15/2024
Margaret Manthe	1/15/2022	1/15/2025
Margo Venable	6/15/2021	6/15/2024
Mathew Closter	4/15/2022	4/15/2025
Michael Palis	9/15/2021	9/15/2024
Omar Samaniego	2/15/2021	2/15/2024
Yosmeriz Roman	9/15/2020	9/15/2023

Item 4: Resolved that the Board appoints Dr. Donna Nickitas as a Rutgers representative member for a term of three years.

Seconded by Margaret Manthe.

Roll Call:

	Item 2	Item 3	Item 4
Dr. Gloria Bonilla-Santiago	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES
Dr. Anthony Lowman	YES	YES	YES
Margaret Manthe	YES	YES	YES
Cal Maradonna	YES	YES	YES
Bette Mengesha	YES	YES	YES
Hector Nieves	YES	YES	YES
Brenda Ortiz	YES	YES	YES
Dr. Michael Palis	YES	YES	YES
Dr. Yosmeriz Roman	YES	YES	YES

	Item 2	Item 3	Item 4
Margo Venable	YES	YES	YES
Lisa Wright	YES	YES	YES

- **Puerto Rico-LEAP STEAM + E Project:** Dr. Santiago provided an update on the school project in Puerto Rico and the collaboration with the LEAP STEAM + E Academy. She indicated that the school welcomed 680 students in grades K-10 and launched its Early College Program with 10th graders who are attending Sagrado Corazon University. She informed that the Alfredo Santiago Scholars Program has been offered to students there.
- **Annual Alfredo Santiago Scholarship Gala:** Dr. Santiago reminded all members about the Alfredo Santiago Scholarship Fundraising Gala to be held December 9, 2022. She encouraged members to attend and support this effort.

V. **Operational Report- Stephanie Rogers, COO/Lead Person:** Stephanie provided a progress report on the following items:

- Enrollment, Recruitment and Retention
- Building Infrastructure and Maintenance
- Health Center
- Family Support/Parent Engagement
- Food Program

Hector Nieves presented item 5 for Board approval:

Item 5: Resolved that the Board approves a \$10,000 budget allocation for the Parents Unit to support marketing efforts to promote parental engagement and

Seconded by Dr. Michael Palis.

Roll Call:

	Item 5
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
Dr. Anthony Lowman	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yosmeriz Roman	YES
Margo Venable	YES
Lisa Wright	YES

- Fire/Safety Drills

VI. Finance Committee Actions: Margaret Manthe presented item 6-16 for Board approval:

A. Approval of Line-Item Status Report

- Item 6:** 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 June and July 2022 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 7:** Resolved that the Board approve the Financial Reports for the LEAP Cramer Hill LLC for the months of June 2022 as provided by the Chief Financial Officer/SBA.

C. LEAP Microenterprise Financials and LEAP Health and Wellness

- Item 8:** Resolved that the Board approve the Financial Reports for the LEAP Microenterprise LLC and for the LEAP Health Center for the month of June 2022 as provided by the Chief Financial Officer/SBA.

D. LEAP Student Transportation

- Item 9:** Resolved that the Board approve the Financial Reports for the LEAP Transportation LLC for the month of June 2022 as provided by the Chief Financial Officer/SBA.

Further resolved that the Board approves renewal of transportation contract with Camden BOE for FY23 in the amount of \$169,814.4 and to reimburse LEAP Academy University Charter School, Inc. same amount.

E. Budget Transfers

- Item 10:** Resolved that the Board approve budget transfers for June 2022 as provided by the CFO/SBA.

F. Approval of Expenditure Report/Bill List

Item 11: Whereas, the Business Administrator certifies that there are sufficient funds to pay bills and payroll for June and July 2022;

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

SUMMARY OF BILLS FOR THE MONTH OF: June 2022 CHECK AND WIRE DISBURSEMENTS

FUND	Amount Disbursed
10 General Current Expense	\$1,948,690.5
20 Special Revenue	\$493,206.2
30 Capital Projects	\$0
60 Enterprise	\$247,750.32
90 Agency	\$524,277.75
91 Payroll	\$791,256.39
Total Disbursements:	\$4,005,181.24

SUMMARY OF BILLS FOR THE MONTH OF: July 2022 CHECK AND WIRE DISBURSEMENTS

FUND	Amount Disbursed
10 General Current Expense	\$1,358,929.45
20 Special Revenue	\$256,376.80
30 Capital Projects	\$38.19
60 Enterprise	\$33,605.71
90 Agency	\$260,381.80
91 Payroll	\$307,855.97
Total Disbursements:	\$2,217,187.92

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.

G. Contracts and Financial Transactions

Item 12: Resolved that the Board authorizes the school to enter into a Joint Transportation Agreement with Pennsauken BOE for the FY23, to transport Pennsauken students attending LEAP in the amount of \$1,000 per student.

Item 13: Resolved that pursuant NJSA 18A:11-12 and NJAC 6A:23A-7.9 , the Board approve the rate of 47 ¢/mile for mileage reimbursement to the employees and trustees of LEAP Academy University Charter School for school business purposes.

Item 14: Resolved that the Board accepts funds and submission of application for the 2022-2023 school year of IDEA pre-school funds of \$7293.

Item 15: Resolved that the Board approve contract for School Psychologist with Delta-T Group, Inc. for the FY23, under ESCNJ COOP RFP 20/21-20 #65MCESCCPS, as follows:

School Psychologist, \$70/Hr. not to exceed \$76,800 to be paid FY23 General fund

Item 16: Resolved that the Board award the following contracts for FY23:

Vendor	Purpose	2022-23 Contract amount up to	Procurement Method
Accelerate Learning, Inc	Stem scopes curriculum	\$12,639.75	Curriculum
Bluum USA, INC	Computer carts, paid with 100% ARP-ESSER 3 funds	\$54,601.82	EDDATA 10437
Carrier Corporation	HVAC preventative maintenance	\$10,880/yr three years -\$32,640	Sourcewell #070121-CAR
Enterprise Masonry Corporation, INC	130 N Broadway, façade brick repair	\$29,215	Lower Quote
Enterprise Masonry Corporation, INC	Emergency safety pedestrian bridge 527 Copper,	\$30,800	Only quote received
Fortress Protection LLC	Fire alarms updates	\$51,300	EDDATA #10400
Foundation for EDU Administration	District wide PD, Title II funds	\$69,255	2 nd term, rfp 22-5
Franklincovey Client Services, Inc	Leader in me &social emotional, ARP 3 Learn&Coach funds	\$29,519.34	RFP 23-3
Imagine Learning, INC	Math&ELA digital learning platform, Title I funds	\$67,255.48	RFP 23-1
Learning A-Z	Supplemental literacy book, Title I funds	\$17,582.4 fy23&24	Renewal
Newsela, Inc	Online instructional platform	\$23,250	RFP 23-2
Northeast Plumbing Services, LLC	Plumbing	\$63,035	EDDATA #10881
NWEA	District Wide Testing, Title I	\$25,725	2 nd renewal, RFP 22-6
The Lampo Group, LLC	Financial literacy curriculum, ESSER II	\$10,770	18A:18A-10
SAVVAS Learning, INC	Books, ARP 3 funds	\$29,566	18A:18A-10
Scholastic, INC	Books, Title I	\$8,109	18A:18A-10
Trane	Engineering HVAC 1 st FL 130 N Broadway ARP 3 funds	\$10,308	Professional services, OMNIA Partners COOP

Seconded by Hector Nieves.

Roll Call:

	Item 6	Item 7	Item 8	Item 9	Item 10	Item 11	Item 12	Item 13	Item 14	Item 15	Item 16
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES ABS on payments to Rutgers and Metz	YES	YES	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Anthony Lowman	YES	YES	YES	YES	YES	YES ABS on payments to Rowan	YES	YES	YES	YES	YES
Margaret Manthe	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
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Hector Nieves	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
Dr. Michael Palis	YES	YES	YES	YES	YES	YES ABS on payments to Rutgers	YES	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Margo Venable	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Lisa Wright	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

VI. Personnel Committee: Bette Mengesha presented items 17-27 for Board approval.

A. New Appointments

Item 17: Resolved that the Board appoints the following individuals:

<u>Name</u>	<u>Position/Building Location</u>	<u>Contract/Start Date</u>	<u>Salary</u>
Jennifer Rome (replacing SMai)	Technical Teacher	8/22/22	\$ 68,000.00
Marcus McRimmon (replacing Sdepew)	ELA HS Teacher	8/22/22	\$ 55,000.00 100% ARP 20-487-100-101
Darren Hagerman (replacing Kornspan)	6th Grade Math Teacher	8/22/22	\$ 55,000.00
John King (replacing Jkovlak)	HS Social Studies	10/1/22	\$ 70,000.00
Demetra Cook (replacing Swagner)	ELA HS Teacher	8/22/22	\$ 55,000.00

<u>Name</u>	<u>Position/Building Location</u>	<u>Contract/Start Date</u>	<u>Salary</u>
			100% ARP 20-487-100-101
Jonathan Gorman (replacing Bgordon)	7th Grade Social Studies	9/6/22	\$ 60,000.00
Kimberly Frizano	PE/Health	9/12/22	\$ 55,000.00
Rakeisha Weir (replacing Swagner)	Teacher Fellow	8/22/22	\$ 45,000.00
Samantha Deletto	PT Certified School Nurse	9/1/22	\$75/hour
Kayla R. Williams (replacing Tgordon)	School Nurse	8/22/22	\$ 65,000.00
Jorge Ramos	Facilities Mechanic Technician	9/15/22	\$ 67,000.00 100% ARP 20-487-262-100-23-
Tanaysia Giles (replacing Emontereo)	Instructional Aide 1:1	8/22/22	\$37,000.00 100% ARP IDEA 20-223-100-106-22- -
Francis Marte	Instructional Aide 1:1	9/15/22	\$ 26,897.00 100% ARP IDEA 20-223-100-106-22- -
Jamiya Coleman	Instructional Aide 1:1	9/15/22	\$ 26,897.00
Jannah O'Neil	Instructional Aide 1:1	9/15/22	\$ 26,897.00
Vimire Jenkins	LEAP Substitute Teacher	8/22/22	\$150/day
Abdul Qayyum	LEAP Substitute Teacher	8/22/22	\$200/day
Sylvia Jalal Alazruei	LEAP Substitute Teacher	9/15/22	\$150/day
Kierra Banks	LEAP Substitute Teacher	9/15/22	\$150/day
Jamie DeSantis	LEAP Substitute Teacher	9/15/22	\$150/day
Nicholas Battee	LEAP Substitute Teacher	9/15/22	\$150/day
Bartola Rivera Zapata	Parent Ambassador	8/22/22	\$13/hour 100% ESSER II 20-483-200-107-23- -
Sofia Zozuie Solano	Parent Ambassador	8/22/22	\$13/hour 100% ESSER II 20-483-200-107-23- -
Amogee E. Omeronye	Intern (Social Worker)	9/6/22	N/A
Geneva Smith	Intern (Social Worker)	9/6/22	N/A

B. Position Changes

Item 18: Resolved that the Board approves the following position modifications and salary adjustments:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>New Salary</u>
Emily Pregartner	From Teacher Fellow to Teacher	9/1/22	\$ 55,000.00 100% ARP 20-487-100-106-22-
Angelique Candelaria	PT Custodian to full time custodian	9/1/22	\$ 27,000.00 100% ARP 20-487-262-100-23- -
Syka Jimenez	PT Bus Driver	9/1/22	\$30/hr
Aralys Valdez	PT Bus Driver	9/1/22	\$30/hr
Emiliana Peralta De Batista	PT Bus Driver	9/1/22	\$30/hr
Maria I Peralta Fernandez	PT Bus Driver	9/1/22	\$30/hr
David Rios	PT Bus Driver	9/1/22	\$30/hr
Carmen Walsh	PT Bus Driver	9/1/22	\$30/hr
Lorna Quintana	From PT PA to FT Office Manager	9/1/22	\$ 35,000.00 100% ESSER II 20-483-200-107-23- -
Aviva R Gordon	Social Worker 10 month to 12	7/1/22	\$ 70,560.00
Jose C Ortiz	Custodian to Facilities Mechanic (4K increase eff 7/1)	7/1/22	\$ 39,416.19 100% ARP 20-487-262-100-23-
Donita M Zepeda	Supervisor to Dir. Of Curr&Instr	7/1/22	\$ 105,000.00 100% ARP- 20-487-200-102-22
Maria E Gonzalez	PT Bus Driver	9/1/22	\$30/hr
Miguel A Rodriguez	PT Bus Driver	9/1/22	\$30/hr
Natalia M Tomassini	LDTC Child Study PT-3 days to 4days	08/22/2022	\$ 55,000.00 100% IDEA 20-251-200-104-00- -
Robert E Hinchliffe	IT tech to IT Operations Specialist	07/01/2022	\$ 71,787.00

C. Tuition Support

Item 19: Resolved that the Board approves payment of residency as follows:

<u>Name</u>	<u>Program</u>	<u>Amount</u>
Jozian Molina	NJASA SARP Residency Program 2021/2022	\$1,750.00

D. Co-Curricular Appointments

Item 20: Resolved that the Board approves the following co-curricular appointments and payment of stipends for 2022-2023:

<u>Coverage of Parent-Teacher Conferences</u>	
<u>Name</u>	<u>Rate</u>
Shirley Saed	30/hr
Lorraine Wallace-Ross	30/hr
Sonia Chugh	45/hr
	100% Title 3 20-245-200-100-00- -

Teacher Leaders			
Teacher Leader	Grade Level	Effective Day	Stipend Amount
Heather Szychoski	Kindergarten	8/22/22	\$10,000
Lindsay Minton-Jack	1st Grade	8/22/22	\$10,000
Susan Carpenter	2nd Grade	8/22/22	\$10,000
Isabel Howell	3rd Grade	8/22/22	\$10,000
Susan Coles	5th Grade	8/22/22	\$10,000
Kiersten Perks	6th Grade	8/22/22	\$10,000
John Durney	7th Grade	8/22/22	\$10,000
Brook Bivona	8th Grade	8/22/22	\$10,000
Jessica Petrutz	High School	8/22/22	\$10,000
Sonia Chugh	HS ESL	8/22/22	\$10,000
Glen Butterworth	HS Math	8/22/22	\$10,000
Scott Davis	HS Science	8/22/22	\$10,000
Patrick Gartland	HS Social Studies	8/22/22	\$10,000
Christopher Scheid	HS ELA	8/22/22	\$10,000

<u>Extracurricular Athletic Stipend</u>		
<u>Name</u>	<u>Sport Team</u>	<u>Stipend Amount</u>
Sarah Horneff	Volleyball Coach	\$5,000
Kyra Jenkins	JV Volleyball Coach	\$3,500

E. Summer School Drivers

Item 21: Resolved that the Board approves extra pay for the following individuals for bus driving duties during the period of 8/10-8/15/2022.

Name	Rate
Aralys Valdez	\$25/hour
Maria Elena Gonzalez	\$25/hour
Jennyliz Soto	\$25/hour

F. Approval of Teacher Salaries

Item 22: Resolved that the Board approves the salaries for teachers for 2022-2023 based on the performance-based compensation recommendations and inclusive of salary adjustments under the LATA agreement.

Last	First	P4P Increment	1.167% across the Board guaranteed	FY 23 salary inclusive of adjustment negotiated in LATA agreement
Alper	Elizabeth	\$ 1,335.42	\$ 606.84	\$ 57,000.00
Altenbach	Adam	\$ 1,638.06	\$ 608.20	\$ 55,000.00
Aspenburg	Stephanie	\$ 2,886.25	\$ 1,021.80	\$ 91,466.11
Barton	Jesse	\$ 2,693.55	\$ 931.91	\$ 83,480.75
Bivona	Brooke	\$ 2,002.51	\$ 743.52	\$ 66,458.11
Bizzelle	Mellina	\$ 1,245.73	\$ 583.50	\$ 55,000.00
Butterworth	Glen	\$ 2,012.47	\$ 765.90	\$ 68,408.10
Caione	Rachel	\$ 1,913.35	\$ 728.18	\$ 65,038.74
CARDIS	STEPHEN	\$ -	\$ 583.50	11-213-100-101-02-043-\$ 55,000.00
Carpenter	Amanda	\$ 1,977.56	\$ 743.32	\$ 66,415.85
Chohan	Divya	\$ 1,620.14	\$ 685.10	\$ 61,011.18
Chugh	Sonia	\$ 2,405.75	\$ 851.69	\$ 76,238.97
Clark	Catherine	\$ 3,462.49	\$ 1,158.45	\$ 103,888.70
Cloherty	Melissa	\$ 2,320.45	\$ 831.16	\$ 74,373.80
Coles	Summer	\$ 1,890.66	\$ 693.53	\$ 62,012.78
Cotton	Alexis	\$ 2,005.30	\$ 709.92	\$ 63,548.53
Covington	Shannon	\$ 2,250.83	\$ 778.74	\$ 69,759.50
Crump	Alicia	\$ 2,335.96	\$ 856.88	\$ 76,618.71
Cruz	Armani	\$ 1,609.86	\$ 583.50	\$ 55,000.00
Dacenko (Phillip)	Amanda	\$ 1,826.02	\$ 772.16	\$ 68,764.17
Damiani	Julian	\$ 2,258.66	\$ 701.71	\$ 63,089.56
Davis	Scott	\$ 1,845.53	\$ 780.41	\$ 69,498.89
Declat	Luis	\$ 959.37	\$ 789.43	\$ 69,395.16
DeFrance	Victoria	\$ 1,692.78	\$ 636.28	\$ 56,851.84
DEREN	AUDREY	\$ -	\$ 676.86	\$ 63,000.00
Derenzo	Lisa	\$ 1,818.76	\$ 700.94	\$ 62,583.04
Dinuova	Michael	\$ 2,745.95	\$ 983.57	\$ 88,011.53
Dunkley	Kathleen	\$ 2,113.14	\$ 765.92	\$ 68,510.20
Durney	John	\$ 2,091.96	\$ 786.32	\$ 70,258.22
Edwards	Cloyette	\$ 1,911.54	\$ 701.19	\$ 62,697.65
Fisher	Sarah	\$ 1,360.72	\$ 583.50	\$ 55,000.00
FREEMAN	JILLIAN	\$ -		\$ 55,000.00

Last	First	P4P Increment	1.167% across the Board guaranteed	FY 23 salary inclusive of adjustment negotiated in LATA agreement
Gartland	Erin	\$ 1,907.69	\$ 764.23	\$ 68,158.81
Gartland	Patrick	\$ 1,900.85	\$ 705.77	\$ 63,084.22
GOODMAN	EBONI	\$ 2,522.11	\$ 816.90	\$ 73,339.01
GORMAN	JONATHAN	\$ -		\$ 60,000.00
Goss	Greg	\$ 1,342.67	\$ 729.98	\$ 64,624.66
HAGERMAN	DARREN	\$ -		\$ 55,000.00 11-213-100-101-02-043-
Haines	Rachel	\$ 1,594.53	\$ 606.84	\$ 57,000.00
Harkins	Patricia	\$ 2,176.61	\$ 798.42	\$ 71,391.89
Heintz	Sandra	\$ 2,089.12	\$ 757.21	\$ 67,731.62
Hicks	Tiyana	\$ 1,996.18	\$ 723.52	\$ 64,718.20
HIDDEMEN	MIKAYLA	\$ -		\$ 55,000.00
Hofbauer	Dionna	\$ 1,728.68	\$ 641.85	\$ 63,000.00
Horneff	Sarah	\$ 2,377.08	\$ 813.18	\$ 72,871.45 11-213-100-101-02-043-
Howell	Isabel	\$ 1,761.28	\$ 646.07	\$ 57,769.23
Hudock	Ashley	\$ 2,054.51	\$ 727.35	\$ 65,108.09
Irizarry Rivera	Jennifer	\$ 1,768.61	\$ 727.67	\$ 64,849.78
Jankowski	Katherine	\$ 2,005.09	\$ 763.09	\$ 68,157.39
Jenkins	Kyra	\$ 1,990.62	\$ 739.10	\$ 66,063.48
JOHNSON	MARY	\$ -		\$ 55,000.00
KEEFE	ALEXANDRA	\$ 1,781.93	\$ 695.55	\$ 62,078.91
Kelsey	Bethany	\$ 1,645.54	\$ 634.18	\$ 56,622.62
Koch	Ryan	\$ 1,832.85	\$ 688.93	\$ 61,555.73
Kogan	Julia	\$ 2,977.27	\$ 1,066.43	\$ 95,425.58
LA PAGLIA	CHRISTINE	\$ 1,791.93	\$ 641.85	\$ 63,000.00
Lavin	Courtney	\$ 1,704.23	\$ 610.44	\$ 55,000.00
Long	Debra	\$ 2,783.87	\$ 974.23	\$ 87,239.71
Love	Jason	\$ 1,642.22	\$ 649.34	\$ 60,000.00
Maenner	Nicole	\$ 3,126.56	\$ 1,057.69	\$ 94,817.08
Marino	Richard	\$ 2,525.07	\$ 915.22	\$ 81,865.54
MCCREESH	CRISTIN	\$ -		\$ 60,000.00
McFerren	Summer	\$ 1,494.87	\$ 583.50	\$ 55,000.00
McKeown	Lauren	\$ 1,743.90	\$ 632.09	\$ 56,539.24
MCRIMMON	MARCUS	\$ -		\$ 55,000.00
Merrill	Darla	\$ 1,608.25	\$ 709.64	\$ 63,126.54
Meslar	Christine	\$ 2,529.18	\$ 885.10	\$ 79,258.41
Minton-Jack	Lindsey	\$ 1,917.36	\$ 670.99	\$ 60,085.37
Monte	Melvin	\$ 2,176.12	\$ 704.83	\$ 53,048.02
NASHOFER	ALIZA	\$ -		\$ 65,000.00 11-213-100-101-02-043-

Last	First	P4P Increment	1.167% across the Board guaranteed	FY 23 salary inclusive of adjustment negotiated in LATA agreement
OKAFOR	GODFREY	\$ -	\$ 933.60	\$ 80,933.60 11-213-100-101-02-043-
Ore	Brigitte	\$ 1,412.46	\$ 641.85	\$ 57,054.31
ORIO	JOANNE	\$ -		\$ 55,000.00 100% ESSA Title 1 20-235-100-101-00-
Orlina	Maria	\$ 2,737.24	\$ 936.39	\$ 83,912.34
Perez	Juliana	\$ 2,605.70	\$ 955.83	\$ 85,466.07
Perks	Kiersten	\$ 1,744.59	\$ 663.95	\$ 59,302.18 11-213-100-101-02-043-
Perrone	Anna Marie	\$ 2,314.10	\$ 809.83	\$ 72,518.40
Petrutz	Jessica	\$ 2,171.01	\$ 734.43	\$ 65,838.66 11-213-100-101-02-043-
Phillips	Jeffrey	\$ 2,885.90	\$ 1,021.68	\$ 91,455.20
Pierce	Michele	\$ 1,897.32	\$ 802.30	\$ 71,448.95
Quidachay	Deanna	\$ 1,732.04	\$ 635.35	\$ 56,810.26
Redmond	Helen	\$ 3,247.87	\$ 1,136.61	\$ 101,780.23
Rhea	Michael	\$ 2,174.24	\$ 743.79	\$ 66,653.09
Richardson	David	\$ 1,359.89	\$ 608.87	\$ 55,000.00
ROME	JENNIFER	\$ -		\$ 68,000.00
Rossi	Raymond	\$ 2,460.29	\$ 1,012.25	\$ 90,211.78
Scheid	Christopher	\$ 1,541.92	\$ 700.68	\$ 62,283.45
Schultice (Pekarchik)	Amy	\$ 1,843.16	\$ 748.23	\$ 66,706.95
Scott	Paul	\$ 1,356.12	\$ 676.86	\$ 63,000.00
Selover	Theresa	\$ 1,334.97	\$ 606.64	\$ 55,000.00
Shinn	Mannix	\$ 1,345.38	\$ 758.55	\$ 70,000.00
Smith	Randolph	\$ 3,643.89	\$ 1,290.03	\$ 115,476.15
Soltys	Gwendolyn	\$ 1,307.05	\$ 641.85	\$ 60,000.00
Stephens	Candice	\$ 1,788.09	\$ 788.99	\$ 70,185.51
Stoneback	Susan	\$ 1,964.88	\$ 687.62	\$ 61,574.51 11-213-100-101-02-043-
SZYCHOSKI	HEATHER	\$ -		\$ 57,000.00
THOMPSON	TRACEY	\$ -		\$ 60,000.00
Uttarotai	Helen	\$ 2,050.41	\$ 790.22	\$ 70,554.10
Vasilakis	Lissel	\$ 2,328.32	\$ 805.55	\$ 72,161.13
Vasquez	Silvia	\$ 1,517.81	\$ 770.19	\$ 68,285.69
Vicino	Robin	\$ 2,206.57	\$ 790.37	\$ 70,723.59 100% ESSA Title 1 20-235-100-101-00-
YUZEKCHIEVA	SUZANA	\$ -	\$ 700.20	\$ 63,000.00

G. Approval of Staff Salaries

Item 23: Resolved that the Board approves salaries for staff (non-teaching) for 2022-2023 based on performance-based recommendations and inclusive of any adjustments based on changes in scope and effort or length of contract year.

<u>Staff Name</u>	<u>Job Title</u>	<u>FY23 Salary</u>
Jozian Molina	CAO	\$ 125,000.00
Stephanie L Weaver-Rogers	Lead Person/COO	\$ 150,000.00
Yusein Durakov	Bus. Adminstrator	\$ 150,000.00
Sylvia L Hunt	Accounts Payable	\$ 47,250.00
Brenda M Rivera	Assistant BA	\$ 80,000.00
Maria Gonzalez	Bus Driver - 10 M	\$ 37,885.13
Velmina S Rivera	Chief Medical Officer	\$ 267,750.00
Kriza S Santos	Clinical Program Assoc.	\$ 37,288.38
Amanda Beltran	College Access 4th - 5th	\$ 51,500.00
Shameka Shoultz	College Access 6th -8th	\$ 50,000.00
Amanda L Mercado	College Access K-3	\$ 51,500.00
Christopher M Mccrum	Coord. of FabLab	\$ 88,434.00
Rafael J Miranda	Coord. Of PRAC/VAPA	\$ 66,950.00
Guillermo A Cruz	Custodian	\$ 55,934.25 100% ESSER II 20-483-262-100-23-
Jose Algarin	Custodian	\$ 37,034.14 100% ESSER II 20-483-262-100-23-
Mabel B Mendez	Custodian	\$ 33,394.79 100% ESSER II 20-483-262-100-23-
Carmen Cintron	Custodian	\$ 30,860.63 100% ESSER II 20-483-262-100-23-
Eduardo Cruz Villa	Custodian	\$ 31,415.64 100% ESSER II 20-483-262-100-23-
Nilsa I Guzman-Martinez	Custodian	\$ 29,499.29 100% ESSER II 20-483-262-100-23-
Alberta Sandoval	Custodian	\$ 29,499.29 100% ESSER II 20-483-262-100-23-
Roberto A Ledezma	Custodian	\$ 29,499.29 100% ESSER II 20-483-262-100-23-
Rosa M Torres	Custodian	\$ 29,499.29 100% ESSER II 20-483-262-100-23-
Juan J Colon	Custodian	\$ 29,499.29 100% ESSER II 20-483-262-100-23-
Angelita Manzanillo De Garcia	Custodian	\$ 28,350.00 100% ESSER II 20-483-262-100-23-
Jose A Rodriguez	Custodian	\$ 37,492.00 100% ESSER II 20-483-262-100-23-
Adriana Rodriguez-Diaz	Custodian	\$ 28,350.00 100% ESSER II 20-483-262-100-23-
Wanda Lopez	Custodian	\$ 27,945.00 100% ESSER II 20-483-262-100-23-

<u>Staff Name</u>	<u>Job Title</u>	<u>FY23 Salary</u>
Doris L Guzman	Custodian (PT - FT eff 7/1)	\$ 27,000.00 100% ESSER II 20-483-262-100-23-
Theodore W Johnson	Dean of Students Recr & Retention K-12	\$ 72,100.00
Rosa A Ovalles Vargas	Dir Transportation	\$ 70,000.00
Diana J Crespo	Dir. Enrollment Svcs	\$ 83,150.02
Dennis M Rivera	Dir. Security&Facil	\$ 101,000.00
Leda Hernandez Diaz	Director FS & WC	\$ 73,542.00
Steven Nunez	Director of College Access & RICH	\$ 90,000.00 100% ESEA 20-235-200-103-00-
Marchelle R Roberts	Director of Early College	\$ 93,150.00 35% ESEA-20-235-200-103-00- - \$32602.5, 55% \$60,547.5 ARP 20-487-200-102-22
Tugba C Hoguet	Director of ESL	\$ 118,000.00
Stevenson Pierre-Jacques	Director Technology	\$ 119,314.02
Yesenia Ortiz	District Office Manager	\$ 55,000.00
Andrea R Moore	Dr. of Special Ed	\$ 103,000.00 26% IDEA \$26,780,20-251-200-103-00- - , 74% general
Thalia M Ramos	Educ Safety Monitor	\$ 28,891.50 100% ARP-ESSER III 20-487-266-100-23- -
Eliot A Rojas	Educ Safety Monitor	\$ 41,400.00 100% ARP-ESSER III 20-487-266-100-23- -
Edwin Dejesus	Educ Safety Monitor	\$ 30,013.50 100% ARP-ESSER III 20-487-266-100-23- -
Shalees Santiago	Educ Safety Monitor	\$ 29,640.00 100% ARP-ESSER III 20-487-266-100-23- -
Linda U Ibeneche	Educ Safety Monitor	\$ 29,904.08 100% ARP-ESSER III 20-487-266-100-23- -
Maurice T Whittington	Educ Safety Monitor	\$ 31,200.00 100% ARP-ESSER III 20-487-266-100-23- -
Linda L Lugo	Educ Safety Monitor	\$ 27,941.98 100% ARP-ESSER III 20-487-266-100-23- -
Chisom Ibeneche	Educ Safety Monitor	\$ 27,158.56 100% ARP-ESSER III 20-487-266-100-23- -
Maryon Watson	Educ Safety Monitor	\$ 27,158.56 100% ARP-ESSER III 20-487-266-100-23- -
Grace Begley	Enrollment Specialist	\$ 52,306.93

<u>Staff Name</u>	<u>Job Title</u>	<u>FY23 Salary</u>
Juan P Rivera	Facilities Mechanic	\$ 62,430.12 100% ARP 20-487-262-100-23-
Maria A Cruz	Family Eng. Crd	\$ 77,928.00
Mildred Davis	HR Mgr- Dir HR	\$ 93,636.00
John T McNatt	HVAC Mechanic	\$ 64,480.00 100% ARP 20-487-262-100-23-
Jimmy Pineda	Instructional Principal	\$ 80,000.00
Charles M Benito	Instructional Superv	\$ 105,000.00
Amir T Ayres	Instructional Superv	\$ 93,150.00 100% ARP-ESSER III - 20-487-200-102-22-
Matthew C Steen	Instructional Superv	\$ 93,150.00 100% ESSA T1 20-235-200-102-00- -
Christine A Skalka	Instructional Superv	\$ 93,150.00 100% ESSA T1 20-235-200-102-00- -
Massimo De Siano	IT Specialist	\$ 89,070.25
Nancy A Orfe	Nurse-Non-Certified	\$ 63,648.00
Jacqueline M Deprince	Office Manager	\$ 56,752.80
Nellybel Nunez	Office Manager	\$ 45,540.00
Yahaira Perez	Office Manager	\$ 36,414.00
Rashone Carrington	P/T Educ Safety Mon	\$15/hour
Yessenia Fernandez	P/T Parent Ambassador	\$13/hour 100% ESSER II 20-483-200-107-23- -
Cheree M Coleman	P/T Parent Ambassador	\$13/hour 100% ESSER II 20-483-200-107-23- -
Tanisha Baynard	P/T Parent Ambassador	\$13/hour 100% ESSER II 20-483-200-107-23- -
Aibi Perez De Munoz	P/T Parent Ambassador	\$12/hour 100% ESSER II 20-483-200-107-23- -
Denise Lofland	Part-time Custodian	\$15/hour 100% ESSER II 20-483-200-107-23- -
Danny Minaya	Part-time Custodian	\$15/hour 100% ESSER II 20-483-200-107-23- -
Dianery M Ovalles	Part-time Custodian	\$15/hour 100% ESSER II 20-483-200-107-23- -
Beverly R Johnson	Payroll Manager	\$ 68,620.50
Thomas M Kane	PT Grant Writer	\$ 25,000.00 100% ESEA 20-235-200-110-PR-GRM-23
Lesly Alvarez	PT Transportation Coord	\$ 25/hour
Jenna Welch	Social Worker	\$ 56,925.00
Jason Arrington	Social Worker	\$ 70,000.00
Terry W Henry	PT Treasurer	\$ 12,000.00
Octavius S. Crowley	Literacy Support Professional	\$ 41,400.00 100% ARP 20-487-100-106-22-
Michelle Lewis	Literacy Support Professional	\$ 41,400.00

<u>Staff Name</u>	<u>Job Title</u>	<u>FY23 Salary</u>
		100% ESSER II Learning Acceleration 20-484-100-106- - -
Tanjae Lewis	Literacy Support Professional	\$ 41,400.00
Griseida Dejesus	Instructional Aide	\$ 35,608.14
Carley Haines	Instructional Aide	\$ 28,241.85
Jala Mujahid	Instructional Aide 1:1	\$ 28,241.85 100% IDEA 20-251-100-106-00-
Joan Rodriguez	Instructional Aide	\$ 32,679.73
Shannon Taylor	Instructional Aide	\$ 28,241.85

H. Reappointment of Substitutes

Item 24: Resolved that the Board approves the appointment of the following individuals as Substitutes:

Arfa S. Baker Dean	Substitute	\$150/daily rate
Shirley O. Saed	Substitute	\$250/daily rate
Lorraine S. Wallace Ross	Substitute	\$250/daily rate

I. FMLA Leave

Item 25: Resolved that the Board approves the following FMLA Leave of Absences:

Name	Reason	Period
Anna Marie Perrone	Self	8/22/2022 - 11/28/2022
Erin Gartland	Self (Parental Leave exhausts 10/18/2022)	8/22/2022 - 6/9/2023
Michael Rhea	Parental Leave	10/17/2022 - 1/9/2023
Wanda Lopez	Family	9/6/2022-10/6-2022

J. Resignations/Terminations/Retirements

Item 26: Resolved that the Board accepts the following resignations/terminations:

Resignations/Termination	Position	Effective Day
Belinda Gordon	7th Grade Social Studies	6/30/22
Tamara Goodman	School Nurse	6/30/22
Luis A. Davila, Jr.	PT Custodian	7/15/22
Ivelisse Velazquez (T)	PT Parent Ambassador	8/26/22
Margarita David	PT Certified School Nurse	8/31/22
Dilenia Jimenez Hiciano	PT Bus Driver	9/9/22
Nellybel Nunez	Office Manager (6-8)	9/26/22

Resignations/Termination	Position	Effective Day
Adam Altenbach	6th Grade Social Studies	10/3/22

K. Professional Development (External)

Item 27: Resolved that the Board authorizes staff participation in the following professional development opportunities:

NAME	NAME OF WORKSHOP/SEMINAR	LOCATION	DATE (S) & TIME	COST
Tugba Hoguet	RTI for ELLS-CAL	Virtual	10/4/2022- 10/25/2022	\$1200
Yusein Durakov	NJasbo	LEAP Academy	10/18/2022, 11/15/2022, 01/24/2022, 03/23/2023, 04/20/2023,	\$625.00
Velmina S Rivera	AAP ANA HELM 2022 National Conference	Virtual	10/07/2022- 10/11/2022	\$455.00
Jessica C Kirckland	Fiscal Procurement ESSER funds monitoring findings	Westin 555 Fellowship Rd Mt. Laurel NJ	11/15/2022, 03/23/2023, 04/20/2023	\$575.00

Seconded by Hector Nieves.

Roll Call:

	Item 17	Item 18	Item 19	Item 20	Item 21	Item 22	Item 23	Item 24	Item 25	Item 26	Item 27
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Anthony Lowman	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	ABS	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Margo Venable	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

	Item 17	Item 18	Item 19	Item 20	Item 21	Item 22	Item 23	Item 24	Item 25	Item 26	Item 27
Lisa Wright	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

VIII. Curriculum Committee

A. Academic Progress Report – Jozian Molina, CAO presented a progress report on academic issues.

B. Action Items: Dr. Matt Closter pretend items 28-

Item 28: Resolved that the Board approves the Academic Improvement Plan for 22-23 and Remote Learning Plan as presented and directs the CAO and COO to provide regular update reports on progress.

Item 29: Resolved that the Board approves the Mentoring Plan for 22-23 as presented by the CAO.

Item 30: Resolved that the Board approves the Professional Development Plan as presented by the CAO for 22-23.

Item 31: Resolved that the Board authorizes the following two programs as part of the academic enrichment/enhancement programming for the school:

- DRPA Engineering Program
- Corriell Science Fair with Dr. Eric Klein

Item 32: Resolved that the Board approves the following field trips:

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Purpose of the Trip	Number of Students attending
Candice Stephens Johnson Corner Farm 133 Church Rd Medford, NJ	Lower STEM-2 ND	10/12/2022	\$1768	It will educate students on the life cycle of vegetables, like pumpkin, and the importance of agriculture for our environment.	124
Isabel Howell Indian Acres Tree Farm 111 Tuckerton Rd, Medford, NJ	Lower STEM-3rd	10/18/2022	\$1740	It will educate students on the life cycle of vegetables, like pumpkin, and the importance of agriculture for our environment.	120

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Purpose of the Trip	Number of Students attending
Julia Kogan Chemistry Museum- Science History Institute 315 Chestnut Pl 3rd Chestnut	11 th Grade	10/14/2022	FREE	The sophomores are taking Chemistry classes. This museum is an experimental lab for Chemistry in itself with lots to do and learn regarding elements. They showed through their amazing behavior in the previous field trip that they deserve to attend another field trip and learn through the process of exploration and discovery. This also focuses on the career explorations of scientific based jobs that the students can learn and research so that they can realize if that is something that they would like to study in the future.	120
Julia Kogan Gordon Theater Art Exhibit portraits of Camden	11 th Grade	9/15/2022	FREE	To introduce our students to the Arts through professional artists who have made contributions in the city of Camden over the years	120
Julia Kogan Museum of Illusions 401 Market St National Philadelphia, PA	10 th Grade	10/26/2022	\$2760	The juniors are taking Physics classes. This museum is a physics experiment in itself because of the motion, force, dynamics and the velocity with the objects that they will see in the museum. They showed through their amazing behavior in the previous field trip that they deserve to attend another field trip and learn through the process of exploration and discovery. This also focuses on the career explorations of scientific based jobs that the students can learn and research so that they can realize if that is something that they would like to study in the future	120
Selover/ Kogan Rancocas State Park Hainesport section, Mount Laurel, NJ	11 th Grade	9/29/2022	\$1140	This year we have studied the Transcendentalists who believed that in was in man's best interest to be in and enjoy nature. We read Ralph Waldo Emerson's "Nature". In order to fully	120

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Purpose of the Trip	Number of Students attending
				understand the text, students need to experience to beauty of spending a day in nature themselves.	

Seconded by Dr. Yozmeris Roman.

Roll Call:

	Item 28	Item 29	Item 30	Item 31	Item 32
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES	YES
John Hall	YES	YES	YES	YES	YES
Dr. Anthony Lowman	YES	YES	YES	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES
Margo Venable	YES	YES	YES	YES	YES
Lisa Wright	YES	YES	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).

No comments were received.

X. Adjournment

Lisa Wright presented a motion to adjourn.

Seconded by Hector Nieves

Roll Call

	Item 33
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES

	Item 33
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Yozmeris Roman	YES
Omar Samaniego	YES
Lisa Wright	YES

Meeting adjourned at 7:15 pm.