

**LEAP Board of Trustees Meeting
September 18, 2025
MINUTES`**

Meeting called to order by Dr. Gloria Bonilla-Santiago at 5:03 pm._____.

Attendance:

Dr. Gloria Bonilla-Santiago	
Belianis Colon	
Dr. Matthew Closter	
Margaret Manthe	
Cal Maradonna	
Dr. Donna Nickitas	
Hector Nieves	
Dr. Michael Palis	
Dr. Yozmeris Roman	
Shaun Waters	

Excused:

Dr. Anthony Lowman
Bette Mengesha
Brenda Ortiz
Omar Samaniego

- I. Welcome/Declaration of Compliance with Open Public Meetings Act:** Dr. Santiago called the meeting to order. She welcomed Board members, staff, and the public. She announced that it had been disseminated to the school community. Public comments can be submitted in writing via email at wandag@camden.rutgers.edu.
- II. Approval of Minutes of June 3, 2025:** Dr. Palis presented the following resolution:
- Item 1:** Resolved that the Board of Trustees approves the minutes of the June 3, 2025, meeting, as prepared by Wanda Garcia, Board Liaison.

Seconded by Dr. Yozmeris Roman.

Roll Call:

	Item 1
Dr. Gloria Bonilla-Santiago	YES
Belianis Colon	---
Dr. Matthew Closter	YES
Margaret Manthe	YES
Cal Maradonna	YES
Dr. Donna Nickitas	YES

	Item 1
Hector Nieves	YES
Dr. Michael Palis	YES
Dr. Yozmeris Roman	YES
Shaun Waters	YES

III. Chairperson’s Report: Dr. Santiago provided an update on the charter renewal process for the schools.

- A. Charter Renewal Process** began with the submittal of a charter renewal application that highlighted the work of the LEAP Academy over the last five years and sets a clear direction for the school for the next five years. Staff successfully completed and submitted the Charter Renewal Application on September 15, 2025, and a copy of the submission has been shared with the Board for review.

To ensure full preparedness, the Board of Trustees met with representatives from the New Jersey Charter School Association to receive detailed guidance on the renewal process. During this session, board members reviewed slides and materials outlining the steps, expectations, and documentation required for renewal.

The site visits and interview schedule were also discussed. The first site visit is scheduled for October 20, 2025, and will include classroom observations in grades 4, 5, 9, 10, and 11. Additional components will include interviews with 4–7 parents and 4–7 students, as well as a series of virtual interviews. Follow-up visits and interviews will take place with core administrative staff on December 22, 2025, and with Board members on December 23, 2025.

Finally, it was noted that Empire Consultants has been engaged to provide professional support and technical assistance throughout the renewal process, ensuring that all requirements are met and that the school is well-prepared for review.

Dr. Bonilla-Santiago presented items 2-4 for Board approval:

B. Renewal of Board Appointments/New Policy for Event Spectators

Item 2: Resolved that the Board extend the appointment for the following trustees:

- Dr. Donna Nickitas – October reappointed through 10/15/2028

Further resolved that the Board of Trustees approves the Sports Spectator Policy to support better behavioral guidelines for all guests at sports and competition events.

C. LEAP Goals

Item 3: Resolved that the board ratifies the following organizational goals for LEAP for 2025-2026:

Goal 1: To improve the Academic Performance of all Students.

Goal 1: Improve Academic Performance of All Students

a. By the end of the 2025–26 school year, reduce the performance gap with the state average on all measures by an additional 50%, moving closer to surpassing the state.

b. College Enrollment & Graduation

- Ensure 100% of Early College students graduate from high school and enroll in college, with an increased number committing to Rutgers-Camden.

c. Top-Tier University Admissions

- Increase the number of Early College students admitted to top-tier universities through targeted academic support, advising, and college application guidance.

Goal 2: Strengthen Instructional Program Across Grade Levels (Infancy–16)

a. College & Career Readiness Framework

- Deepen student and teacher application of the framework, integrating it into instruction, advising, and preparation for postsecondary success.

b. Student Retention

- By the end of 2025–26, reduce by 50% the number of families who withdraw their children for reasons other than relocation.

c. Instructional Excellence

- By the end of 2025–26, all teachers will engage in coaching aligned to the instructional rubric, with walkthrough data showing measurable growth across the network.

Goal 3: Align Centers of Excellence with Instructional Core

- All Centers of Excellence will integrate across units to supplement classroom instruction, ensuring culturally relevant, hands-on, academically aligned enrichment experiences.

Goal 4: Improve Organizational Capacity

- Strengthen operations, finance, and technology systems to support sustainability and growth.

Goal 5: Manage, Grow, and Scale the LEAP Model

- Expand replication and upscale efforts under the oversight of **LEAP Social Enterprise, Inc**

a. Grievance Committee

Item 4: Resolved that the Board appoints the following individuals to serve on the School's Advisory Grievance Committee

Parent Rep:

- Danna Green
- Jessenia Solis

Teacher Rep:

- Melvin Monte
- Kyra Jenkins

Board Rep:

- Hector Nieves
- Shaun Waters

Staff Support:

- Dr. Wanda Garcia, Board Liaison

Seconded by Dr. Donna Nickitas.

Roll Call:

	Item 2	Item 3	Item 4
Dr. Gloria Bonilla-Santiago	YES	YES	YES
Belianis Colon	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES
Margaret Manthe	YES	YES	YES
Cal Maradonna	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES
Hector Nieves	YES	YES	YES
Dr. Michael Palis	YES	YES	YES
Dr. Yosmeriz Roman	YES	YES	YES
Shaun Waters	YES	YES	YES

Dr. Santiago provided updates on two significant upcoming events for the organization.

- She announced that plans for the Annual Fundraising Gala, scheduled for **November 21, 2025, in Puerto Rico**, continue to progress. There are still tickets and sponsorship opportunities available. With an increasing number of students receiving scholarships, additional support is needed. She urged all Board members to participate.

- Dr. Santiago also reported that the **Groundbreaking Ceremony for the RICH/Community Fabrication Lab Building** is scheduled for **October 2, 2025**. This facility is a joint project between **Rutgers University and LEAP**, designed to establish a Community Fabrication Lab that will serve as a center for innovation, creativity, and community engagement.

IV. Operational Report- Stephanie Rogers, COO/Lead Person: Stephanie Rogers provided updates on the following operational 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 the following resolutions for items 5-14.

A. Updates: Yusein Durakov provided updates on ongoing projects, as follows:

- Enrollment:** The school continues active recruitment efforts to reach full enrollment for the current school year.
- Annual Audit:** The process for the annual audit has commenced.
- 639 Cooper Street HVAC Project:** The project has been awarded and is currently underway.
- Community Fab Lab Construction:** All permits have been secured, and the project is now in progress.

B. Approval of Line-Item Status Report

Item 5: Whereas, the members of the LEAP Board of Trustees, voting on this resolution, have reviewed the Board Secretary's and Monthly Financial Reports for June 2025 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.

C. LEAP Cramer Hill LLC Financials

- Item 6:** Resolved that the Board approves the Financial Reports for LEAP Cramer Hill LLC for June 2025.

D. LEAP Microenterprise Financials and LEAP Health and Wellness

- Item 7:** Resolved that the Board approves the Financial Reports for LEAP Microenterprise LLC and the LEAP Health Center for June 2025, as provided by the Chief Financial Officer/SBA.

Further resolved that the Board approves the transfer of \$50,000 from the Clinic account to the Treasurer's account to cover insurance expenses.

Further resolved that the Board approves transfer from the LEAP Microenterprise of \$300,000 for donation from Vernon Hill to Rutgers University to support staffing and initial development of the Community Fab Lab through a subcontract.

E. LEAP Student Transportation

- Item 8:** Resolved that the Board approves the Financial Reports for LEAP Transportation LLC for June 2025 as provided by the Chief Financial Officer/SBA.

Further resolved that the board approves transferring \$200,113.98 to cover the contract with the Camden BOE.

F. Budget Transfers

- Item 9:** Resolved that the Board approve budget transfers for the months of May and June 2025 as provided by the CFO/SBA.

G. 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 April, May, and the beginning of June 2025, as follows:

SUMMARY OF BILLS FOR THE MONTHS OF MAY AND JUNE as follows:

CHECK AND WIRE DISBURSEMENTS

FUND	May 2025
10 General Current Expense	\$2,268,515.46
20 Special Revenue	\$154,590.50
30 Capital Projects	\$14,426.64
60 Enterprise	\$175,729.85
90 Agency	\$637,315.30
91 Payroll	\$964,266.55
95 Student	\$19,613.38
96 Parent Council	\$3,056.40
Total Disbursements:	\$4,237,514.08

FUND	June 2025
10 General Current Expense	\$3,139,200.61
20 Special Revenue	\$994,509.52
30 Capital Projects	\$6,125.76
60 Enterprise	\$441,779.63
90 Agency	\$727,487.22
91 Payroll	\$1,085,701.76
95 Student	\$19,616.55
96 Parent Council	\$5,097.2,1
Total Disbursements:	\$6,419,518.26

H. Contracts and Financial Transactions

Item 11: Resolution Increasing the Bid Threshold—Qualified Purchasing Agent

WHEREAS, Yusein Durakov, School Business Administrator possesses a Qualified Purchasing Agent (QPA) certificate;

WHEREAS, the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A. 52:34-7, and N.J.S.A. 18A:18A-3 (b), has increased the bid threshold amount for school districts with a Qualified Purchasing Agent, from \$44,000 to **\$53,000**, effective July 1, 2025;

NOW, THEREFORE BE IT RESOLVED that the LEAP Academy Board of Trustees, pursuant to N.J.S.A. 18A:18A-3 (a) and N.J.A.C. 5:34-5.4, establishes and sets the bid threshold amount of **\$53,000** for the Board of the Charter, and further authorizes Yusein Durakov, SBA, the Qualified Purchasing Agent, to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed in the aggregate of the newly established bid threshold amount.

Item 12: Contract Increase for 527 Cooper Project (Change order#1)

WHEREAS, the Board of Trustees of LEAP Academy University Charter School previously approved a contract for the 527 Cooper capital project; and

WHEREAS, the project has experienced significant delays in obtaining required permits, which were not caused by the contractor and are beyond their control; and

WHEREAS, these delays have resulted in increased costs necessary to maintain project continuity and increased labor and material costs due to inflation;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees hereby approves an increase of \$400,000 to the existing contract for the 527 Cooper project, to be funded through the Capital Projects Fund (Fund 30), appropriates the amount, and authorizes the Business Administrator to execute all necessary budgetary and financial adjustments to reflect this appropriation.

Adjustments to Contract:

- Original Contract Amount: \$3,150,000
- Change order #1 Amount: \$ 400,000
- New Contract Amount: \$3,550,000
- Revised Completion Date: August 30, 2026

Item 13: Resolved that the Board approves submittal of the Annual Financial Questionnaire to the NJDOE.

Item 14: Resolved that the Board award a contract to Multi-Temp Mechanical, Inc. in the amount of \$104,078 for the installation of a new Carrier 30RX Air Cooled machine(chiller) at 532 Cooper.

Seconded by Hector Nieves.

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Roll Call:

	Item 5	Item 6	Item 7	Item 8	Item 9	Item 8	Item 10	Item 11	Item 12	Item 13	Item 14
Dr. Gloria Bonilla-Santiago	YES	YES	ABS	YES	YES	YES	YES ABS on payments to Rutgers and Metz	YES	YES	YES	YES
Belianis Colon	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
Margaret Manthe	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	ABS	YES	YES	YES	YES ABS on payments to Rutgers	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	ABS	YES	YES	YES	YES ABS on payments to Rutgers	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	ABS	YES	YES	YES	YES ABS on payments to Rutgers	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Shaun Waters	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

VI. Personnel Committee: Hector Nieves presented items 15-19 for approval.

A. New Appointments

Item 15: Resolved that the Board appoints the following individuals for employment for 25-26:

<u>Name</u>	<u>Position/Building Location</u>	<u>Contract/Start</u>	<u>Salary</u>	<u>Bonus</u>
Monique Little	Instructional Teacher (K-5)	8/18/2025	\$ 75,000.00	
Saida Alvarenda	Instructional Teacher (Spanish)	8/18/2025	\$ 55,000.00	
Michelle Graham	Instructional Teacher (5th Grade Math & Science)	8/18/25	\$ 68,000.00	\$10,000 bonus
Kimberly Angellella	Instructional Teacher (ELA)	8/18/25	\$ 90,000.00	
Beverly Newell	Instructional Teacher (K-5)	8/18/2025	\$ 62,000.00	
Marita Maccherone	Instructional Teacher (SPED)	8/18/2025	\$ 75,000.00	\$10,000 bonus
Tara Bell	Instructional Teacher (Health PE)	8/18/2025	\$ 85,000.00	
Jennie Hara	Instructional Teacher (10th Grade ELA)	8/18/2025	\$ 75,000.00	
Jayson Love	Instructional Teacher (Early College ELA)	8/18/2025	\$ 70,000.00	
Michael Napolsky	Instructional Teacher (Physics-HS)	8/18/2025	\$ 90,000.00	\$10,000 bonus
Robert Langi	Instructional Teacher (ELA)	8/18/2025	\$ 65,000.00	
Kameron Evans	Instructional Teacher (SPED)	8/18/2025	\$ 60,000.00	\$10,000 bonus
Alyssa LeBlue	Instructional Teacher (Math)	8/18/2025	\$ 60,000.00	\$10,000 bonus
Mary Walpole	Instructional Teacher (Grade K)	8/18/2025	\$ 57,000.00	
Renee Seiver	Instructional Teacher (Computer Science)	8/18/25	\$ 68,000.00	
Zachary Roccaforte	Instructional Teacher (5th Grade Math & Science)	8/18/25	\$ 60,000.00	
Daniel Faris	Instructional Teacher (College Readiness)	8/18/25	\$ 60,000.00	
Samson Gutwirth	Instructional Teacher (Music)	8/18/25	\$ 65,000.00	
Deren Karakasli	Instructional Teacher (Science Teacher)	8/18/25	\$ 65,000.00	\$10,000 bonus
Ashle Carpenter	Teacher Fellow (Music)	8/18/25	\$ 45,000.00	
Stefani Chamberlain	Teacher Fellow (4th Grade)	8/18/25	\$ 45,000.00	
Andre Robinson	Teacher Fellow (HS-PE)	8/18/25	\$ 48,500.00	
Sadat Ahmed	Accountant	8/25/2025	\$ 69,000.00	
Shakeira Genet	School Nurse	8/25/25	\$ 73,000.00	
Kia Gore	K-8 ELA Supervisor	8/18/2025	\$ 90,000.00	
Rachel Ming	School Social Worker	8/18/25	\$ 70,000.00	
Dnea Johnson	Instructional Assistant	TBD	\$ 30,000.00	
Taina Ortiz-Garcia	Instructional Assistant	8/18/25	\$ 30,000.00	
Aurora Denson	Human Resources and Recruitment Coordinator	9/2/25	\$ 60,000.00	
Ana Luz Cruz Villa	PT Custodian hrly	8/4/25	\$16.00	
Bryan Ramos	PT Custodian hrly	7/28/25	\$16.00	
Miguel Figuerora	PT Custodian hrly	8/8/25	\$16.00	
Emanuel German	PT Bus Driver	7/7/25	\$ 40,000.00	

<u>Name</u>	<u>Position/Building Location</u>	<u>Contract/Start</u>	<u>Salary</u>	<u>Bonus</u>
Tia Hinson-Harvey	LDTC	10/20/25	\$ 95,000.00	
Rosa Ovalles-Vargas	Director of Transportation	7/1/2025	\$ 79,000.00	
Florencia Delvalle	Secretary/Front Desk	7/14/2025	\$ 40,000.00	

B. FMLA

Item 16: Resolved that the Board approves the following requests for Family Leave:

<u>Name</u>	<u>Period</u>
Alana Johnston (EE#8864)	09/22/2025-2/2/2026
Bizelle (EE#9013)	8/18/2025-8/18/2026
Alexandra Keefe (EE#8907)	10/06/2025-01/12/2026

C. Resignations

Item 17: Resolved that the Board accepts the following resignations:

<u>Resignation</u>	<u>Effective Day</u>
Richard Villar	8/1/25
Darrel Baynard	7/30/25
Courtney Sherwood	8/8/25
Jonathan Hess	8/7/25
Stephen Cobb	7/22/25
Nancy Torres	10/24/25
Nicolas Clark	7/25/25
Johanna Abrego-Pereira	7/25/25
Tamara Pratt (Term)	8/1/25

D. Co-Curricular Appointments/Special Assignments

Item 18: Resolved that the Board approves the following co-curricular appointments:

<u>Stipend Positions</u>	<u>Assignment</u>	<u>Compensation</u>
Emily Antrilli	Yearbook Advisor	\$ 2,500.00
Sativah Williams	Senior Advisor	\$ 2,500.00
Kimberly Frizano	Senior Advisor	\$ 2,500.00
Emily Antrilli	Teacher Leader 1- School Year 25-26	\$ 5,000.00
Alana Johnston	Teacher Leader 1- School Year 25-26	\$ 5,000.00
Alicia Crump	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Amanda Carpenter	Teacher Leader 1- School Year 25-26	\$ 5,000.00

<u>Stipend Positions</u>	<u>Assignment</u>	<u>Compensation</u>
Amanda Pickard	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Ashley Hudock	Teacher Leader 1- School Year 25-26	\$ 5,000.00
Brianna Connelly	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Brielle Nieves	Teacher Leader 1- School Year 25-26	\$ 5,000.00
Daniel Blackman	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Emmanuelle Olius	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Heather Szychoski	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Isabel Howell	Teacher Leader 1- School Year 25-26	\$ 5,000.00
John Durney	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Kyra Jenkins	Teacher Leader 1- School Year 25-26	\$ 5,000.00
Lauren Holguin	Teacher Leader 1 - School Year 25-26	\$ 5,000.00
Lindsay Minton-Jack	Teacher Leader 1- School Year 25-26	\$ 5,000.00
Lissel Vasilakis	Teacher Leader 1- School Year 25-26	\$ 5,000.00
Marita Maccherone	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Melvin Monte	Teacher Leader 1 & Teacher Leader 2- School Year 25-26	\$ 10,000.00
Monique Little	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Patricia Reed	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Patrick Gartland	Teacher Leader 1 - School Year 25-26	\$ 5,000.00
Randolph Smith	Teacher Leader 1 - School Year 25-26	\$ 5,000.00
Ryan Koch	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Sarah Badali	Teacher Leader 1- School Year 25-26	\$ 5,000.00
Sonia Chugh	Teacher Leader 1 & Teacher Leader 2- School Year 25-26	\$ 10,000.00
Taasha Edwards-Shakur	Teacher Leader 1- School Year 25-26	\$ 5,000.00
William Malone	Teacher Leader 2- School Year 25-26	\$ 5,000.00
Krya Jenkins	Volleyball Head Coach	\$ 5,000.00
Deanna Quidachay	Volleyball Assistant Coach	\$ 3,500.00
Gregory Shoultz	Basketball Head Coach	\$ 7,000.00
Emily Antrilli	Signing Bonus 24-25 School Year	\$ 5,000.00

E. Salary and Position Adjustments

Item 19: Resolved that the Board approves the following adjustments:

<u>Name</u>	<u>Change</u>	<u>Effective:</u>	<u>Salary</u>
Jennifer Irizarry Rivera	Teacher to Student Enrollment Recruitment and Retention Coordinator	8/25/25	\$ 70,456.62
Danna Green	Teacher Fellow to PT Culture Climate Monitor	8/25/25	\$ 20.00

<u>Name</u>	<u>Change</u>	<u>Effective:</u>	<u>Salary</u>
Jasmine Rivera	BA to MA	8/25/25	\$ 62,456.73
Siomara Wedderburn	Social Worker to Director of Student Support Services	8/25/25	\$ 103,000.00
<u>Additional Duties</u>			
Carletta Cutts	Bus Aide		\$16/hour
Angelita Manzanillo De Garcia	Bus Aide	\$16.00	\$16/hour
Jaylynn Torres	Bus Aide	\$16.00	

Seconded by Shaun Waters.

Roll Call:

	Item 15	Item 16	Item 17	Item 18	Item 19
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES	YES	YES
Beliani Colon	YES	YES	YES	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES	YES	YES
Shawn Waters	YES	YES	YES	YES	YES

VIII. Curriculum Committee

A. Academic Progress Report – Jozian Molina, CAO, Nicole Kessler, and Dr. Fitchera provided an update report on areas of curriculum and instruction.

B. Action Items: Dr. Matt Closter presented items 20-22 for Board approval.

Item 20: Resolved that the Board authorizes the following staff for participation in PD opportunity:

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
Tamika Rice	College Board Counselor Summer Institute	<ul style="list-style-type: none"> 9.2.8.CAP.1 – Identify educational and career opportunities based on interests, abilities, and academic achievements 9.2.12.CAP.2 – Develop 	Virtual	7/29/2025 - 7/31/2025	\$0

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
		<p>college and career readiness skills by participating in opportunities such as career and technical student organizations and community service</p> <ul style="list-style-type: none"> • 9.1.12.FP.6 – Evaluate the relationship between credit scores, financial aid, and interest rates on college loans 			
Christina Skalka	NJACAC Basic Workshop	<p>The workshop will provide an understanding of the following: Case studies of admissions applications conducted in small groups.</p> <p>Individualized conversations on hot topics in the admissions world</p> <p>Panels with admissions and counseling veterans</p> <p>Speakers highlighting recent admissions trends along with best practices and conversations in ethics.</p>	Rider University	8/11/2025-8/11/2025	\$125.00
Tamika Rice	NJACAC Basic Workshop	The conference directly supports and reflects the goals of the New Jersey College and Career Readiness and Life Literacies standards by enhancing my ability to guide students in planning, preparing, and transitioning successfully to postsecondary opportunities. Standard 9.1 Builds financial literacy and awareness. Standard 9.2 Promotes informed decision-making	Rider University	8/11/2025-8/11/2025	\$125.00
Velmina Rivera	AAP Experience Denver 2025 Nat'l Conference	PENDING	Virtual	9/26/25-10/01/25	\$505
Christine Skalka	NJSCA Fall Conference	To enhance my knowledge on counseling our 12 th graders, improve our Early College program, and network with other counselors throughout the state to discover best practices. I will utilize the knowledge gained from the conference to help our students during their senior year. I will use the information and best practices that I learn to continue our 100% graduation and college acceptance rate.	Double Tree Hotel	9/28/2025 – 9/29/2025	\$148
Velmina	34 th Annual School Health	Topics include legal issues and student	Somerset	10/22/2025	\$215

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
Rivera	Conference	health, dealing with difficult parents, emergency preparedness, supporting Immigrant Children & Families to name a few of the topics focusing on some of the current issues schools deal with on a daily basis.	Park, Somerset, NJ		
Jacqueline Deprince	34 th Annual School Health Conference	Topics include legal issues and student health, dealing with difficult parents, emergency preparedness, supporting Immigrant Children & Families to name a few of the topics focusing on some of the current issues schools deal with on a daily basis.	Somerset Park, Somerset, NJ	10/22/2025	\$250.00
Christine Skalka	HESAAU Annual Counselor Workshop 2025	This workshop will provide me with training and understanding to better understand FAFSA and help students and families with they have questions.	Camden County College Blackwood Campus	10/09/2025	\$0
Jozian Molina	HESAAU Annual Counselor Workshop 2025	This workshop will provide me with training and understanding to better understand FAFSA and help students and families with they have questions.	Camden County College Blackwood Campus	10/09/2025	\$0
Tamika Rice	HESAAU Annual Counselor Workshop 2025	This workshop will provide me with training and understanding to better understand FAFSA and help students and families with they have questions.	Camden County College Blackwood Campus	10/09/2025	\$0
Melissa Cloherty	Masonic Charity Foundation of NJ	This program is directly tied to the NJ state requirements. Intervention & Referral services (i&RS) is an interdisciplinary team of professionals within the school environment who come together throughout the school year to formulate coordinated services and team delivery systems to address the full range of student learning, behavior, social, and health problems in the general education program as well as for students determined to be in need of special education program and services	902 Jacksonville Rd. Burlington	10/07/2025 – 10/09/2025	\$
Samantha Rodriguez	Masonic Charity Foundation of NJ	This program is directly tied to the NJ state requirements. Intervention & Referral services (i&RS) is an interdisciplinary team of professionals within the school environment who come together throughout the school year to formulate coordinated services and team delivery systems to	902 Jacksonville Rd. Burlington	10/07/2025 – 10/09/2025	\$0

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
		address the full range of student learning, behavior, social, and health problems in the general education program as well as for students determined to be in need of special education program and services			
William Malone	Masonic Charity Foundation of NJ	This program is directly tied to the NJ state requirements. Intervention & Referral services (i&RS) is an interdisciplinary team of professionals within the school environment who come together throughout the school year to formulate coordinated services and team delivery systems to address the full range of student learning, behavior, social, and health problems in the general education program as well as for students determined to be in need of special education program and services	902 Jacksonville Rd. Burlington	10/07/2025 – 10/09/2025	\$0
Dr. Damiso Josey	Masonic Charity Foundation of NJ	This program is directly tied to the NJ state requirements. Intervention & Referral services (i&RS) is an interdisciplinary team of professionals within the school environment who come together throughout the school year to formulate coordinated services and team delivery systems to address the full range of student learning, behavior, social, and health problems in the general education program as well as for students determined to be in need of special education program and services.	902 Jacksonville Rd. Burlington	10/07/2025 – 10/09/2025	\$0

C. Field Trips

Item 21: Resolved that the Board approves the field trips as listed below:

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Student Learning Standard Aligned	Purpose of the Trip	Educational Outcome	Number of Students attending
Woodford Cedar Run Wildlife Refuge Alexandra Keefe	9 th	9/23/2025	\$1,380	HS-LS2-2: Students will observe and analyze how organisms interact with both biotic and abiotic factors in an ecosystem by exploring native	Supporting NGSS goals of science through a process of investigation and discovery, help students better	Students will complete a CER writing prompt addressing: “what adaptations are necessary for organisms to	120

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Student Learning Standard Aligned	Purpose of the Trip	Educational Outcome	Number of Students attending
9am – 2:30pm				habitats and survival strategies.	understand ecosystem dynamics, species interactions, and survival adaptations, and promotes interdisciplinary learning by blending Biology, environmental science, and survival skills.	survive in the NJ ecosystem?" This will introduce students to writing scientific prompts quickly and efficiently while building on the knowledge learned from visiting Cedar Run Wildlife Refuge.	
Eastern State Penitentiary Michael Rhea 9:30am – 1:30pm	12 th	10/17/2025	\$453	Understanding of the fundamentals of the Criminal Justice system. Looking into the systematic issues that lead to the workings of the Criminal Justice system.	Several cohorts in the Early College Program are taking varying Criminal Justice courses would benefit greatly from touring this historic penitentiary and learning firsthand how the building and ideologies that defined the Pennsylvania system of corrections which still has a lasting effect on our criminal justice system and how we view the system as a whole today.	Students will be required to complete a one page paper on their thoughts on the origins of prisons in the US and the effectiveness of incarceration as a whole in the United States	44
Franklin Institute Julia Kogan/Ms. Thompson/	9-10-11	9/24/25	\$600	This trip provides authentic, hands on learning opportunities that support multiple content areas. It	To visit Franklin Institute and experience how sports connect the science of	After the trip, students write about one exhibit that stood out to them explaining	100

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Student Learning Standard Aligned	Purpose of the Trip	Educational Outcome	Number of Students attending
Dr. Cogdell 8:50am – 1:30pm				connects with science NJSLS-S students engage with physical science, life science, and earth/space science exhibits that align with 6-8 performance expectations in engineering design, energy, waves and ecosystems.	human body, laws of motion and technical innovations.	the concept they learned and how it connects to classroom lessons.	
Walnut Street Theatre Ms. Nieves 9:45am – 12:30pm	7 th	12/10/2025	\$1995	The play ties most directly to the standard RL.7.7 where students are to compare and contrast a written story, drama, or poem to its audio, filmed, staged or multimedia version, analyzing the effect of techniques unique to each medium.	Connect the play of a Christmas Carol to the book students will be reading in ELA	After the trip students will be working on a comparative essay analyzing differences between the text provided by our Savvas curriculum and the stage production.	125
Constitution Day field trip Dr. Dawn Fichera 11:30am – 4:30	10 th	9/17/2025	\$0	This trip aligns with the NJ student learning standards for social studies NJSLS-SS by promoting key civic competencies and historical understanding	To promote civic engagement, historical inquiry and democratic values. This event supports experiential education and encourages students to connect classroom learning to real-world civic participation. .	Students will complete a reflective writing assignment and participate in a follow-up discussion or presentation on what they learned about and how this experience connects to their academic and personal goals.	120
Battleship NJ Taesha Edwards-Shakur 9am-2pm	6-8 th	12/04/2025	\$252	This activity supports the NJ student learning standards for social studies by helping students explore U.S. history, civic ideals and the role of the military in shaping the nation.	This trip gives ESL newcomers an exciting hands on way to learn history and language together.	Students will demonstrate knowledge from the field trip by completing follow-up activities such as drawing and labeling parts of	21

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Student Learning Standard Aligned	Purpose of the Trip	Educational Outcome	Number of Students attending
						the ship, writing short sentences and paragraphs about what they saw and sharing observations in group discussions or presentation	
Rutgers Camden High School Writers Conference Lauren Holguin Emily Antrilli 9:15am – 3:15pm	12 th	10/17/2025	\$0	W.NW.11-12.3 Write narratives to develop real or imagined experiences or events using effective technique. W.RW.11-12.7 Write routinely over extended time frames and shorter time frames for a range of tasks, purposes.	For students to benefit from meeting professional writers both technical and creative from different backgrounds.	The fieldtrip and writers conference provides students an opportunity to create outcomes such as poems, songs, personal essay narratives.	15
Philadelphia Museum of Art Ms. Nieves 9:45am – 2:30pm	7 th	10/09/2025	\$0	This trip directly supports the NJ student learning standards in social studies, visual arts, and science.	To connect science and art history to the displayed art.	Students will complete reflective written responses, group presentations, and interdisciplinary projects that connect the historical and scientific aspects of art.	125
University of Maryland Eastern Shore Tamika rice 8am – 2:45pm	9-10	10/7/2025	\$0	Standard 9.2 develops career readiness, outlining the importance of being knowledgeable about one's interests and talent.	Scholars experience a day in the life of a college student and learn firsthand knowledge of college expectations.	Students will engage in a discussion highlighting what they experienced and articulating/writing about how experience impacts future goals/aspirations.	40

Field Trips Requestor Departure & Return Time	Grade Level	Date of Trip	Cost	Student Learning Standard Aligned	Purpose of the Trip	Educational Outcome	Number of Students attending
Pennsylvania State University Tamika Rice 8am – 2:45pm	11 th -12 th	10/22/2025	\$0	Standard 9.2 develops career readiness, outlining the importance of being knowledgeable about one's interests and talent	Scholars experience a day in the life of a college student and learn firsthand knowledge of college expectations	Students will engage in a discussion highlighting what they experienced and articulating/writing about how experience impacts future goals/aspirations.	30

D. Approval of Professional Development Plan for 25-26

Item 22: Resolved that the Board approves the Professional Development Plan for 25-26.

Seconded by Dr. Donna Nickitas.

Roll Call:

	Item 20	Item 21	Item 22
Dr. Gloria Bonilla-Santiago	YES	YES	YES
Dr. Matthew Closter	YES	YES	YES
Belianis Colon	YES	YES	YES
Margaret Manthe	YES	YES	YES
Cal Maradonna	YES	YES	YES
Hector Nieves	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES
Dr. Michael Palis	YES	YES	YES
Dr. Yozmeris Roman	YES	YES	YES
Shawn Waters	YES	YES	YES

IX. Public Comment

Dr. Santiago informed that any public comments should be submitted via email to wandag@camden.rutgers.edu. The Board will respond accordingly.

X. Meeting Adjournment: Dr. Nickitas presented motion to adjourn.

Seconded by Belianis Colon.

Roll Call:

Seconded by Dr. Donna Nickitas.

Roll Call:

	Item 23
Dr. Gloria Bonilla-Santiago	YES
Dr. Matthew Closter	YES
Belianis Colon	YES
Margaret Manthe	YES
Cal Maradonna	YES
Hector Nieves	YES
Dr. Donna Nickitas	YES
Dr. Michael Palis	YES
Dr. Yozmeris Roman	YES
Shawn Waters	YES

Meeting adjourned at 5:40 pm.

Respectfully Submitted

Dr. Wanda Garcia
Board Liaison