

**LEAP Board of Trustees Meeting  
January 22, 2026  
MINUTES**

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Meeting called to order by Dr. Bonilla-Santiago at 5:15 pm. \_\_\_\_\_.

**Attendance:**

**PRESENT**

Dr. Gloria Bonilla-Santiago  
Belianis Colon  
Margaret Manthe  
Cal Maradonna  
Bette Mengesha  
Pauline Murfree  
Dr. Donna Nickitas  
Hector Nieves  
Brenda Ortiz  
Dr. Michael Palis  
Dr. Yosmeriz Roman  
Shaun Waters  
Debbie Donnelly (Treasurer/Non Voting)

**EXCUISED**

Dr. Mathew Closter  
Dr. Anthony Lowman  
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 the meeting announcement had been disseminated to the school community. She informed attendees that public comments can be submitted in writing via email at [wandag@camden.rutgers.edu](mailto:wandag@camden.rutgers.edu). The Board will submit a written disposition for every comment received.
- II. **Approval of Minutes of November 13, 2025:** Margaret Manthe presented the following resolution:
- Item 1:** Resolved that the Board of Trustees approves the minutes of the November 13, 2025, meeting, as prepared by Wanda Garcia, Board Liaison.

**Seconded by Dr. Donna Nickitas.**

**Roll Call:**

	<b>Item 1</b>
Dr. Gloria Bonilla-Santiago	YES
Belianis Colon	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Pauline Murfree	YES
Dr. Donna Nickitas	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yosmeriz Roman	YES
Shaun Waters	YES

**III. Chairperson’s Report**

**A. Charter Renewal – Dr. Santiago shared that the School’s Charter was successfully renewed for another five years. She shared the following highlights:**

**a. Overall Results**

**1. Educational Program**

- **1.1 Mission and Design Elements:** Meets Standards
- **1.2 Curriculum:** Meets Standards
- **1.3 Instruction:** Partially Meets Standards
- **1.4 Assessment:** Meets Standards
- **1.5 Organizational Capacity:** Meets Standards

**2. School Environment**

- **2.1 School Climate:** Meets Standards
- **2.2 Family and Community Engagement:** Meets Standards

**3. Governance**

- **3.1 Board Capacity:** Meets Standards
- **3.2 Board Compliance:** Meets Standards

**4. Equity and Access**

- **4.1 Access and Equity:** Partially Meets Standards
- **4.2 Students with Disabilities:** Partially Meets Standards
- **4.3 Multilingual Learners:** Meets Standards

## 5. Compliance

- **5.1 NJ SMART Compliance:** Meets Standards
- **5.2 OCRS Reporting Compliance:** Meets Standards
- **5.3 Other Compliance Areas:** Partially Meets Standards

**Item 2: Bette Mengesha presented the following resolution:**

**RESOLVED**, that the Board congratulates the school’s staff and Board of Trustees on the successful renewal of the School’s Charter; and

**FURTHER RESOLVED**, that the Board directs school leadership and staff to develop a Corrective Action Plan addressing all areas identified as Partially Meeting Standards, for Board review and approval; and

**FURTHER RESOLVED**, that the Board specifically directs staff to develop and implement an Enrollment Corrective Action Plan, as enrollment was identified as an area requiring improvement; and

**FURTHER RESOLVED**, that the Board requests submission of the Corrective Action Plan(s) no later than February 20, for review and discussion and potential action at the March Board meeting.

**Seconded by Dr. Michael Palis:**

**Roll Call:**

	<b>Item 2</b>
Dr. Gloria Bonilla-Santiago	YES
Belianis Colon	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Pauline Murfree	YES
Dr. Donna Nickitas	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yosmeriz Roman	YES
Omar Samaniego	YES
Shaun Waters	YES

## B. Oral Health Initiative

**Item 3: Resolution to Approve the Oral Health Initiative Pilot Grant: Brighter Smiles Children’s Dentistry Partnership – Hector Nieves presented Item 3 for approval.**

**WHEREAS**, Camden, New Jersey, a city of approximately 77,000 residents, currently lacks a pediatric dental practice, requiring children—particularly those from low-income families relying on Medicaid and

CHIP—to travel outside the city to receive essential oral health services, thereby creating significant barriers to access; and

**WHEREAS**, oral health is a critical component of overall health, early childhood development, and school readiness, and unmet dental needs disproportionately impact vulnerable pediatric populations; and

**WHEREAS**, Brighter Smiles Children’s Dentistry, in partnership with Rutgers University School of Nursing–Camden and LEAP Academy Charter School, proposes an innovative school-based and community-centered oral health initiative to address gaps in pediatric oral health care within Camden City; and

**WHEREAS**, the proposed initiative aligns with the long-standing partnership between Rutgers University and LEAP Academy through the Rutgers/LEAP Centers of Excellence, which promote and incubate joint programs that support the school’s mission, enhance applied research, and strengthen pathways for LEAP students and graduates to access and succeed in higher education; and

**WHEREAS**, the proposed initiative will establish a dedicated pediatric dental clinic in Camden, co-located with a school-based clinic through an academic–practice partnership with Rutgers University School of Nursing–Camden, integrating primary care, preventive services, and community outreach; and

**WHEREAS**, the initiative includes evidence-based, minimally invasive dental treatments; school- and community-based screenings; parent and caregiver education; and digital engagement strategies designed to improve access, prevention, and oral health outcomes for children, particularly those aged birth through five (0–5); and

**WHEREAS**, the goals of the Oral Health Initiative Pilot Grant include:

- Increasing access to pediatric dental care by reducing travel burdens, decreasing wait times for Medicaid-enrolled children, and delivering screenings in schools, early childhood programs, and community settings;
- Improving oral health outcomes through preventive and minimally invasive treatments, with the goal of reaching at least 60 percent of children aged 0–5 in the target community; and
- Enhancing oral health education for families through digital tools, monthly parent education workshops, and training for caregivers and healthcare professionals; and

**WHEREAS**, this partnership aligns with the mission of Rutgers University School of Nursing to advance health equity, community-engaged scholarship, interprofessional education, and innovative models of care delivery, while also supporting experiential learning opportunities for faculty and students;

**NOW, THEREFORE, BE IT RESOLVED, that**

the Board hereby approves the Oral Health Initiative Pilot Grant establishing the Brighter Smiles Children’s Dentistry partnership among Rutgers University School of Nursing–Camden, LEAP Academy Charter School, the ELRA Preschool Program, and community stakeholders; and

**BE IT FURTHER RESOLVED**, that the Board authorizes the appropriate leadership to proceed with implementation of the pilot program, including execution of necessary partnership agreements, oversight of program evaluation, and reporting of outcomes to the Board as appropriate; and

**BE IT FURTHER RESOLVED**, that the Board designates the Medical Director of the LEAP Health Center, the Director of the Family Support Center, and the Chief Innovation Officer to coordinate implementation in collaboration with Rutgers University School of Nursing–Camden; and

**BE IT FINALLY RESOLVED**, that the Board affirms its support for innovative, community-based academic partnerships that expand access to care, promote health equity, and improve health outcomes for children and families in Camden City.

**Seconded by Dr. Yozmeris Roman.**

**Roll Call:**

	<b>Item 3</b>
Dr. Gloria Bonilla-Santiago	YES
Belianis Colon	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Pauline Murfree	YES
Dr. Donna Nickitas	ABS
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yosmeriz Roman	YES
Shaun Waters	YES

**C. Annual Financial Audit for FY 2025:** The Board received and reviewed the Financial Audit Report, which resulted in an unqualified opinion with no findings.

**Item 4: Resolution to Accept the Annual Comprehensive Financial Report (ACFR)**

**WHEREAS**, the LEAP Board of Trustees has received the audit performed by Bowman & Company, LLP, and the results of said audit at its public meeting held on January 22, 2026; and

**WHEREAS**, the auditor issued the Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2025, with no recommendations;

**NOW, THEREFORE, BE IT RESOLVED**, that the LEAP Board of Trustees hereby accepts the Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2025; and

**BE IT FURTHER RESOLVED**, that a summary of the Audit Report shall be made available to the public in accordance with applicable law; and

**BE IT FURTHER RESOLVED**, that the Board authorizes the Business Administrator to submit the ACFR to the New Jersey Department of Education, Office of Charter Schools, as required.

**Motion: Hector Nieves**  
**Seconded: Brenda Ortiz**

**Roll Call:**

	<b>Item 4</b>
Dr. Gloria Bonilla-Santiago	YES
Belianis Colon	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Pauline Murfree	YES
Dr. Donna Nickitas	YES
Hector Nieves	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yosmeriz Roman	YES
Shaun Waters	YES

IV. **Operational Report- Stephanie Rogers, COO/Lead Person:** Stephanie Rogers provided a report on operational issues that included updates on the following areas:

- Enrollment, Recruitment, and Retention
- Building Infrastructure and Maintenance
- Health Center
- Family Support/Parent Engagement
- Fire Drills and Bus Drills
- Student Discipline and Suspension Report

V. **Finance Committee Actions: Hector Nieves presented the following resolutions on behalf of the Finance Committee:**

**A. 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 October and November 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.

**B. LEAP Cramer Hill LLC Financials**

**Item 6:** Resolved that the Board approves the Financial Reports for LEAP Cramer Hill LLC for October and November 2025.

**C. 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 October and November 2025, as provided by the Chief Financial Officer/SBA.

**D. LEAP Student Transportation**

**Item 8:** Resolved that the Board approves the Financial Reports for LEAP Transportation LLC for October and November 2025.

**E. Budget Transfers**

**Item 9:** Resolved that the Board approve budget transfers for October and November 2025 as provided by the CFO/SBA.

**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 November 2025, as follows:

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

<b>FUND</b>	<b>November 2025</b>
10 General Current Expense	\$2,803,226.70
20 Special Revenue	\$151,758.11
30 Capital Projects	\$740
60 Enterprise	\$0
90 Agency	\$651,390.33
91 Payroll	\$1,002,244.36
95 Student	\$350
96 Parent Council	\$11,426.10
<b>Total Disbursements:</b>	<b>\$4,621,135.60</b>

## **G. Approval of Revised 2025-2026 School Budget**

**Item 11:** Resolved that the Board approve the revised 2025-26 School Year Budget effective 01/01/2026 and submit it to the NJDOE Office of Charter Schools.

## **H. Acceptance of Grants**

**Item 12:**

Resolved that the Board accept the following grants:

- Cultivating Achievement through Coaching (Literacy Coach)-\$150,000 for FY26.
- 21<sup>st</sup> Century Continuation - \$600,000 for FY26.
- Charter and Renaissance School Project Emergent and Capital Maintenance Funds - \$181,950 for FY26.
- Digital Promise by the Verizon Corporate Services Group Inc (“VCSG”) and Celco Partnership d/b/a Verizon Wireless (“VZW”) for 4 years, Verizon will provide:
  - Verizon mobile network-enabled device for each student, model to be determined by Verizon based on local project requirements and a device data plan.
  - Up to \$79,000/year for coaches and IT stipends.

## **I. Approval of Contracts**

**Item 13:** Resolved that the Board approve the contract with CDW Direct LLC, in the amount of \$70,438.37 to be paid with the federal Cybersecurity Pilot Program grant and the general budget.

Further resolved that the Board approves Gallagher to engage in a Compensation Structure Study (RFP26-1 Compensation Structure Study) in the amount of \$71,000.

## **J. Approval of Implementation Of Modernized Legal Notice Requirements Pursuant To P.L. 2025, C. 72**

**Item 14:** WHEREAS, effective March 1, 2026, the LEAP Academy University Charters School Board of Trustees (the "Board") is mandated to publish all required legal notices, including meeting dates, agendas, bid solicitations, and other official proclamations, on its official Internet website;

**NOW, THEREFORE, BE IT RESOLVED** by the Board that effective March 1, 2026, the Board designates its official website at <https://www.leapacademycharter.org/parent-engagement-center/public-information/> as the primary platform for all legal notices previously required to be

published in local newspapers. Legal notices will also be posted on the NJ Statewide Legal Notices Listings at <https://nj.gov/state/statewide-legal-notices-list.shtml>

**Seconded: Dr. Yozmeris Roman**  
**Roll Call:**

	<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>	<b>Item 13</b>	<b>Item 14</b>
Dr. Gloria Bonilla-Santiago	YES	YES	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
Margaret Manthe	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES	YES	YES Abs on payments to Rutgers	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Pauline Murfree	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES Abs on payments to Rutgers	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES Abs on payments to Rutgers	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	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
Shaun Waters	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

**VI. Personnel Committee: Bette Mengesha presented items 15-22 for Board approval.**

**A. New Appointments**

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

Name	Position	Effective Day	
Carmen Camacho-Mojica	PT Custodian	12/1/25	\$16.00 per hour
Shawn Bobien	Music Teacher	TBD	62,000.00
John Considine	PE Teacher	1/12/26	86,000.00
LeAndra S. Brown	Registered Nurse	2/1/26	77,000.00
Chisoney Swaby	Instructional Teacher 1st Grade	3/13/26	67,500.00
Dyanna Lee Semidei	Childcare	TBD	\$20.00 per hour

**B. FMLA**

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

<u>Name</u>	<u>Date:</u>
Darla O. Merrill	11/24/2025-1/05/2026 *Revised*
Amanda E. Dacenko	01/05/2026-04/13/2026

**C. Resignations**

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

<u>Name</u>	<u>Position</u>	<u>Date</u>
Emily Rademaker	Music Teacher	11/18/25
Juan Colon	Custodian	12/31/25
Zachary Rosica	PE Teacher	2/10/26
Shakeira Genet	School Nurse	1/5/26
Kenny John	Custodian	12/31/25
Nancy Orfe	School Nurse	1/5/26
Michele Pierce	Instructional Teacher	3/16/26

**D. Co-Curricular Appointments/Special Assignments**

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

<b><u>Stipend Positions</u></b>		
Greg Sholtz	Boys Basketball Head Coach	\$ 7,000.00
James Moore	Boys Basketball Assistant Coach	\$ 5,000.00
Caylan Gramby	Boys JV Basketball Coach	\$ 3,500.00
Shameka Shultz	Cheerleading	\$ 5,000.00
Melissa Clothery	Teacher Leader 1	\$ 5,000.00
Stephanie Aspenburg (replacement for A. Johnston)	Teacher Leader 1	\$ 5,000.00
Amanda Carpenter (Mentor)	Chioman Acholonu (CE-Mentee)	\$ 1,000.00
Mikalya Hiddenman	Home Instruction	\$45 per hr

**E. Salary and Position Adjustments**

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

<b><u>Name</u></b>	<b><u>Position</u></b>	<b>Change/Modification</b>	<b>Salary Change</b>
Shakeira Genet	School Nurse	From FTE to PT	\$38.00 per hour
Sativa Williams	Social Worker	Salary Adjustment	\$72,100 to \$78,000
Jorge Ramos	Director of Facilities	Salary Adjustment	\$85,000 to \$90,000
Dioniso Torres	Custodian	From PT to FTE	\$32,231.64

**F. Performance -Based Compensation Salaries for Executive Staff for 25-26**

**Item 20:** Resolved that the Board approves the following increments.

<b>NAME</b>	<b>POSITION</b>	<b>2024-2025 SALARY</b>	<b>2025-2026 SALARY</b>
Yusein Durakov	School Business Administrator	\$ 162,225.00	\$ 167,094.75
Nicole Kessler	Chief Learning Officer	\$ 221,450.00	\$ 228,093.50
Jozian Molina	Chief Academic & Innovation Officer	\$ 145,000.00	\$ 148,625.00

**G. Tuition Reimbursement approval**

**Item 21:** Resolved that the Board approves tuition reimbursement per school policy as follows:

<u>NAME</u>		
Sarah Badiali	Spring Tuition 2026 reimbursement	\$ 1,000.00

**E. Retirements**

**Item 22:** Resolved, that the Board acknowledges receipt of the following retirement notifications and expresses its sincere appreciation for the exemplary service provided by these individuals during their tenure at LEAP Academy.

<u>Retirement</u>		
Griseida De Jesus Rodriguez	Instructional Assistant	6/30/26
Joan Rodriguez	Instructional Assistant	6/30/26
Stephanie Weaver-Rogers	Lead Person/COO	6/30/26

**Seconded by Hector Nieves.**

**Roll Call:**

	<b>Item 15</b>	<b>Item 16</b>	<b>Item17</b>	<b>Item 18</b>	<b>Item 19</b>	<b>Item 20</b>	<b>Item 21</b>	<b>Item 22</b>
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES	YES	YES
Belianis Colon	YES	YES	YES	YES	YES	YES	YES	YES
Margaret Manthe	YES	YES	YES	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES	YES	YES	YES	YES
Bette Mengesha	YES	YES	YES	YES	YES	YES	YES	YES
Pauline Murfree	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Donna Nickitas	YES	YES	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Michael Palis	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Yosmeriz Roman	YES	YES	YES	YES	YES	YES	YES	YES
Shaun Waters	YES	YES	YES	YES	YES	YES	YES	YES

**VIII. Curriculum Committee**

**A. Action Items: Dr. Donna Nickitas presented a resolution to approve items 23-24.**

**Item 23:** Resolved that the Board authorizes the following staff for participation in PD opportunities:

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
Katie Odille	NJTESOL 2026 Spring Conference	This conference will provide an opportunity to participate in a variety of workshops and learn best practices for teaching multilingual learners.	Hyatt Regency Hotel New Brunswick, NJ	5/20/2026-5/21/2026	Reg \$450 Mileage \$46.50 Meal \$35 Parking \$20 Hotel \$250 <b>Total \$801.50</b>
Suzana Yuzekchieva	NJTESOL 2026 Spring Conference	This conference offers professional development workshops and presentations on topics such as teacher education, bilingual/ESL, content area instructions. This will give me the opportunity to learn new strategies on how to best support my ESL students.	Hyatt Regency Hotel New Brunswick, NJ	5/20/2026-5/21/2026	Reg \$450 Meal \$30 Hotel \$193.55 <b>Total \$673.55</b>
Michele Pierce	NJTESOL 2026 Spring Conference	At this convention, I will educate myself through the courses offered for best practices of ESL instruction and how to match strategies to my K & 1 level learners.	Hyatt Regency Hotel New Brunswick, NJ	5/20/2026-5/21/2026	Reg \$450.00 Transportation \$38.32 Meals \$60.00 Parking \$20.00 Hotel \$233.84 <b>Total \$802.16</b>

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
Taasha Edwards-Shakur	NJTESOL 2026 Spring Conference	This Conference will greatly improve my understanding of TESOL related standards and how to implement them. I will therefore enhance my performance, as the standards will be utilized in the most efficient way possible.	Hyatt Regency Hotel New Brunswick, NJ	5/20/2026-5/21/2026	Reg \$450 Mileage \$13.83 Tolls/Parking \$46.20 Meals \$30 Hotel \$268.48 <b>Total \$808.51</b>
Andrew Gessman	NJTESOL 2026 Spring Conference	The various programs and seminars offered at this conference will be of great benefit to organization and instructional strategy in the classroom. Tangible strategies and techniques will be studied for practical application.	Hyatt Regency Hotel New Brunswick, NJ	5/20/2026-05/21/2026	Reg \$450
Seda Gucuyener	NJTESOL 2026 Spring Conference	This Conference will support resources that support consistent, high-quality instruction for multilingual learners. The materials will be used regularly in ESL classrooms to enhance lesson delivery, streamline planning and ensure alignment with WIDA and district standards.	Hyatt Regency Hotel New Brunswick, NJ	5/20/2026-5/21/2026	Reg \$450 Mileage \$80 Tolls/Parking \$42 <b>Total \$572</b>
Dr. Dawn Fichera	Techspo 2026	This conference offers direct exposure to vendors, solutions, and professional networks that streamline district operations and improve long-term efficiency.	Harrah's Atlantic City	1/28/2026 - 1/30/2026	Reg \$610 Transportation \$508 Tolls \$60 Parking - 150 <b>Total - \$1328.00</b>
Edwin DeJesus	Beyond School Hours 2026	This conference provides long-term operational value by improving how our afterschool program is structured, staffed, and managed. Sessions focus	Orlando, FL	3/1/2026 - 3/4/2026	Reg \$669.00 Lodging \$305.66 per night Transport

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
		program sustainability, funding strategies, partnership building, and effective program operations all of which help strengthen our internal systems.			ation \$450.00 Misc. Exp \$280.00  Total \$2,621.64
Tugba Shapiro	Techspo 2026	This conference offers direct exposure to vendors, solutions, and professional networks that streamline district operations and improve long-term efficiency.	Harrah's Atlantic City	1/28/2026 - 1/30/2026	Reg \$610 Lodging \$468.88 Transportation \$254 Tolls \$60 Parking \$150 Total – \$1542.88
Steve Pierre	Techspo 2026	This conference offers direct exposure to vendors, solutions, and professional networks that streamline district operations and improve long-term efficiency.	Harrah's Atlantic City	1/28/2026 - 1/30/2026	Reg \$610 Lodging \$468.88 Transportation \$254 Tolls \$60 Parking \$150 Total – \$1542.88
Yusein Duakov	Techspo 2026	This conference offers direct exposure to vendors, solutions, and professional networks that streamline district operations and improve long-term efficiency.	Harrah's Atlantic City	1/28/2026 - 1/30/2026	Reg \$610 Lodging \$468.88 Transportation \$254 Tolls \$60 Parking \$150 Total – \$1542.88
Naas Yancey	Beyond School Hours 2026	This conference provides long-term operational value by improving how our afterschool program is	Orlando, FL	3/1/2026 – 3/4/2026	Reg \$669.00 Lodging \$305.66

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
		structured, staffed, and managed. Sessions focus on program sustainability, funding strategies, partnership building, and effective program operations all of which help strengthen our internal systems.			per night Transportation \$450.00 Misc. Exp \$280.00  <b>Total</b> <b>\$2,621.64</b>
Tugba Cinar Shapiro	NJTESOL 2026 Spring Conference	Attendance at the NJTESOL Conference provides significant operational value by equipping the SPED and ESL supervisor with current research, strategies, and best practices to effectively oversee and support English Language Learners, including students with disabilities. The knowledge gained enhances program management, teacher coaching, and compliance with district and state standard.	Hyatt Regency Hotel New Brunswick, NJ	05/20/2026-05/22/2026	Reg \$640 Mileage \$13.83 Toll \$9.10 Park \$45 Hotel \$360 Meals \$45  <b>Total</b> <b>\$1112.93</b>
Sonia Chugh	NJTESOL 2026 Spring Conference	Attending the NJTESOL Conference is of significant operational value to our school, as it provides me with current research-based strategies and best practices for teaching English Language Learners. The professional development offered at the conference directly supports classroom instruction, program implementation, and the academic growth of multilingual students.	Hyatt Regency Hotel New Brunswick, NJ	05/20/2026-05/21/2026	Reg \$450 Mileage \$13.83 Toll \$9.10 Park \$30 Meals \$30  <b>Total \$</b> <b>532.93</b>
Dr. Dawn Fichera	Introduction to Visual Thinking Strategies	Visual Thinking Strategies (VTS) equips us as content supervisors with a versatile evidence-based method to	TCNJ	3/19/2026-3/19/2026	<b>\$207.40</b>

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
		strengthen critical thinking language development, and inclusive participation across all subjects.			
Christine Skalka	Preparate 2026	The Preparate- Educating Latinos for the Future of America conference is a part of College Board's commitment to educational excellence and access to opportunity for all students	Marriott Marquis Chicago	4/13/2026 – 4/15/2026	\$2,256
Jozian Molina	Preparate 2026	Educating Latinos for the Future of America conference is a part of College Board's commitment to educational excellence and access to opportunity for all students	Marriott Marquis Chicago	4/13/2026 – 4/15/2026	\$ 2,006
Matthew Steen	Introduction to Visual Thinking Strategies	With the information attained in this PD I will be able to turn-key this to teachers so that way they can give better mathematical instruction to the students. With better instruction, there should be translation to an increase in test scores. If the test scores go up, we will see more funding for our school, which will benefit our district as a whole.	The College of New Jersey 200 Pennington Road Ewing, NJ 08628	3/19/2026-3/19/2026	\$125
Nicole Kessler	Introduction to Visual Thinking Strategies	With the information attained in this PD I will be able to turn-key this to teachers so that way they can give better mathematical instruction to the students. With better instruction, there should be translation to an increase in test scores. If the test scores go up, we will see more funding for our school, which will benefit our district as a whole.	The College of New Jersey 200 Pennington Road Ewing, NJ 08628	3/19/2026-3/19/2026	\$125
Tugba Cinar Shapiro	Introduction to Visual Thinking Strategies	With the information attained in this PD I will be able to turn-key this to teachers so	The College of New Jersey 200 Pennington Road	3/19/2026-3/19/2026	\$125

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
		that way they can give better mathematical instruction to the students. With better instruction, there should be translation to an increase in test scores. If the test scores go up, we will see more funding for our school, which will benefit our district as a whole	Ewing, NJ 08628		
Amir Ayres	Introduction to Visual Thinking Strategies	With the information attained in this PD I will be able to turn-key this to teachers so that way they can give better mathematical instruction to the students. With better instruction, there should be translation to an increase in test scores. If the test scores go up, we will see more funding for our school, which will benefit our district as a whole.	The College of New Jersey 200 Pennington Road Ewing, NJ 08628	3/19/2026-3/19/2026	\$125
Kia Gore	Introduction to Visual Thinking Strategies	Visual Thinking Strategies (VTS) equips us as content supervisors with a versatile evidence-based method to strengthen critical thinking language development, and inclusive participation across all subjects.	TCNJ	3/19/2026-3/19/2026	\$125
Sativah Williams	Conference for New Educators (Trauma-informed Education in NJ.	NJSLs-Social Emotional Learning: Trauma-informed practices directly support the five SEL competencies-self-awareness, self-management, social awareness, responsible decision-making, and relationship skills. These standards require schools to promote emotional well-being, positive school climate, and supportive behavioral systems.	New Jersey Law Center One Constitution	4/15/2026-4/15/2026	\$0
Brianne Connelly	Starting Your Class with	This purchase provides	Berlin Community	2/9/2025 –	\$80

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
	the 4 F's	significant operational value by building instructional capacity within the district and establishing sustainable high-impact teaching practices that can be implemented immediately and maintained over time.	School 215 S. Franklin Ave, Berlin NJ,	2/9/2025	
Alicia Crump	Starting Your Class with the 4 F's	This purchase provides significant operational value by building instructional capacity within the district and establishing sustainable high-impact teaching practices that can be implemented immediately and maintained over time.	Berlin Community School 215 S. Franklin Ave, Berlin NJ,	2/9/2025 – 2/9/2025	\$80
Kimberly Frizano	Starting Your Class with the 4 F's	This purchase provides significant operational value by building instructional capacity within the district and establishing sustainable high-impact teaching practices that can be implemented immediately and maintained over time.	Berlin Community School 215 S. Franklin Ave, Berlin NJ,	2/9/2025 – 2/9/2025	\$80
Theodore Johnson	Elementary Peer Mediation	The program aligns with the NJSLs for Social and Emotional Learning by promoting self-management, relationship skills, and responsible decision-making.	1 Constitution Square New Brunswick, NJ 08901	1/22/2026 – 1/22/2026	\$0
John Casidine	Starting Your Class with the 4 F's	This purchase provides significant operational value by building instructional capacity within the district and establishing sustainable high-impact teaching practices that can be implemented immediately and maintained over time.	Berlin Community School 215 S. Franklin Ave, Berlin NJ,	2/9/2025 – 2/9/2025	\$80
Amir Ayres	ISTELive and ASCD Annual Conference 26	The conference aligns directly with the New Jersey Student Learning Standards by supporting college and career readiness, digital	Orange County Convention Center 9800 International Drive Orlando, FL 32819	6/28/2026 – 6/28/2026	\$1249

NAME	NAME OF WORKSHOP/SEMINAR	ACADEMIC/ OPERATIONAL RATIONALE	LOCATION	DATE (S) & TIME	COST
		literacy and responsible technology use.			

### Field Trips

**Item 24: 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
REEX Commercial Real Estate Program  Donna Robertson 8:30am – 2pm	10th	2/19/2026	\$0	Gives students practical exposure to career pathways, financial literacy, problem-solving, and real world professional environments.	To offer students a real world, multi-dimensional learning experience that goes far beyond classroom instruction. By meeting with the management corporation and touring the site, students gain valuable exposure to the business, financial, legal, and community impact aspects of commercial real estate.	Students will apply and demonstrate their learning through a combination of hands on projects, presentations, reflections and career-focused tasks that align with New Jersey's standard for Career Readiness.	20
Mutter Museum Ms.Kogan/Dr. Cogdell/ Ms. Thompson 9:45am – 1:30pm	9/10/11	1/30/2026	\$0	NJLSA.R1-Cite textual evidence  Students read museum placards and informational texts, and then use evidence from exhibits to answer questions or complete reflection	To learn about science, and medical history. It contains a collection of anatomical and pathological specimens, wax models and antique medical equipment that students will	Students will write about one exhibit that stood out to them, explaining the concept they learned and how it connects to classroom lessons.	100

<b>Field Trips Requestor Departure &amp; Return Time</b>	<b>Grade Level</b>	<b>Date of Trip</b>	<b>Cost</b>	<b>Student Learning Standard Aligned</b>	<b>Purpose of the Trip</b>	<b>Educational Outcome</b>	<b>Number of Students attending</b>
				assignments.	explore.		
New Freedom Theater Ms. Kogan, Dr. Cogdell, Ms. Thompson 9:50am – 12:30pm	9/10/11	2/6/2026	\$1800	In accordance to NJSLA 6153, the trips offered align to students learning standards for English Language Arts in the areas of Reading, Writing, Speaking and Listening.	To increase the intellectual capacity of our students and expose them to art, and historical topics that will help them become more well-rounded.	Students will write an essay about what they have learned. They will also think of ways that positive change can occur in their own lives and how they can improve themselves as individuals and collectively as a grade level.	80
Rowan University Sports Stadium Donna Robertson 4pm – 7pm	6-8 <sup>th</sup>	2/18/2026	\$0	Students will observe skill execution, teamwork, rules enforcement, and settings following the NJSLA in these areas.	For students to experience programs offered in higher education and meet players and coaches.	Students will demonstrate the impact of this visit by learning what is expected of student athletes at the college level as well as the discipline and dedication that is required to play and be part of a university program.	30
College Fair Southern NJ Tamika Rice 9am-1pm	10 <sup>th</sup> -11 <sup>th</sup>	3/19/2026	\$0	Will prepare students for Career Readiness, Life Literacies & Key Skills Rapid advancement in technology and subsequent changes in the economy have created opportunities for individuals to compete and connect	To talk to various college admissions representatives about going to different universities in the US. Students will learn about various majors such as business, medical, arts programs.	Students will be asked questions and be engaged with University representatives, to learn more about different college and their opportunities.	100

<b>Field Trips Requestor Departure &amp; Return Time</b>	<b>Grade Level</b>	<b>Date of Trip</b>	<b>Cost</b>	<b>Student Learning Standard Aligned</b>	<b>Purpose of the Trip</b>	<b>Educational Outcome</b>	<b>Number of Students attending</b>
				on a global scale.			
Snapology Newton Square, PA 9:30am – 1:30pm	6-8 <sup>th</sup>	1/29/2026	\$0	This activity aligns with the NJ core Curriculum content standards in science and technology by engaging students in engineering design, problem solving, and hands on investigation.	To provide hands on experiences in engineering and robotics. Snapology's structured activities allow students to build, experiment, and solve problems in a fun, supportive environment.	They will complete a follow up STEM challenge where they apply the engineering and problem solving skills practiced during the trip.	20
Cheyney University Sativah Williams Kwanza Cogdell 9:30am-2:30pm	9-12 <sup>th</sup>	2/13/2026	\$0	Standard 9.2 develops career readiness, outlining the importance of being knowledgeable about one's interests and talents, and being well informed about postsecondary and career options.	To help students by providing meaningful exposure to a historically Black College or University allowing them to connect academic learning with cultural history during Black History Month.	Students will complete a reflective assignment in which they identify key takeaways from the HBCU visit, including academic programs of interest, campus resources, and the historical significance of HBCU's.	40
Lincoln University Sativah Williams Tamika Rice 8:45am – 1:30pm	11-12 <sup>th</sup>	2/6/2026	\$0	Standard 9.2 develops career readiness, outlining the importance of being knowledgeable about one's interest and talents, and being well informed about postsecondary and career options.	This activity will help students by providing meaningful exposure to a Historically Black College or University, allowing them to connect academic learning with cultural history.	Students will complete a reflective assignment in which they identify key takeaways from the HBCU visit, including academic programs of interest, campus resources, and the	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
						historical significance of HBCU's.	
Stockton University Tamika Rice 7:15am – 3:00pm	9-11 <sup>th</sup>	2/25/2026	\$0	Standard 9.2 develops career readiness, outlining the importance of being knowledgeable about one's interest and talents, and being well informed about postsecondary and career options.	This activity will help students by providing meaningful exposure to a Historically Black College or University, allowing them to connect academic learning with cultural history.	Students will engage in a discussion highlighting what they experienced and articulating/writing about how experience impacts future goals/aspirations.	25
Johnson's Corner Farm Divya Chohan 9:30am – 1:00pm	1 <sup>st</sup>	5/28/2026	\$2,640	Students will address the following standards. 1-LS1-1: Use materials to design a solution to a human problem by mimicking how plants and/or animals use their external parts to help them survive grow, and meet their needs.	To support first grade science learning through hands on real world experiences. Students will participate in planting seeds to develop and understanding of plant life cycles and the basic needs of living things.	Students will apply their learning through classroom discussions, written reflections, and science activities related to plant growth and life cycles.	120

**Seconded by Yozmeris Roman.**

**Roll Call:**

	Item 23	Item 24
Dr. Gloria Bonilla-Santiago	YES	YES
Belianis Colon	YES	YES
Margaret Manthe	YES	YES

	<b>Item 23</b>	<b>Item 24</b>
Cal Maradonna	YES	YES
Bette Mengesha	YES	YES
Pauline Murfree	YES	YES
Hector Nieves	YES	YES
Dr. Donna Nickitas	YES	YES
Brenda Ortiz	YES	YES
Dr. Michael Palis	YES	YES
Dr. Yozmeris Roman	YES	YES
Shawn Waters	YES	YES

**IX. Public Comment**

**Dr. Santiago informed that any public comments should be submitted via email to [wandag@camden.rutgers.edu](mailto:wandag@camden.rutgers.edu).** The Board will respond accordingly.

**X. Meeting Adjournment:** Dr. Palis presented a motion to adjourn.

**Seconded by Dr. Donna Nickitas,  
Roll Call:**

	<b>Item 25</b>
Dr. Gloria Bonilla-Santiago	YES
Belianis Colon	YES
Margaret Manthe	YES
Cal Maradonna	YES
Bette Mengesha	YES
Pauline Murfree	YES
Hector Nieves	YES
Dr. Donna Nickitas	YES
Brenda Ortiz	YES
Dr. Michael Palis	YES
Dr. Yozmeris Roman	YES
Shawn Waters	YES

Meeting adjourned at 5:37 pm\_\_\_\_\_.