

**LEAP Board of Trustees Meeting
June 20, 2024
MINUTES**

Dr. Gloria Bonilla-Santiago called the meeting to order at 5:05 pm.

Attendance:

Dr. Gloria Bonilla-Santiago
Dr. Mathew Closter
Margaret Manthe
Bette Mengesha
Dr. Donna Nickitas
Héctor Nieves
Brenda Ortiz
Dr. Yosmeriz Roman
Omar Samaniego

Excused:

Dr. Anthony Lowman
Cal Maradonna
Dr. Michael Palis
Margo Venable

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

Dr. Santiago called the meeting to order. She announced that the meeting was announced and disseminated to the school community. The conference will be held using a virtual platform.

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.

II. Approval of Minutes of May 9, 2024: Dr. Donna Nickitas presented the following resolution.

Item 1: Resolved that the Board of Trustees approve the meeting minutes of May 9, 2024, as prepared by Wanda Garcia, Board Liaison.

Seconded by Dr. Matt Closter.

Roll Call:

	Item 1
Dr. Gloria Bonilla-Santiago	YES

	Item 1
Dr. Matthew Closter	YES
Dr. Anthony Lowman	YES
Margaret Manthe	YES
Bette Mengesha	YES
Dr. Donna Nickitas	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Yosmeriz Roman	YES
Omar Samaniego	---

III. Chairperson's Report

- **Annual Re-organization of LEAP Board:** Margaret Manthe presented Items 204 for Board approval:

Item 2: Resolved that the Board approves the following appointments as part of its annual reorganization for 2024-2025:

Officers/Executive Committee

Dr. Gloria Bonilla-Santiago, Chairperson

Dr. Michael Palis, Vice-Chairperson

Hector Nieves, Secretary

Margaret Manthe, Chair, Finance Committee

Bette Mengesha, Chair, Personnel Committee

Dr. Matthew Closter, Chair, Curriculum Committee

Hector Nieves, Chair, Parent Affairs Committee

Further resolved that the Board approves the following required officials and entities:

Board Liaison: Dr. Wanda Garcia

Auditors: Bowman and Company

Board Counsel: Dillworth Paxton

Medical Inspector: Dr. Velmina Rivera

Insurance Broker: Conner Strong

Depository for School Funds: Fulton Bank
TD Bank

Official Newspaper: Courier Post
Secondary Newspaper: Philadelphia Inquirer

Auditor: Bowman and Company

Renewal of Board Appointments

Item 3: Resolved that the Board extends the appointment for the following trustees:

- Dr. Michael Palis renewed through September 15, 2027
- Hector Nieves renewed through August 15, 2027

• **Official Board Meeting Schedule**

Item 4: Resolved that the Board approves the following SY 2024-2025 meeting schedule.

September 19, 2024
October 17, 2024
November 14, 2024
December 12, 2024
January 23, 2025
February 20, 2025
March 27, 2025
April 17, 2025
May 8, 2025
June 19, 2025

All Meetings will start at 5:00 pm.

Seconded by Dr. Matt Closter.

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
Bette Mengesha	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES
Hector Nieves	YES	YES	YES
Brenda Ortiz	YES	YES	YES
Dr. Yosmeriz Roman	YES	YES	YES
Omar Samaniego	YES	YES	YES

IV. Operational Report- Stephanie Rogers, COO/Lead Person: Stephanie Rogers provided progress on the following areas:

- Enrollment, Recruitment and Retention

- Building Infrastructure and Maintenance
- Health Center
- Family Support/Parent Engagement
- Fire Drills and Bus Drills

V. Finance Committee Actions: Margaret Manthe presented items 5-48

A. Approval of Line-Item Status Report

Item 5: Whereas the LEAP Board of Trustees members, voting on this resolution, have reviewed the Board Secretary's and Monthly Financial Reports for March and April 2024 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 March and April 2024.

C. LEAP Microenterprise Financials and LEAP Health and Wellness

Item 7: Resolved that the Board approve the Financial Reports for the LEAP Microenterprise LLC and the LEAP Health Center for March and April 2024 as provided by the Chief Financial Officer/SBA.

D. LEAP Student Transportation

Item 8: Resolved that the Board approve the Financial Reports for the LEAP Transportation LLC for March and April 2024 as provided by the Chief Financial Officer/SBA.

E. Budget Transfers

Item 9: Resolved that the Board approve budget transfers for March and April 2024 as the CFO/SBA provided.

F. Approval of Expenditure Report/Bill List

Item 10: Whereas the Business Administrator certifies that there are sufficient funds to pay bills and payroll for the months of March and April 2024:

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

SUMMARY OF BILLS FOR THE MONTHS OF MARCH AND APRIL 2024 (per bill list)
CHECK AND WIRE DISBURSEMENTS

FUND	March 2024
10 General Current Expense	\$5,941,787.50
20 Special Revenue	\$286,374.25
30 Capital Projects	\$0
60 Enterprise	\$479,993.80
90 Agency	\$570,872.82
91 Payroll	\$864,704.32
95 Student	\$2,543.62
96 Parent Council	\$250.00
Total Disbursements:	\$8,146,526.31

FUND	April 2024
10 General Current Expense	\$2,086,783.66
20 Special Revenue	\$789,796.94
30 Capital Projects	\$0
60 Enterprise	\$640.75
90 Agency	\$560,765.82
91 Payroll	\$828,059.06
95 Student	\$649.80
96 Parent Council	\$3,550.60
Total Disbursements:	\$4,270,246.63

G. Contracts and Financial Transactions

- Item 11:** Resolved that the Board accept, with sincere gratitude, a donation of \$717.30 for food supplies for the 2024 Walkathon from Metz Culinary Management.
- Item 12:** Resolved that the Board approve facility usage of the 549 Cooper building for ELRA Graduation at no cost.
- Item 13:** Resolved that the Board approve the revised resolution related to Item 9 from the May 9, 2024, meeting as follows: approves 2nd renewal of the contract (FY 23 base year) with Metz Culinary Management for the period of July 1, 2024, through June 30, 2025, for provision of food services for the LEAP Academy with the following requirements:
- Total FY25 Contract: \$1,607,330.47, including Management Flat fee: \$56,197.41.
 - No Financial Guarantee

Item 14: Resolved that the Board approve the purchase of curriculum from GATEWAY EDUCATION HOLDINGS LLC (SAVVAS), in the amount of \$147,931.12, to be paid with ARP ESSER3 federal funds.

Item 15: Resolved that the Board approve the following appointments for individuals whose remuneration is supported by federal grants for FY 24, as well as their respective salaries and funding source.

Employee name	FY24 salary	Percentage funded by Federal Funds	Federal Fund Source	Title
Cruz, Maria	\$82,673.82	100%	ESEA-Title I	Family Engagement Coordinator
Johnson, Theodore	\$90,000	100%	ESEA-Title I	Director College Access
Sherwood, Courtney	\$90,000	100%	IDEA	LDTC

Item 16: Resolved that the Board approve Budget Amendment 2 for the IDEA grant, as follows:

Fund	Category	New Budget	Old Budget
100-100	Personal Services - Salaries	\$67,505	\$85,812
100-300	Instruction Purchased Services	\$54,000	\$0
200-100 Support Services	Personal Services - Salaries	\$50,000	\$45,000
200-200	EE Benefits	\$50,962	\$27,048
200-300	Prof. Services	\$241,393	\$306,000
200-600	Supplies	\$7,805	\$7,805
Total		\$471,665	\$471,665

Item 17: Resolved that the Board approve a contract with Madina Restoration, Inc. for the repairs to 130 N Broadway (per Structure Engineer Report, Madina must remove the Back-Up Masonry to secure brick), three building corners, in the amount of \$220,050, time and material bid 23-5.

Item 18: Resolved that as provided by N.J.S.A. 18A:22-8.1 amended, the Lead Person or designee be designated to approve such line-item budget transfers as are necessary between Board of Trustees meetings and that such transfers shall be reported to the Board ratified and duly recorded in the minutes of the next regular meeting.

Item 19: Resolved that the Board recognizes that certain vendors do not accept purchase orders and that certain purchases can only be made through those vendors. This authorizes the Business

Administrator to approve/reimburse for certain budgeted purchases made by staff with prior approval from BA.

Item 20: WHEREAS, N.J.S.A. 18A:18A-2(b) states that the secretary, business administrator or the business manager of the board of education duly assigned the authority, responsibility and accountability for the purchasing activity of the board and having the power to prepare advertisements, to advertise for and receive bids and to award contracts as permitted by this chapter,

NOW THEREFORE, BE IT RESOLVED that Yusein Durakov, Business Administrator be authorized to sign purchase orders, execute contracts, secure quotations and approve the release of warrants between Board Meetings subject to subsequent ratifications by the LEAP Board of Trustees.

Item 21: WHEREAS, the Board of Trustees does recognize that there is an advantage to paying their obligations in a timely manner, and

WHEREAS, the Board of Trustees does recognize that some billings become due before an official Board meeting and that payment of said billings would benefit the Board monetarily and business-wise, and therefore, be it:

RESOLVED that the Board of Trustees LEAP Academy University Charter School hereby approves early payment of specific bills with official approval by the Board at the first official meeting following said approval.

Item 22: Resolved that the Board Authorize pursuant to Title 18A:18A-3(a) that Yusein Durakov, School Business Administrator shall serve as the Qualified Purchasing Agent and is authorized to award contracts that do not exceed in the aggregate in a contract year the total sum of \$44,000.00 (bid threshold) without public advertising for bids. Furthermore, the Business Administrator is authorized to solicit competitive quotations pursuant to N.J.S.A. 18A: 18A-37 (a) and to award contracts pursuant to N.J.S.A. 18A: 18A-37 (c).

Item 23: Resolved that the Board Authorize pursuant to N.J.S.A. 18A:18A-2(b) the School Business Administrator to prepare advertisements and to advertise for and receive any bids/RFPs as needed.

Item 24: Resolved that the Board approves the verification of claims threshold to be set at \$6,600 pursuant to N.J.S.A. 18A:19-3.

Item 25: Resolved that the Board approve the annual dues and membership in the NJ State Interscholastic Athletic Association - \$2,500.

Item 26: Resolved that the Board approve annual dues of \$30/student and membership in the NJ Charter School Association.

- Item 27:** Resolved that the Board readopts the Board of Trustees policies, bylaws, and regulations currently in effect and contained in the board policy manual.
- Item 28:** Resolved that the Board approve a district flexible spending plan and provider FlexFacts, LLC.
- Item 29:** Resolved that the Board approve the tax shelter annuity companies and voluntary insurance companies for the 2024-2025 school year, listed below, and PlanConnect as 403b Plan Administrator.
AXA Advisors/Equitable, Lincoln Investment/Lincoln Financial Advisors, Primerica, Aflac.
- Item 30:** Resolved that the Board appoint Straus Esmay Associated, LLP to provide Policy update Service for the 2024-2025 school year.
- Item 31:** Resolved that the Board authorize Regular Business Travel for charter personnel to be at most \$1,500 per person per annum. Regular business travel consists of mileage and tolls for official school business. Additional travel expenses (workshops, hotels, meals and other transportation) must be specifically approved by the Board of Trustees in advance.
- Item 32:** Resolved that the Board approve mileage reimbursement at the rate of 47 ¢/mile for reimbursement to the employees and trustees of LEAP Academy University Charter School towards miles driven for school business purposes.
- Item 33:** Resolved that the Board approve the following substitute rates for the 2024-2025 School Year:
- Teacher Full Day NJ Certified Teacher \$200/day
 - Teacher Full Day NJ Sub Certification w/Teacher Certification \$200/day
 - Teacher Full Day Long Term NJ Certified Teacher \$300/day
- Item 34:** Resolved that the Board authorizes the School Business Administrator or designee as custodian of the \$500 Petty Cash fund for the 2024-2025 school year and set the maximum single petty cash disbursement limit at \$200.
- Item 35:** Resolved that the following banks be designated as the Official Depository for school funds:
- Fulton Bank
 - TD Bank

Further resolved that authorization be granted to the Business Administrator to invest funds of the Board with the designated depositories of the District, from time to time, and that authorization to invest and discontinue investments and be reported to the Board of Trustees on a Secretary's Monthly Report.

Item 36: WHEREAS, Title 18A:18A-10 provides that "A Board of Education, without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, and

WHEREAS, LEAP Academy University Charter School has the need, on a timely basis, to procure goods and services utilizing state contracts and

WHEREAS, the LEAP Academy University Charter School Board desires to authorize its purchasing agent for 2024-2025 to make any and all purchases necessary to meet the needs of the school district throughout the school year.

NOW THEREFORE, BE IT RESOLVED that the LEAP Academy University Charter School Board does, at this moment, authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the State by the Division of Purchase and Property utilizing various vendors.

Item 37: Resolved that the Board Authorize the Business Administrator to make any and all purchases necessary to meet the needs of the school district throughout the school year from qualified pricing cooperatives/consortiums approved/awarded vendors and renew participation in the following cooperative pricing agencies: Educational Data Services, Educational Services Commission of Morris County, the Hunterdon County Educational Services Commission, the Educational Services Commission of NJ, Bergen County Special Services School District, Morris County Cooperative Pricing Council, the Camden County Educational Services Commission, NJSBA TEC Cooperative Pricing System, Keystone Purchasing Network (KPN), PEPPM, Omnia Partners, National Cooperative Purchasing Alliance, MMCAP, Sourcewell, USETPA, TIPS.

Item 38: Resolved that the Board authorizes the following Anticipated contracts to be renewed, awarded, or to expire during the school year – Pursuant to PL 2015, Chapter 47 the LEAP Academy University Charter School Board of Trustees intends to renew, award, or permit to expire the following contracts previously awarded by the board of trustees. These contracts are, have been, and will continue to fully comply with all state and federal statutes and regulations, particularly New Jersey Title 18A:18. et.seq, NJAC Chapter 6A:23A, and Federal Procurement Regulations 2CFR Part 200.317 et. Seq.

Name of Vendor	Description of Services
Apex Learning	Digital Learning and PD
Atlantic Tomorrows Office	Copiers
Bayada Home Health Care, Inc	Nursing Services
Bowman & Co, LLP	Audit/Accounting Services
Conner Strong & Buckelew	Insurance Brokerage Service
Delta T-Group North Jersey, Inc	Staffing Services
Dilworth Paxson LLP	Legal Services
The Stepping Stones Group, LLC	Staffing Services
InHealth Staffing, LLC	Staffing Services
Speech Language Associates	Staffing Services

Name of Vendor	Description of Services
Austin Texas Learning Group LLC	Staffing Services
Johnson Control, Inc	Monitoring Services
Fortress Protection, LLC	Monitoring Services
Let's Go Learn, Inc	Educational services
McTighe and Associates, LLC	Instructional Improvement
Metz Culinary	Food Service Management
New Age Media Ventures, LLC	Professional Development
Sapphire Edu. Leadership & Life Coaching, LLC	Professional Development
FOUNDATION FOR EDU ADMIN.	Professional Development
PDK Architects, Inc	Architectural Services
Rowan University	Educational Services
Rutgers University	Educational Services
Schindler, Inc	Elevator services
Systems3000, Inc	Accounting software
Teaching Strategies, LLC	Professional Development
The Breaker Group	Network, Firewall hardware
Waste Management	Waste Removal
WG America Company	Water filtration
Xtel Communications, Inc	Phone service
Verizon	Phone service
T-Mobile	Phone service

- Item 39:** Resolved that the Board accepts funds and submission of application for ESEA Funds for the 2024-2025 school year.
- Item 40:** Resolved that the Board approve acceptance of funds and submission of application for IDEA Funds for the 2024-2025 school year.
- Item 41:** Resolved that the Board award the following E-Rate Eligible Service Contracts for the 2024-2025 school year, pursuant to the USAC/RFP process, as the lowest responsible bidder.

Vendor	Description of Services	Contract
Breaker Group, Inc E-Rate spin 143025339	Basic Maintenance of Internal Connections	\$31,469.44 E-Rate (85%) \$5,553.43 LEAP Total: \$37,022.87

- Item 42:** Resolved that the Board approve the Sixth Addendum to the Parking lot lease with William Hargrove, landlord, in the amount of \$36,000/year.
- Item 43:** Resolved that the Board approve health, vision, and dental benefits contract with School Health Insurance Fund (SHIF), pursuant to N.J.S.A. 18A:18A-5(a), for FY25 with a 5.43% rate increase.

- Item 44:** Resolved that the Board approve WC, Property and Casualty Insurance from NJ School Insurance Group, pursuant to N.J.S.A. 18A:18A-5(a), for FY25 for \$599,011. (FY24 \$514,661; FY23 \$400,045).
- Item 45:** Resolved that the Board approve a contract for professional services with Enriched Schools, LLC to provide substitute services in FY25, using general and federal funds, coop contract #200703 TIPS, as follows: > 9 weeks - \$38/hr., <9 weeks - \$40/hr.
- Item 46:** WHEREAS proposals were received from: Austin Texas Learning Group, LLC, Inhealth Staffing LLC, Virtua Non-Patient Cash, Delta-T Group, Inc, Interactive Kids Educational Services, LLC, The Devereux Foundation, Marie Fein dba United Therapy Solutions, The Stepping Stones Group, LLC, Therapy Source, INC, Jump Ahead Pediatrics LLC, Speech Language Associates

Resolved that the Board award the proposal for **RFP#23-8 and RFP24-2 Professional Education Staff, Child Study Team and Related Services, Substitute service Staffing,**

Further resolved is that the Board hereby recommends the award of the contract to the above bidders at various rates per the RFP.

- Item 47:** Resolved that the Board approve the following purchases through cooperative pricing FY24 over the Bid threshold:

Vendor	Product Description	COOP
General Chemical and Supply, INC	Custodial Supplies Not to exceed \$80,000 paid with federal/gen funds	Omniapartners coop contract #02-27
Amazon	Instructional/no-instructional supplies. Not to exceed \$60,000 paid with federal/gen funds	<u>Omniapartners contract R-TC-17006/MA3457</u>

- Item 48:** Resolved that the Board approve the renewal of the following contracts for an additional one-year term for FY25:

Vendor	Purpose	2024-25 Contract amount up to
Bowman and Co.	Auditing Services	\$85,000/ yr.
CLC Rutgers	Board services	\$797,885/yr.
CLC Rutgers	Tutoring services, RFP21-8, paid 100% Title I	\$100,000/yr.
Clear Channel Outdoor, Inc	Marketing	\$7,882/yr.
Crystal Springs, Inc	Water filters	\$9,600/yr.
Frontline Technologies Group, LLC	HR & Nursing management solutions	\$18,226.2/yr.

Vendor	Purpose	2024-25 Contract amount up to
PowerSchool	SIS, proprietary software RFP22-9	\$67,530.33/yr.
Rowan University	Early College Partnership, paid with fund and Title I.	\$180,000/ yr.
Rutgers University	Early College Partnership, paid with fund and Title I.	\$250,000/ yr.
Systems3000	Accounting, Repayor software	\$24,321/ yr.
TPR Education (Princeton Review)	SAT Preparation, RFP21-7, paid 100% Title I	\$9,000/class,
Trapeze Software Group, Inc	Transportation proprietary software-Trip Spark	\$13,240.44/yr.
Waste Management, Inc	Waste disposal	Not to exceed \$30,000/yr.
Xtel Communications, Inc	Telecommunications	\$31,560/yr.
Edmentum- Apex Learning	Professional Services	\$37,250/yr.
Goal book	Proprietary software	\$28,687/yr.
Neuron Fuel Inc.	Tynker – Proprietary software computer science curricula	\$7,920/yr.

Seconded by Hector Nieves.
Roll Call:

	Item 5	Item 6	Item 7	Item 8	Item 9	Item 8	Item 10	Item 11	Item 12	Item 13	Item 14	Item 15	Item 16
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES	YES Abstain on items for Rutgers and Metz	ABS	YES	ABS	YES	YES	YES
Dr. Matthew Closter	YES	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	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES	YES Abstain on items for Rutgers	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES	YES Abstain on items for Rutgers	YES	YES	YES	YES	YES	YES

	Item 5	Item 6	Item 7	Item 8	Item 9	Item 8	Item 10	Item 11	Item 12	Item 13	Item 14	Item 15	Item 16
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Omar Samaniego	YES	YES	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	Item 28	Item 29
Dr. Gloria Bonilla-Santiago	YES	YES	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	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	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	YES	YES
Omar Samaniego	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

	Item 30	Item 31	Item 32	Item 33	Item 34	Item 35	Item 36	Item 37	Item 38	Item 39	Item 40	Item 41	Item 42
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES	YES	YES	YES Abstain on items for Rutgers and Metz	YES	YES	YES	YES
Dr. Matthew Closter	YES	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	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES	YES	YES	YES Abstain on items for Rutgers	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES	YES	YES	YES YES Abstain on items for Rutgers	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Omar Samaniego	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

	Item 43	Item 44	Item 45	Item 46	Item 47	Item 48
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES Abstain on items for Rutgers
Dr. Matthew Closter	YES	YES	YES	YES	YES	YES
Dr. Anthony Lowman	YES	YES	YES	YES	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	Abstain on items for Rutgers
Hector Nieves	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES Abstain on items for Rutgers
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES
Omar Samaniego	YES	YES	YES	YES	YES	YES

VI. Personnel Committee: Bette Mengesha presented items 49-61 for Board approval.

A. New Appointments

Item 49: Resolved that the Board appoints the following individuals for employment for 24-25:

<u>New Appointments</u>	<u>Position/Building Location</u>	<u>Contract/Start Date</u>	<u>Salary</u>
Desurae Councill (Replacing R. King)	Teacher HS Computer Science	8/19/24	\$60,000.00
Elias Gardener (Replacing Ggoss)	Teacher Fellow HS Environmental Science	8/19/24	\$45,000.00
Katie Davicsin	Teacher Fellow K-3	8/19/24	\$45,000.00
Dawn Fichera	Director of STEM	7/15/24	\$102,000.00

B. Summer Appointments

Item 50: Resolved that the Board approved the following appointments for Summer School stipends to be paid 100% from federal funds ESEA (Title I and Title I SIA).

Name	Amount of compensation
Abrego, Johanna	\$200/Day
Bizzelle, Mellina	\$200/Day
Blackman, Daniel	\$200/Day
Bruno, Agustin	\$200/Day
Butterworth, Glen	\$200/Day
Chohan, Divya	\$200/Day
Chugh, Sonia	\$200/Day
Cobb, Stephen	\$200/Day
Coles, Summer	\$200/Day
Connors, Aroline	\$200/Day
Dacenko, Amanda	\$200/Day
DeJesus, Griseda	\$200/Day
Deren, Audrey	\$200/Day
Durney, John	\$200/Day
Gorman, Jonathan	\$200/Day
Howell, Isabel	\$200/Day
Jenkins, Kyra	\$200/Day
Kean, Michelle	\$200/Day
Keefe, Alexandra	\$200/Day
Koch, Ryan	\$200/Day
Lopez, Maritza	\$200/Day
McCreesh, Cristin	\$200/Day
McKeown, Lauren	\$200/Day
McManus, Christopher	\$200/Day
Minton-Jack, Lindsay	\$200/Day
Ore, Bridgette	\$200/Day
Orio, Joane	\$200/Day
Orlilna, Maria	\$200/Day
Pereria Abrego, Johanna	\$200/Day
Redmond, Helen	\$200/Day
Ridhardson, David	\$200/Day
Rivera, Jasmine	\$200/Day
Rossi, Raymond	\$200/Day
Saed, Shirley	\$200/Day
Smith, Randolph	\$200/Day
Surgeon, Maisha	\$200/Day
Weir, Rakesha	\$200/Day

C. Payment for Extended Day

Item 51: Resolved that the Board approved the following appointments for Extended Day stipends to be paid 100% from federal funds ESEA (Title I and Title I SIA) for 6/18-6/25/2024.

<u>Name</u>	<u>Compensation</u>
Aspenburg, Stephanie	\$200/Day
Bivona, Brooke	\$200/Day
Bizzelle, Mellina	\$200/Day
Blackman, Daniel	\$200/Day
Bruno, Agustin	\$200/Day
Butterworth, Glen	\$200/Day
Carpenter, Amanda	\$200/Day
Chohan, Divya	\$200/Day
Chugh, Sonia	\$200/Day
Cloherty, Melissa	\$200/Day
Cobb, Stephen	\$200/Day
Connelly, Brianne	\$200/Day
Connors, Caroline	\$200/Day
Crump, Alicia	\$200/Day
Cruz, Armani	\$200/Day
Dacenko, Amanda	\$200/Day
Datiz, Stephanie	\$200/Day
Dean, Arfa	\$200/Day
Deren, Audrey	\$200/Day
DiNoiva, Micheal	\$200/Day
Edwards-Shakur, Taesha	\$200/Day
Frizano, Kimberly	\$200/Day
Gartland, Patrick	\$200/Day
Gorman, Jonathan	\$200/Day
Goss, Gregory	\$200/Day
Hiddemen, Mikayla	\$200/Day
Hagerman, Darren	\$200/Day
Howell, Isabel	\$200/Day
Hudock, Ashley	\$200/Day
Jenkins, Kyra	\$200/Day
Kean, Michelle	\$200/Day
Keefe, Alexandra	\$200/Day
Koch, Ryan	\$200/Day
Lavin, Courtney	\$200/Day
Long, Debra	\$200/Day
Maenner, Nicole	\$200/Day

<u>Name</u>	<u>Compensation</u>
McCreesh, Cristin	\$200/Day
McKeown, Lauren	\$200/Day
McManus, Christopher	\$200/Day
McRimmon, Marcus	\$200/Day
Minton-Jack, Lindsay	\$200/Day
Monte, Melvin	\$200/Day
Nieves, Brielle	\$200/Day
Ore, Brigitte	\$200/Day
Orio, Joanne	\$200/Day
Orlina, Maria	\$200/Day
Pereira Abrego, Johanna	\$200/Day
Pickard, Amanda	\$200/Day
Pierce, Michele	\$200/Day
Quidachay, Deanna	\$200/Day
Redmond, Helen	\$200/Day
Richardson, David	\$200/Day
Rivera, Jasmine	\$200/Day
Rossi, Raymond	\$200/Day
Saed, Shirley	\$200/Day
Schultice, Amy	\$200/Day
Smith, Randolph	\$200/Day
Soltys, Gwendolyn	\$200/Day
Szychoski, Heather	\$200/Day
Vasilakis, Lissel	\$200/Day
Weir, Rakeisha	\$200/Day
Wright, Sa'Miyah	\$200/Day
Yang, Hui	\$200/Day

D. Home Instruction

Item 52: Resolved that the Board approves the following individuals for home instruction services as needed:

<u>Name</u>	<u>Compensation</u>
Chohan, Divya	\$45 per hr.
Pickus, Amanda	\$45 per hr

E. FMLA

Item 53: Resolved that the Board approves the following requests for FMLA:

	<u>Position</u>	<u>Effective Date</u>
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<u>Name</u>		
SH	AP Clerk	7/8/24

F. Renewal Decisions and Salaries for Non-Instructional Staff

Item 54: Resolved that the Board authorizes the following renewals and salaries for non-instructional staff for FY24-25.

<u>Name</u>	<u>Job Title</u>	<u>FY24-25 Salary</u>
Gonzalez, Maria	Bus Driver - 10 Month	\$ 45,900.00
Hunt, Sylvia	AP Clerk	\$ 51,100.88
Serje, Ermis	Business Office Manager	\$ 51,500.00
Shoultz, Shameka	Coll Accss Pr Asse (6-8)	\$ 61,800.00
Mercado, Amanda	Coll Accss Pr Asse (K-5)	\$ 76,500.00
Algarin, Jose	Custodian - 12 month	\$ 37,963.70
Candelaria, Angelique	Custodian - 12 month	\$ 30,127.50
Cintron, Carmen	Custodian - 12 month	\$ 33,057.91
Colon, Juan	Custodian - 12 month	\$ 31,292.85
Cruz Villa, Eduardo	Custodian - 12 month	\$ 33,652.44
Cruz, Guillermo	Custodian - 12 month	\$ 59,916.77
Guzman, Doris	Custodian - 12 month	\$ 30,127.50
Guzman-Martinez, Nilsa	Custodian - 12 month	\$ 31,599.64
Ledezma, Roberto	Custodian - 12 month	\$ 31,599.64
Lopez, Wanda	Custodian - 12 month	\$ 30,127.50
Mendez, Mabel	Custodian - 12 month	\$ 35,772.50
Noun, Ramy	Custodian - 12 month	\$ 30,127.50
Ortiz, Jose	Custodian - 12 month	\$ 42,222.63
Rodriguez, Jose	Custodian - 12 month	\$ 40,161.43
Rodriguez-Diaz, Adriana	Custodian - 12 month	\$ 30,368.52
Sandoval, Alberta	Custodian - 12 month	\$ 31,599.64
Torres, Rosa	Custodian - 12 month	\$ 31,599.64
Villar, Richard	Custodian - 12 month	\$ 30,127.50
Johnson, Theodore	Dir of Coll Access	\$ 91,800.00
Cruz, Maria	Dir Parent Engagement	\$ 85,154.03
Decler, Luis	Dir PRAC	\$ 86,700.00
Miranda, Rafael	Dir FABLAB	\$ 92,700.00
Ovalles Vargas, Rosa	Dir Transportation	\$ 76,440.00
Crespo, Diana	Dir. Enrollment Svcs	\$ 88,213.86
Rivera, Dennis	Dir. Security (Facilities functions to be re-assigned)	\$ 102,010.00
Hernandez Diaz, Leda	Director FSC & WC	\$ 76,505.74
Pierre-Jacques, Stevenson	Director Technology	\$ 127,809.18
Dejesus, Edwin	Educ Safety Monitor - 12 month	\$ 32,150.46

<u>Name</u>	<u>Job Title</u>	<u>FY24-25 Salary</u>
Hudson, Amanda	Educ Safety Monitor - 12 month	\$ 30,127.50
Ibeneche, Chisom	Educ Safety Monitor - 10 month	\$ 29,835.00
Ibeneche, Linda	Educ Safety Monitor - 10 month	\$ 32,033.25
Lugo, Linda	Educ Safety Monitor - 10 month	\$ 30,127.50
Mota, Kaesha	Educ Safety Monitor - 12 month	\$ 29,542.50
Rojas, Eliot	Educ Safety Monitor - 12 month	\$ 43,494.84
Watson, Maryon	Educ Safety Monitor - 10 month	\$ 30,127.50
Whittington, Maurice	Educ Safety Monitor - 10 month	\$ 33,421.44
Begley, Grace	Enrollment Specialist	\$ 53,358.30
Ramos, Jorge	Facilities Mechanic	\$ 70,045.15
Rivera, Juan	Facilities Mechanic	\$ 64,946.05
Hickman, Angela	PT HR Assistant	\$ 38,192.40
Crowley, Octavius	IT Specialist	\$ 70,040.00
De Siano, Massimo	IT Specialist	\$ 94,035.92
Hinchliffe, Robert	IT Specialist	\$ 76,158.83
Orfe, Nancy	Nurse	\$ 67,524.16
Baynard, Tanisha	Office Manager (4-5)	\$ 35,700.00
Rivera, Jasmin	Office Manager (6-8)	\$ 41,616.00
Deprince, Jacqueline	Office Manager (Clinic)	\$ 60,209.04
Perez, Yahaira	Office Manager (K-3)	\$ 38,631.61
Quintana, Lorna	Office Manager (STEAM)	\$ 37,131.50
Kane, Thomas	Part-Time Asst to SBA-Grant Mgr	\$ 25,000.00
Johnson, Beverly	Payroll Manager	\$ 74,213.08
Abdullah, Samema	School Nurse	\$ 72,100.00
Arrington, Jason	Social Worker	\$ 74,263.00
Bailey, Anamaria	Social Worker CST	\$ 77,250.00
Rodriguez, Brenda	Social Worker	\$ 66,950.00
Smalls, Kamice	Social Worker CST	\$ 66,950.00
Sherwood, Courtney	LDTC Child Study	\$ 90,000.00
Rauch, Nancy	Nurse	\$ 70,700.00
Coleman, Jamiya	Instructional Aide	\$ 27,980.95
Dejesus, Griseida	Instructional Aide	\$ 37,776.67
Mujahid, Jala	1-1: Instructional Aide	\$ 29,670.89
Rivera Zapata, Bartola	Instructional Aide	\$ 27,703.91
Rodriguez, Joan	Instructional Aide	\$ 34,669.92
Zoquiel Solano, Sofia	Instructional Aide	\$ 27,703.91

Further, it was resolved that the Board approve the renewal of the school's leadership management team with salaries to be determined at the September meeting once the school receives a final report of the student's performance in the state assessment. This is part of properly implementing the school's performance compensation program. This timeline aligns with the final compensation plan for all teachers.

Name	Position
Durakov, Yusein	Bus. Administrator
Weaver-Rogers, Stephanie	Chf Op Officer
Molina, Jozian	Chief Innovation Officer
Kessler, Nicole	Chief Learning Off.
Rivera, Velmina	Chief Medical Officer
Hoguet, Tugba	Director of ESL
Rice, Tamika	Director Climate/Culture
Rivas, Dana	Principal
Rodriguez, Samantha	Principal

Further resolved that the Board approves the appointment of the following part-time personnel:

<u>Part-Time Staff</u>		
Baynard, Darrell	Part-time Custodian	\$15/hour
Camacho, Aurea	Part-time Custodian	\$15/hour
Conception, Elizabeth	Part-time Custodian	\$15/hour
Cordero De Sanchez, Yessica	Part-time Custodian	\$15/hour
Correa, Juanita	Part-time Custodian	\$15/hour
Guzman, Jailiz	Part-time Custodian	\$15/hour
Jimenez, Madeline	Part-time Custodian	\$15/hour
Lofland, Denise	Part-time Custodian	\$15/hour
Manzanillo De Garcia, Angelita	Part-time Custodian	\$15/hour
Rodriguez, Aida	Part-time Custodian	\$15/hour
Thompson, Deuel	Part-time Custodian	\$15/hour
Tigre, Maria	Part-time Custodian	\$15/hour
Gonzalez, Maria	P/T Bus Driver	\$30/hour
Jimenez, Syka	P/T Bus Driver	\$30/hour
Jimenez Hiciano, Dilenia	P/T Bus Driver	\$30/hour
Nunez, Rosa	P/T Bus Driver	\$30/hour
Peralta Fernandez, Maria	P/T Bus Driver	\$30/hour
Rios, David	P/T Bus Driver	\$30/hour
Rodriguez, Miguel	P/T Bus Driver	\$30/hour
Ruiz Nazario, Xiomara	P/T Bus Driver	\$30/hour
Soto, Jennyliz	P/T Bus Driver	\$30/hour

H. Resignations

Item 55: Resolved that the Board accepts the following resignations:

<u>Name</u>	<u>Position</u>	<u>Effective Day</u>
Miguel Mercado, Jr	Ed. Safety Monitor	5/3/24
Gwendolyn Soltys	Elementary	6/25/24
Feliz, Thelma	Clinical Program Assist	06/30/2024
McNatt, John	HVAC Mechanic	05/31/2024
King, Robert	Teacher Fellow	06/25/2024
Chrystal Walker	Principal 6-8	06/30/2024

Seconded: Hector Nieves
Roll Call:

	Item 49	Item 50	Item 51	Item 52	Item 53	Item 54	Item 55
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES	YES	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES	YES
Omar Samaniego	YES	YES	YES	YES	YES	YES	YES

VIII. Curriculum Committee

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

B. Action Items: Dr. Matt Closter presented items 56-60 for Board approval.

- Item 56:** Resolved that the Board approves the addition of the K-1 ESL teacher to address the growing numbers of ESL students enrolled.
- Item 57:** Resolved that the Board approves the ESL 3-Year Plan as submitted.
- Item 58:** Resolved that the Board approves the 24-25 teacher evaluation schedule and the 24-25 Students Assessment schedule.
- Item 59:** Resolved that the Board requests for the instructional CAO and CTL to prepare and update the Curriculum Development and Review 5-Year timeline and provide a strategy for completion over the summer.

Item 60: Resolved that the Board approves the following field trips:

Field Trips						
Requestor	Grade Level	Date of Trip	Cost	Student Learning Standard Aligned	Purpose of the Trip	Number of Students attending
Departure & Return Time						
Citizen Bank Stadium (Phillies Baseball game) 1 Citizen Bank Way, Philadelphia, PA 19148 5:45-10pm Donna Robertson	9-12	9/9/24	\$0	Promote healthy lifestyle choices. All students will acquire health promotion concepts and skills to support a healthy, active lifestyle. Content statement 2.1.2. E.	Team building and next level game play experience	35

Item 61: Resolved that the Board authorizes the following staff for participation in the PD opportunity:

Name	NAME OF WORKSHOP/ SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
Tamika Rice	Collaborative for Academic, Social & Emotional Learning: Facilitating 3 Signature Practices- Facilitating for Impact	This workshop is of value, as it will not only support students but also support the adult wellbeing, as well. Also, workshop will provide key concepts that I will be able to turnkey to Administrators, Teachers, Social Workers, CST, Support staff and parents.	Virtual Workshop	06/27/2024	\$75.00

Seconded by Bette Mengesha.
Roll Call:

	Item 56	Item 57	Item 58	Item 59	Item 60	Item 61
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES
Omar Samaniego	YES	YES	YES	YES	YES	YES

IX. Public Comment

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

No comments were received.

X. Meeting Adjournment: Dr. Matt Closter presented item 62 for approval.

Seconded by Bette Mengesha.

Roll Call:

	Item 62
Dr. Gloria Bonilla-Santiago	---
Margaret Manthe	YES
Bette Mengesha	YES
Hector Nieves	YES
Dr. Donna Nickitas	YES
Brenda Ortiz	YES
Dr. Yozmeris Roman	YES
Omar Samaniego	YES

The meeting adjourned at 5:43 pm.

Respectfully Submitted,

Wanda Garcia, Ph.D., Board Liaison