

**LEAP Board of Trustees Meeting  
November 15, 2024  
MINUTES**

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

**Attendance:**

Dr. Gloria Bonilla-Santiago  
Dr. Mathew Closter  
Cal Maradonna  
Bette Mengesha  
Dr. Donna Nickitas  
Héctor Nieves  
Dr. Michael Palis  
Dr. Yozmeris Roman  
Margo Venable

***Excused:***

Anthony Lowman  
Margaret Manthe  
Brenda Ortiz  
Omar Samaniego

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

Dr. Santiago called the meeting to order and announced that it had been disseminated to the school community. Public comments can be submitted in writing via email at [wandag@camden.rutgers.edu](mailto:wandag@camden.rutgers.edu).

**II. Approval of Minutes of September 26, 2024:** Margo Venables presented item 1 for Board approval.

**Item 1:** Resolved that the Board of Trustees approve the meeting minutes of September 26, 2024, as prepared by Wanda Garcia, Board Liaison.

**Seconded by Hector Nieves.**

**Roll Call:**

	<b>Item 1</b>
Dr. Gloria Bonilla-Santiago	YES
Dr. Mathew Closter	YES
Cal Maradonna	ABS
Bette Mengesha	YES
Dr. Donna Nickitas	YES
Hector Nieves	YES
Dr. Michael Palis	YES

	<b>Item 1</b>
Margo Venable	YES

### III. Chairperson’s Report

- **Scholarship Fundraising Gala – December 5, 2024**
- **Appointment of Board New Members**

**Hector Nieves presented Item 2 for Board approval:**

**Item 2:** Resolved that the Board approves the following appointments to the Board:

- Belianis Colon as Parent Representative
- Shawn Water as Public Member (alumni)

Term of appointment is three years (December 1, 2024December 1, 2027)

**Seconded by Dr. Yozmeris Roman.**

**Roll Call:**

	<b>Item 2</b>
Dr. Gloria Bonilla-Santiago	YES
Dr. Mathew Closter	YES
Cal Maradonna	YES
Bette Mengesha	YES
Dr. Donna Nickitas	YES
Hector Nieves	YES
Dr. Michael Palis	YES
Margo Venable	YES

**Item 3: Policy Update: Dr. Michael Palis presented the**

**8505 - LOCAL WELLNESS POLICY/NUTRIENT STANDARDS FOR MEALS AND OTHER FOODS (M)**

**M**

The LEAP Board of Trustees recognizes child and adolescent obesity has become a major health concern in the United States. The Healthy, Hunger Free Kids Act of 2010 (HHFKA), funds child nutrition programs and establishes required nutrition standards for school lunch and breakfast programs. In accordance with the requirements of the HHFKA each school in the district shall implement this Wellness Policy that includes goals for nutrition promotion, nutrition education, physical activity, and other school-based activities that promote student wellness.

The Lead Person or designated School Wellness Policy Coordinator will be responsible to ensure the school complies with the requirements in this Policy. The Lead Person will designate a District Wellness Policy

Coordinator who will have the authority and responsibility to ensure each school in the district complies with the requirements outlined in this Policy.

#### A. Wellness Policy Goals

The goals as outlined below shall apply to each school in the district.

1. Goals for Nutrition Promotion – The following activities will be coordinated in each school in the district:
  - a. Age-appropriate posters will be posted on the walls where food and beverages are served to students highlighting and encouraging the value of good nutrition.
  - b. The school lunch program will have promotional days during the school year where at least one new nutritional alternative menu item will be featured as part of the menu pattern meal component. The food service staff members will promote this nutritional alternative during meal service with posters, flyers, and/or hand-outs regarding the nutritional menu item alternative.
  - c. The Principal or School Wellness Policy Coordinator will encourage food products that meet the nutrition standards of the HHFKA when used as an incentive or reward for student accomplishments, club or activity achievements, and/or success in competitions within the school.
  - d. Food service staff, in consultation with the Principal or School Wellness Policy Coordinator, will coordinate obtaining student input on menu planning that will include taste testing of new nutritional food, satisfaction surveys, and other activities that will promote nutrition awareness.
  - e. Food service staff will place the healthier food items in the service line where students are more likely to choose them.
  - f. Parents will be provided the nutritional standards of the HHFKA and encourage parents to pack lunches and snacks that meet the HHFKA nutritional standards.
2. Goals for Nutrition Education – The following activities will be coordinated in each school in the district:
  - a. The Principal or School Wellness Policy Coordinator will ensure each student receives at least one presentation per school year that promotes good nutrition and nutrition education. These presentations may be provided through classroom visits from school staff members trained in nutrition, school-wide or group assembly programs, during health/physical education classes during the school year, or any other presentation manner. This requirement may be provided as part of nutrition education provided to students as part of the district’s curriculum.

- b. The Principal or School Wellness Policy Coordinator will post the nutritional guidelines of the HHFKA in the area of the school building where food and beverages are served.
- c. The school lunch menu will include nutritional information, activities, recipes, and/or any other information that encourages the selection of healthy food items and for students to make informed choices about nutrition, health, and physical activity.

### 3. Goals for Physical Activity

- a. The following activities will be coordinated in each elementary school in the district:
  - (1) All students shall receive health/physical education under the supervision of a properly certified teaching staff member as required by the New Jersey Department of Education.
  - (2) The Principal or designee will ensure there is age-appropriate equipment and supplies available during recess time for students to participate in physical activities.
  - (3) Students will be encouraged by school staff members supervising student recess time to participate in some type of physical activity, which may include, but not be limited to: walking; playing games that require physical activity, such as kick ball, volleyball, baseball, basketball, etc.; rope jumping; and/or using playground equipment.
  - (4) The Principal will encourage classroom teachers to incorporate brief, physical activity breaks into the school day to establish an environment that promotes regular physical activity throughout the school day.
  - (5) The Principal or designee will coordinate special events that highlight physical activity, which may include field days, walk-a-thons, and activity tournaments or competitions. The Principal or designee may involve parents, community members, and students in the planning of these events.]
- b. The following activities will be coordinated in each middle school in the district:
  - (1) All students shall receive health/physical education under the supervision of a properly certified teaching staff member as required by the New Jersey Department of Education.
  - (2) The Board of Education may offer middle school students opportunities to participate in after-school intramural and/or interscholastic team activities coordinated and under the supervision of school staff members.
  - (3) The Board of Education will support after-school activities and clubs where physical activity for students is included as a key component to the activity's or club's

purpose. These clubs may include, but not be limited to, gardening clubs, walking clubs, and exercise classes.]

c. The following activities will be coordinated in each high school in the district:

- (1) All students shall receive health/physical education under the supervision of a properly certified teaching staff member as required by the New Jersey Department of Education.
- (2) The Board of Education will offer high school students opportunities to participate in after-school intramural and/or interscholastic team activities coordinated and under the supervision of school staff members.
- (3) The Board of Education will support after-school activities and clubs where physical activity for students is included as a key component to the activity's or club's purpose. These clubs may include, but not be limited to, gardening clubs, walking clubs, and exercise classes.]

4. Goals for Other School-Based Activities - The following activities will be coordinated in the district:

a. The district will establish a District Wellness Committee (DWC). The DWC will:

- (1) Be comprised of a Principal, at least one health/physical education teacher, a school nurse, at least two parents, at least two students, at least one food service staff member representing all school levels in the district, and the District Wellness Policy Coordinator; and
- (2) Meet at least four times per year to establish goals for and oversee school health and safety policies and programs, including development, implementation, and periodic review and update of the district-wide Wellness Policy.

b. The Principal or School Wellness Policy Coordinator will coordinate information being disseminated to students and parents promoting the school lunch program, nutrition, and nutrition education.

c. The school district will celebrate a School Wellness Week, as determined by the Superintendent of Schools, where schools will have special activities throughout the week to promote nutrition and physical activity. These special activities will be planned and coordinated by each school's Principal and/or School Wellness Policy Coordinator.

d. The Principal and/or School Wellness Policy Coordinator will encourage fund-raising activities that promote physical activity such as walk-a-thons, teacher-student activity competitions, family activity nights, and school dances.

5. Annual School Progress Report

- a. The goals for nutrition promotion, nutrition education, physical activity, and other school-based activities that promote student wellness shall be evaluated annually by the Principal or designee of each school and the School Wellness Policy Coordinator in an Annual School Progress Report provided to the Superintendent of Schools before May 1.
- b. The Annual School Progress Report shall present the extent to which each school is in compliance with this Policy, the progress made in attaining the goals of this Policy, any recommended changes to this Policy, and an action plan for the following school year to achieve the school's annual goals and objectives.

#### 6. Annual District Summary Progress Report

- a. Upon receiving the Annual School Progress Report from each school, the District Wellness Policy Coordinator will compile an Annual District Summary Progress Report to be presented to the Superintendent and Board of Education at a public meeting before May 30 of the current school year. The public will be provided an opportunity to review and comment on the Annual District Summary Progress Report at the Board meeting.
- b. Revisions to this Policy will be recommended by the Superintendent or designee to be approved by the Board of Education before September 30 of each school year.

#### 7. Additional Wellness Policy Goals

- a. Nothing in this Policy shall prevent an individual school in the district from developing and implementing additional activities, approved by the Superintendent or designee, to those required in this Policy.

### B. Nutrition Guidelines for All Foods and Beverages

1. The Board of Education requires each school in the district to comply with the Federal school meal nutrition standards and the Smart Snacks in accordance with the requirements HHFKA. The nutritional standards shall apply to all foods and beverages sold in each school in the district as part of the menu pattern meal, a la carte, in school stores, snack bars, or vending machines. The requirements for any food or beverages sold in schools must meet a range of calorie and nutrient requirements as outlined in the HHFKA and a smart snack calculator shall be on file in each school for each product sold.
2. The school district will comply with the HHFKA beverage requirements and beverage portion requirements for each appropriate grade level. Each school will make potable water available to children at no charge in the place where breakfast, lunch, and afterschool snacks are served during meal service.
3. On-campus fundraisers involving food or beverage items must meet the Smart Snack standards of the HHFKA. The nutrition standards of the HHFKA do not apply to non-school hours, weekends, and off-campus fundraising events. The United States Department of Agriculture defines school day as starting from midnight to thirty minutes after the end of the school

day. Fundraisers involving the sale of food or beverages must be pre-approved by the Principal or designee and the District Wellness Policy Coordinator.

4. The Board of Education will permit food in the school that is not sold to students to be brought into school by parents, students, or staff members for classroom activities, parties, or snacks, or other food provided to students as an incentive. Any occasion where food is brought into the school for such purposes must be approved by the Principal or designee, who will ensure safeguards are in place to protect students who may have a food or related allergy.]

#### C. District Coordinator

1. The District Wellness Policy Coordinator shall be available to consult with school-based administrators, staff members, and the School Wellness Policy Coordinator(s) on the district's Wellness Policy.
2. The District Wellness Policy Coordinator shall also be responsible to ensure parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the Board of Education, school administrators, and the general public are permitted to participate in the development, implementation, review, and update of this Wellness Policy.
3. The District Wellness Policy Coordinator shall be responsible to inform and update the public (including parents, students, and others in the community) about the content, implementation, updates and implementation status of the district's Wellness Policy through the district's website, school publications, and/or other school communications made available to the public.
  - a. The information and update shall provide as much information as possible about the school nutrition environment, including a summary of the events and activities related to the Wellness Policy implementation in the school district.

#### D. Wellness Policy Assessment

1. The District Wellness Policy Coordinator will prepare an assessment of the district's Wellness Policy in accordance with the requirements of the United States and New Jersey Departments of Agriculture on the extent to which the school(s) in the district are in compliance with the district's Wellness Policy, the extent to which the district's Wellness Policy compares to model school wellness policies, and a description of the progress made in attaining the goals outlined in the district's Wellness Policy.
2. The District Wellness Policy Coordinator will present this assessment to the Board of Education at a public Board meeting, make such assessment available to the public, and recommend any updates to the Policy accordingly.

#### E. Records

1. The District Wellness Policy Coordinator shall ensure records are maintained to document compliance with the requirements of the District Wellness Policy. Such records will include, but not be limited to:
  - a. The Board-approved Wellness Policy;
  - b. Documentation demonstrating the Policy has been made available to the public;
  - c. Documentation of the efforts made in the school district to review and update the Policy;
  - d. Documentation demonstrating compliance with the annual public notification requirements;
  - e. Documentation demonstrating the most recent assessment on Policy implementation; and
  - f. Documentation demonstrating the most recent assessment on the implementation of the School Wellness Policy has been made available to the public.

**F. Publication/Dissemination**

This Policy and Assessment will be made available to staff members, students, and parents by being posted on the school district and/or school websites.

**Motion:**

**Seconded:**

**Roll Call:**

	<b>Item 3</b>
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
Cal Maradonna	YES
Bette Mengesha	YES
Dr. Donna Nickitas	YES
Hector Nieves	YES
Dr. Michael Palis	YES
Dr. Yosmeriz Roman	YES
Margo Venable	YES

**IV. Operational Report:** Stephanie Rogers, COO/Lead Person, provided an update report on operational matters for 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: Hector Nieves presented items 4-12 for Board approval:**

**A. Approval of Line-Item Status Report**

**Item 4:** Whereas the members of the LEAP Board of Trustees, voting on this resolution, have reviewed the Board Secretary's and Monthly Financial Reports for July and August 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 5:** Resolved that the Board approve the Financial Reports for the LEAP Cramer Hill LLC for July and August 2024.

**C. LEAP Microenterprise Financials and LEAP Health and Wellness**

**Item 6:** Resolved that the Board approve the Financial Reports for the LEAP Microenterprise LLC and the LEAP Health Center for July and August 2024 as provided by the Chief Financial Officer/SBA.

**D. LEAP Student Transportation**

**Item 7:** Resolved that the Board approve the Financial Reports for the LEAP Transportation LLC for July and August 2024 as provided by the Chief Financial Officer/SBA.

**E. Budget Transfers**

**Item 8:** Resolved that the Board approve budget transfers for July and August 2024 as the CFO/SBA provided.

**F. Approval of Expenditure Report/Bill List**

**Item 9:** Whereas the Business Administrator certifies that there are sufficient funds to pay bills and payroll for the months of July and August 2024:

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

**SUMMARY OF BILLS FOR THE MONTHS OF JULY and AUGUST 2024  
CHECK AND WIRE DISBURSEMENTS**

<b>FUND</b>	<b>July 2024</b>
10 General Current Expense	\$1,923,438.68
20 Special Revenue	\$248,047.12
30 Capital Projects	\$252,700.00
60 Enterprise	\$114,994.45
90 Agency	\$313,500.19
91 Payroll	\$335,774.93
95 Student	\$14,078.13
96 Parent Council	\$94.00
<b>Total Disbursements:</b>	<b>\$3,202,627.50</b>

<b>FUND</b>	<b>August 2024</b>
10 General Current Expense	\$1,718,725.29
20 Special Revenue	\$129,437.16
30 Capital Projects	\$244,150.00
60 Enterprise	\$0
90 Agency	\$340,721.49
91 Payroll	\$409,869.74
95 Student	\$0
96 Parent Council	\$0
<b>Total Disbursements:</b>	<b>\$2,842,903.68</b>

**G. Contracts and Financial Transactions**

- Item 10:** Resolved that the Board approve submittal of the Annual Financial Questionnaire to the NJDOE.
- Item 11:** Resolved that the Board approves acceptance of funds for the FY25: 21<sup>st</sup> Century Community Learning Centers (21<sup>st</sup> CCLC) - \$600,000, Grant#25000061.

**Item 12:** Resolved that the Board award the following 2024-2025 school year contracts.

<b>Vendor</b>	<b>Description of Services</b>	<b>Contract</b>
AKCG	a. Public relations professional services	a. 12,000/month
SAPPHIRE EDUCATION LEADERSHIP AND LIFE COACHING LLC	a. Professional Development services for fy25. Paid 100% with ESEA Title II federal funds, RFP24-3	a. \$91,250.00
Multi-Temp Mechanical, INC	a. 639 water heater, expansion tank b. IT Room Air conditioner at 639 c. 549 expansion tank	a. \$59,845.81 b. \$14,159.60 c. \$5,712.21 NJ State contract T1372
Ovation Behavior Group	Related services-BCBA	\$115/hr estimated fy25 total \$90,000
INHEALTH STAFFING, LLC	a. Occupational Therapist b. Speech Therapist c. Psychologist child find d. Social worker *Paid 100% with IDEA Federal funds	a. \$87/hr estimated fy25 total \$56,000 b. \$84.5/hr estimated fy25 total \$130,000 c. \$86.5/hr estimated fy25 total \$56,000 d. \$60.25/hr estimated fy25 total \$90,000
AA EAST LLC(ALLSHIFTS)	a. Nurse Professional services	a. \$60.49/hr estimated fy25 total \$120,000
Delta-T Group North Jersey, INC	a. Substitute Teachers	a. \$45/hr estimated fy25 total \$190,000
AUSTIN TEXAS LEARNING GROUP LLC	a. Sp. Ed teacher professional services	a. 68/hr estimated fy25 total \$97,000
LAN Associates, Engineering, Planning, Architecture, Surveying, INC	a. 130 N Broad architectural & engineering professional services for Masonry restoration & Windows	a. \$86,980
Go Teach Consultants LLC	a. 21 <sup>st</sup> Century Grant Evaluator(lower quote) paid with 100% federal funds	a. \$17,300/yr

**Seconded by Margo Veneble.  
Roll Call**

	<b>Item 4</b>	<b>Item 5</b>	<b>Item 6</b>	<b>Item 7</b>	<b>Item 8</b>	<b>Item 9</b>	<b>Item 10</b>	<b>Item 11</b>	<b>Item 12</b>
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES ABS on items to Rutgers and Metz	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES	YES	YES ABS on items to Rutgers and Metz	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES ABS on items to Rutgers and Metz	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	YES	YES	YES	YES ABS on items to Rutgers and Metz	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES	YES	YES	YES
Margo Venable	YES	YES	YES	YES	YES	YES	YES	YES	YES

**VI. Personnel Committee: Bette Mengesha presented items 13-21 for Board approval:**

**A. New Appointments**

**Item 13:** Resolved that the Board appoints the following individuals for employment for 24-25:

<b><u>New Appointments</u></b>	<b><u>Position/Building Location</u></b>	<b><u>Contract Start Date</u></b>	<b><u>Salary</u></b>
Seda G.	Teacher ESL-High School	11/5/24	\$70,000.00
Kiara Grimes	Teacher Fellow-Dance Teacher	10/2/24	\$50,000.00

<u>New Appointments</u>	<u>Position/Building Location</u>	<u>Contract Start Date</u>	<u>Salary</u>
Carletta Cutts	Instructional Assistant	TBD	\$26,897.00
Becky Martinez	Instructional Assistant	10/14/24	\$26,897.00
Robriah Pollitt	PT. Ed Safety Monitor	10/14/24	\$16.00 per hour
Adaia Francis	ELA Teacher Middle School	9/23/24	\$85,000.00
Edbia Digs	Accountant	TBD	\$60,000.00
Tara Smith	Substitute	TBD	\$200/day

**B. FMLA**

**Item 14:** Resolved that the Board approves the following requests for FMLA:

<u>Name</u>	<u>Position</u>	<u>Dates</u>	
(employee #8562)	Teacher	11/14-2/10/2025	
(employee #8394)	Teacher	11/6-2/5/2025	*Intermittent

**C. Salary Adjustments**

**Item 15:** Resolved that the Board approves the following salary adjustments:

<u>Name</u>	<u>Rationale</u>	<u>Old Salary</u>	<u>New Salary</u>
Arfa Baker Dean	Masters +15 Credits	\$62,471.05 (+3000.00)	\$64,471.05
Divya Chohan	Masters +15 Credits	\$66359.34( +3000.00	\$69,359.34
Jozian Molina	Equity Adjustment	\$125, 250.00	\$145,000.00
Stevenson Pierre-Jacque	One Time Bonus		\$4,000.00

**D. Performance-Based Compensation Increments for Administrative Personnel**

**Item 16:** Resolved that the Board approves the following increments for administrative personnel:

<u>Name</u>	<u>Position</u>	<u>24-25 Salary</u>
Durakov Yusein	School Business Administrator	\$162,225.00

<u>Name</u>		<u>Position</u>	<u>24-25 Salary</u>
Weaver-Rogers	Stephanie	Chief Operations Officer	\$159,075.00
Kessler	Nicole	Chief Learning Officer	\$221,450.00
Hoguet	Tugba	Director of ESL & SPED	\$131,840.00
Rodriguez	Samanatha	Principal	\$128,750.00
Ayres	Amir	Instructional Supervisor	\$98,785.00
Skalka	Christine	Instructional Supervisor	\$98,785.00
Steen	Matthew	Instructional Supervisor	\$98,785.00
Torres	Nancy	Vice Principal K-5	\$112,200.00
Benito	Charles	Director of Data Assessment	\$128,750.00

**E. Approval of 24-25 salaries for teachers per performance-based compensation plan**

**Item 17:** Resolved that the Board approves the following salaries for teachers for 24-25:

<u>Last Name</u>	<u>First Name</u>	<u>Middle Initial</u>	<u>Location</u>	<u>Hire Date</u>	<u>2024-2025</u>
Aspenburg	Stephanie		S.T.E.M High School	02/28/2005	\$100,216.55
Badiali	Sarah	N	Elementary School	03/31/2017	\$77,210.15
Baker-Dean	Arfa		Elementary School	08/28/2023	\$62,471.05
Barton	Jesse		Elementary School	09/01/2010	\$91,232.94
Bizzelle	Mellina	T	S.T.E.M High School	08/24/2020	\$59,733.17
Blackman	Daniel	D	S.T.E.M High School	10/13/2023	\$67,602.22
Butterworth	Glen	R	High School	09/16/2014	\$74,380.43
Caione	Rachel	M	S.T.E.M High School	08/25/2016	\$71,104.38
Carpenter	Amanda	L	Elementary School	11/30/2015	\$72,609.85
Chohan	Divya	B	Elementary School	05/29/2018	\$66,359.34
Chugh	Sonia		High School	02/10/2017	\$87,612.92
Clark	Catherine	B	Elementary School	08/24/1998	\$114,453.66
Cloherty	Melissa	J	Elementary School	09/01/2010	\$81,429.35
Cobb	Stephen		S.T.E.M High School	08/28/2023	\$62,655.03

<b>Last Name</b>	<b>First Name</b>	<b>Middle Initial</b>	<b>Location</b>	<b>Hire Date</b>	<b><u>2024-2025</u></b>
Coles	Summer	L	S.T.E.M Elementary School	12/18/2017	\$67,448.76
Connelly	Brianne		Elementary School	08/24/2023	\$59,413.04
Connors	Caroline		Elementary School	08/24/2023	\$62,126.08
Crump	Alicia	A	Elementary School	08/26/2013	\$83,672.27
Cusick-Plagge	Kim		S.T.E.M High School	08/24/2023	\$64,719.77
Dacenko	Amanda	E	High School	08/24/2014	\$74,847.21
Davis	Scott	C	High School	08/16/2017	\$71,130.46
Deren	Audrey		S.T.E.M Elementary School	03/14/2022	\$68,195.51
Dinuova	Michael		S.T.E.M High School	09/01/2006	\$96,078.66
Durney	John	D	S.T.E.M High School	08/24/2015	\$76,444.98
Edward-Shakur	Taasha		Jr. High School	08/28/2023	\$71,009.03
Evans	Cherese		STEAM	01/03/2023	\$63,362.95
Frizano	Kimberly		High School	09/15/2022	\$59,865.21
Gartland	Patrick		High School	08/24/2020	\$68,841.24
Gorman	Jonathan		S.T.E.M High School	09/06/2022	\$65,091.62
Hagerman	Darren		S.T.E.M Elementary School	08/15/2022	\$59,755.24
Heintz	Sandra	A	S.T.E.M High School	08/25/2016	\$73,967.04
Hess	Johnathan		Jr. High School & STEM	08/28/2023	\$62,609.03
Hiddemen	Mikayla		S.T.E.M Elementary School	08/22/2022	\$59,513.79
Howell	Isabel	J	Elementary School	05/13/2019	\$62,879.37
Hudock	Ashley	M	Elementary School	08/25/2016	\$71,206.35
Irizarry Rivera	Jennifer		High School	05/01/2017	\$70,456.62
Jankowski	Katherine		High School	07/05/2016	\$74,213.73
Jenkins	Kyra	P	S.T.E.M High School	08/25/2016	\$71,960.22
Kampf	Harrison	A	S.T.E.M High School	03/22/2023	\$57,933.41
Kean	Michelle	L	STEAM Jr. High School	08/28/2023	\$88,468.07
Keefe	Alexandra	N	High School	02/12/2019	\$67,396.63
Koch	Ryan	J	High School	10/23/2017	\$66,976.22

<b>Last Name</b>	<b>First Name</b>	<b>Middle Initial</b>	<b>Location</b>	<b>Hire Date</b>	<b><u>2024-2025</u></b>
Kogan	Julia		High School	09/01/2005	\$104,019.33
Lavin	Courtney		Elementary School	08/24/2020	\$60,085.37
Long	Debra		S.T.E.M Elementary School	08/26/2013	\$95,236.12
Maenner	Nicole		S.T.E.M Elementary School	09/01/2001	\$103,849.85
Marino	Richard	T	S.T.E.M High School	11/26/2007	\$89,271.02
Mccreesh	Cristin		S.T.E.M Elementary School	08/22/2022	\$65,211.56
Mckeown	Lauren		S.T.E.M Elementary School	01/12/2020	\$61,631.06
Mcrimmon	Marcus		High School	08/22/2022	\$59,579.45
Merrill	Darla	O	Elementary School	05/06/2019	\$68,584.32
Meslar	Christine	D	Elementary School	09/23/2013	\$86,523.22
Minton-Jack	Linday	N	Elementary School	08/23/2019	\$65,640.94
Monte	Melvin	M	High School	08/25/2014	\$80,264.15
Murray	Seclinda		STEAM Jr. High School	08/28/2023	\$62,540.04
Nieves	Brielle	G	STEAM Jr. High School	08/28/2023	\$62,609.03
Odille	Katharine		S.T.E.M	08/24/2023	\$62,517.04
Ore	Brigitte		S.T.E.M High School	09/16/2021	\$62,078.37
Orio	Joanne		S.T.E.M Elementary School	08/22/2022	\$59,887.22
Orlina	Maria	A	Elementary School	08/29/2012	\$91,738.23
Pereira Abrego	Johanna		S.T.E.M	08/28/2023	\$57,265.13
Phillips	Jeffrey		High School	01/01/2007	\$99,654.95
Pickard	Amanda		S.T.E.M	10/03/2022	\$57,370.53
Pickus	Karelis		Elementary School	11/29/2023	\$59,691.77
Pierce	Michele	J	Elementary School	08/23/2019	\$78,084.64
Quidachay	Deanna	L	S.T.E.M Elementary School	10/01/2019	\$61,835.52
Quinn	Jennifer		Elementary School	08/28/2023	\$62,885.01
Redmond	Helen		High School	09/01/2006	\$111,068.59
Rhea	Michael	P	High School	08/24/2015	\$72,442.56
Rivera	Jasmine		Junior HS & S.T.E.M	08/28/2023	\$59,456.73

<b>Last Name</b>	<b>First Name</b>	<b>Middle Initial</b>	<b>Location</b>	<b>Hire Date</b>	<b><u>2024-2025</u></b>
Rossi	Raymond	L	High School	09/01/2003	\$97,903.32
Schultice	Amy	L	S.T.E.M High School	08/25/2014	\$73,143.09
Smith	Randolph		High School	09/01/1999	\$126,014.48
Soltys	Gwendolyn		Elementary School	08/23/2021	\$64,995.89
Stoneback	Susan	M	S.T.E.M Elementary School	10/23/2017	\$67,292.41
Szychoski	Heather		Elementary School	08/15/2022	\$62,407.28
Uttarotai Bartal	Helen		High School	07/01/2015	\$76,879.88
Vasilaski	Lissel		Elementary School	08/26/2013	\$78,891.07
Vasquez	Silvia		Elementary School	10/26/2009	\$73,644.88
Weir	Rakeisha		S.T.E.M High School	08/15/2022	\$57,976.06
Yuzekchieva	Suzana		Elementary School	08/23/2021	\$68,547.62

**F. Resignations**

**Item 18:** Resolved that the Board accepts the following resignations/termination:

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Effective Date</u></b>
Genero Martinez (Resignation)	Teacher of Elementary	10/31/24
Tanisha Baynard (Resignation)	Office Manager	9/30/24
Dana Rivas (Resignation)	High School Principal	11/9/24
Adaia Francis (Resignation)	Teacher of Elementary	10/31/24
Nancy Rauch (Termination)	Teacher	TBD

**G. Retirement**

**Item 19:** Resolved that the Board approves the following retirement:

<b><u>Name</u></b>	<b><u>Effective Day</u></b>
Catherine Clark	6/17/25

## H. Approval of Stipend for Special Assignments

**Item 20:** Resolved that the board approves the following stipends for personnel assigned co-curricular duties:

<b>Name</b>	<b>Position</b>	<b>Rate</b>
Divya Chohan	Certified Teacher	45.00 per hour
Caroline Connors	Certified Teacher	45.00 per hour
Lindsay Minton-Jack	Certified Teacher	45.00 per hour
Gwendolyn Soltys	Certified Teacher	45.00 per hour
Darla Merrill	Certified Teacher	45.00 per hour
Maria Orlina	Certified Teacher	45.00 per hour
Audrey Deren	Certified Teacher	45.00 per hour
Cristin McCreesh	Certified Teacher	45.00 per hour
Michelle Kean	Certified Teacher	45.00 per hour
Emmanuel Olius	Certified Teacher	45.00 per hour
Tamia Wilkerson	Certified Teacher	45.00 per hour
Silvia Vasquez	Certified Teacher	45.00 per hour
Jennifer Quinn	Certified Teacher	45.00 per hour
Desurae Councill	Certified Teacher	45.00 per hour
Elias Gardner	Certified Teacher	45.00 per hour
Jonathan Gorman	Certified Teacher	45.00 per hour
Jonathan Hess	Certified Teacher	45.00 per hour
Ryan Koch	Certified Teacher	45.00 per hour
Joan Rodriguez	Class Coordinators	25.00 per hour
Edwin Dejesus	Class Coordinators	25.00 per hour
Dory Palmera	Class Coordinators	25.00 per hour
Eliot Rojas	Class Coordinators	25.00 per hour

<b>Name</b>	<b>Position</b>	<b>Rate</b>
Jasmin Rivera	Class Coordinators	25.00 per hour
Grace Begley	Class Coordinators	25.00 per hour
Griseida Dejesus	Class Coordinators	25.00 per hour
Marianna Perez	Class Coordinators	25.00 per hour
Bartola Rivera Zapata	Class Coordinators	25.00 per hour
Mildred Rojas	Class Coordinators	25.00 per hour
Aibi Perez Munoz	Class Coordinator	25.00 per hour
Jessica Rojas	Site Facilitator	35.00 per hour
Ermis Serje	Site Facilitator	35.00 per hour
Vincent Walls	Boys Basketball Assistant Coach	\$5,000.00
Lauren Holguin	Girls Head Coach	\$7,000.00
Darius Phillips	Girls Assistant Coach	\$5,000.00
Gregory Shultz	Boys Head Coach	\$7,000.00
Sonia Chugh	Summer Pay	45.00 per hour
Sonia Chugh	Home Instruction	45.00 per hour

## **I. Review of Performance-Based Compensation Plan and Teacher Evaluation Rubric**

**Item 21:** Resolved that the Board authorizes for a Board Committee to engage in the review and revision of the LEAP Performance Evaluation Rubric.

Further resolved that the Board appoints the following members to the Committee:

- Margaret Manthe
- Dr. Gloria Bonilla-Santiago
- Dr. Michael Palis
- Dr. Donna Nickitas
- Dr. Wanda Garcia (Staff to the Committee)

LEAP staff will be brought in as needed.

**Seconded by Hector Nieves.**

**Roll Call:**

	Item 13	Item 14	Item 15	Item 16	Item 17	Item 18	Item 19	Item 20	Item 21
Dr. Gloria Bonilla-Santiago	YES								
Dr. Matthew Closter	YES								
Cal Maradonna	YES								
Bette Mengesha	YES								
Hector Nieves	YES	YES	YES	YES	ABS	YES	YES	YES	YES
Dr. Donna Nickitas	YES								
Dr. Michael Palis	YES								
Dr. Yozmeris Roman	YES								
Margo Venable	YES								

**VIII. Curriculum Committee: Dr. Mathew Closter presented items 22-25 for Board approval:**

**A. Academic Progress Report** – Jozian Molina, CAO and Nicole Kessler, CTL

**B. Action Items**

**Item 22:** Resolved that the Board approves the following revised curriculum:

1. Approval Needed for:
  - a. Computer Science (CS)
  - b. Science (Sci)
  - c. Visual and Performing Arts (VAPA)
    - Dance Curriculum

**Item 23:** Resolved that the board approves the Professional Development Plan for 24-25.

**Item 24:** Resolved that the Board approves the following field trips: per the attached.

**Item 25:** Resolved that the Board authorizes the following staff for participation in PD opportunity as attached.

**Seconded by Dr. Yozmeris Roman:**

**Roll Call:**

	Item 22	Item 23	Item 24	Item 25
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES
Margo Venable	YES	YES	YES	YES

**New Business for Follow-up:**

- A report is requested from the Director of School Climate on measures and strategies developed to address the issues of discipline, behavior, and general school climate.

**IX. Public Comment**

Dr. Santiago reminded the public to submit any comments in writing and submit via email to [wandag@camden.rutgers.edu](mailto:wandag@camden.rutgers.edu).

**X. Meeting Adjourn: Hector Nieves presented a motion to adjourn. Seconded by Dr. Donna Nickitas.**

**Roll Call:**

	<b>Item 26</b>
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
Cal Maradonna	YES
Bette Mengesha	YES
Hector Nieves	YES
Dr. Donna Nickitas	YES
Dr. Michael Palis	YES
Dr. Yozmeris Roman	YES
Margo Venable	YES

The meeting adjourned at 5:50 pm.