



**B. Wilson Building Update**

- **Grand Opening:** Dr. Santiago acknowledged Manny Delgado and Ken Verrill for the stellar work in leading the renovations of the Wilson Building. The event was a success and she acknowledged Bonnie Maradonna for her work in preparing the building and organizing the logistics for the opening.
- **Innovation Fund:** Dr. Santiago announced the establishment of the Innovation Fund as part of her efforts to raise an endowment that can be used to support innovative projects under the LEAP Academy. A wall has been established to recognize donors. She provided all board members with pledge cards.

**C. Charter Renewal Update:** Dr. Santiago indicated that given LEAP Academy's status as a Tier I school, the renewal on-site visit will be shorter and more expedient. The expectation is that the team will spend 2-3 hours visiting a select group of classrooms, conducting some interviews and reviewing financial documentation. The following are the key dates related to the Renewal Cycle:

**Key Dates:**

- Application Due Date: October 15, 2015
  - Mock Audit: October 28, 2015
  - State Audit: December 9, 2015
- **Executive Summary:** Dr. Santiago provided all Board members with an Executive Summary that provides highlights of accomplishments over the last five years as well as proposed goals and strategic mission. The document also presents the plan for student enrollment growth for the next five years.

**Chancellor Haddon presented the following resolution:**

**Item 3:** Resolved that the Board of Trustees adopts the following revised mission and vision statements to guide the school over the next five years.

- **LEAP Vision:** Education to empower tomorrow's global citizens.
- **LEAP Mission:** Our mission is to be the premier Camden city education district providing students with an exceptional education through bold leadership and innovative services.
- **LEAP Core Values**
  - Achievement
  - Job Well Done
  - Family
  - Positivity
  - Transparency
  - Diversity
  - Teamwork
  - Ethical Leadership
  - Creativity/Innovation
  - Advocacy for all

learners

Further resolved that the Board adopts the following strategic goals for the next five years:

- 1) Provide instructional services and products that support learning and accountability.
- 2) Lead in creating and sustaining partnerships and collaborations that strengthen opportunities for life-long learners.
- 3) Promote an environment that values creativity, encourages risk taking, and supports innovation.
- 4) Recruit, support, and retain outstanding staff for careers in education that reflect our diverse communities.
- 5) Provide local and regional high-quality professional development to meet student, district, and staff needs.
- 6) Incorporate technology to enhance learning and empower users.
- 7) Use two-way communication to evaluate services and inform data-driven decisions.
- 8) Promote and up-scale best practices of teaching and learning and explain the challenges of public education.

Further resolved that the Board approves the request for revised student enrollment growth targets provided in the Executive Summary, with a plan to add 20 additional students per grade for a total of 140 students per grade level.

**Seconded by Cal Maradonna. AYES: 13 NAYS: 0 ABS: 0**

**D. Refunding of Upper School Bonds:** John Hall and Ken Verrill provided the Board with a briefing regarding the plan to refund the Upper School Bonds. They indicated that the process went well and that TD Bank is refunding the bonds at a lower interest rate of 2.24% for a projected savings of over \$96,000. Dr. Santiago acknowledged the leadership work of John Hall and Ken Verrill with this process. She also thanked TD Bank for the support in executing this transaction.

**John Hall presented the following resolution:**

**Item 4:**

WHEREAS, LEAP Academy University Charter School, Inc. (the “School”), is a non-profit corporation duly organized validly existing and in good standing under the laws of the State of New Jersey, is authorized to do business in the State of New Jersey, is recognized as a 501(c)(3) organization by the Internal Revenue Service and no action is pending or, to the best

of its knowledge, threatened which questions the School's status as a 501(c)(3) organization; and

WHEREAS, New Jersey Economic Development Authority (the "Authority") is a public body corporate and politic constituting an instrumentality of the State of New Jersey (the "State") and has been established under the New Jersey Economic Development Authority Act, constituting Chapter 80 of the Pamphlet Laws of 1974, as amended and supplemented (the "Act");

WHEREAS, the School has applied to the Authority ("Application") for financial assistance in the total aggregate principal amount of \$5,940,000, the proceeds to be used to finance: (i) the current refunding the outstanding principal amount of the \$8,500,000 Delaware River Port Authority Charter School Project Bonds, Series of 2003 (LEAP Academy University Charter School, Inc.); and (ii) pay the costs related to the issuance of the Bonds (defined below) (together (i) and (ii) are hereinafter referred to as the "Project");

WHEREAS, the Authority intends to issue its Charter School Revenue Bonds (LEAP Academy University Charter School, Inc. Project) Series 2015 (the "Bonds") in the aggregate principal amount of not to exceed \$5,940,000 the proceeds of which Bonds will be used to finance the cost of the Project;

WHEREAS, the Authority intends to lend to the School and the School intends to borrow from the Authority the proceeds of the Bonds pursuant to the terms of a bond agreement (the "Bond Agreement") by and between the Authority, the School and the Purchaser (defined below);

WHEREAS, in order to secure its obligations under the Bond Agreement, the School intends to deliver to the Authority a note (the "Note") substantially in the form of the Note attached as an exhibit to the Bond Agreement;

WHEREAS, the payment of principal of and interest on the Bonds when due and payable will be guaranteed by Rutgers, the State University of New Jersey ("Rutgers") pursuant to a Guaranty (the "Guaranty") from Rutgers to the Purchaser to be dated the date of the Bond Agreement;

WHEREAS, the School's obligations to repay Rutgers for amounts paid by Rutgers pursuant to the Guaranty will be set forth in the First Amendment and Restatement of Reimbursement Agreement to be dated the date of the Bond Agreement (the "Reimbursement Agreement");

WHEREAS, on July 15, 2015, the Board of Trustees approved the Project and authorized Dr. Gloria Bonilla-Santiago, Ken Verrill and John Hall (each an "Authorized Officer") to engage in negotiations and execute any necessary documents to accomplish the Project; and

WHEREAS, the School desires to ratify the actions taken by the Authorized Officers in furtherance of the Project and to authorize the execution on behalf of the School of the

Bond Agreement, the Note and the Reimbursement Agreement and such instruments and documents as shall be necessary or appropriate to complete the Project.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

Section 1. Ratification. All actions previously taken by the Authorized Officers on behalf of the School in furtherance of or concerning the Project be, and they hereby are, ratified, confirmed and approved in all respects.

Section 2. Authorization of Bond Agreement. The School is hereby authorized to enter into the Bond Agreement with the Authority and TD Bank, N.A. (the "Purchaser") substantially in the form attached hereto as Exhibit A providing for: (i) the direct purchase of the Bond or Bonds by the Purchaser, at such price, plus accrued interest thereon, if any, and on such other terms as may be mutually agreed upon by all parties; and (ii) the loan by the Authority to the School of the proceeds of the Bonds to be evidenced by the Note. The Bond Agreement is approved in such form subject to such subsequent additions, changes, variations, omissions, insertions and modifications, if any, as may be approved by such Authorized Officer, with the advice of the counsel to the School, the execution of the Bond Agreement to be conclusive evidence of such approval.

Section 3. Authorization of Note. The School is hereby authorized to execute and deliver the Note, substantially in the form attached hereto as Exhibit B, subject to such subsequent additions, changes, variations, omissions, insertions and modifications, if any, as may be approved by such Authorized Officer, with the advice of the counsel to the School, the execution of the Note to be conclusive evidence of such approval.

Section 4. Authorization of the Reimbursement Agreement. The School is hereby authorized to execute and deliver the Reimbursement Agreement, substantially in the form attached hereto as Exhibit C, subject to such subsequent additions, changes, variations, omissions, insertions and modifications, if any, as may be approved by such Authorized Officer, with the advice of the counsel to the School, the execution of the Reimbursement Agreement to be conclusive evidence of such approval.

Section 5. Execution and Delivery of Other Documents. Any Authorized Officer is hereby authorized and directed to execute and deliver all other documents and instruments which may be required, necessary or desirable in connection with the issuance and delivery of the Bonds and the carrying out of the Project, the execution and delivery of the Bond Agreement, and the performance of the rights, duties and obligations of the School under any of the foregoing.

Section 6. Further Action. Any Authorized Officer of the School is hereby authorized and directed to execute such further documents, instruments and certificates and do such further things as may be necessary or proper to carry out the intent and purpose of this Resolution or any document herein authorized.

Section 7. Repeal of Inconsistent Resolutions. All prior resolutions, Resolutions or parts thereof inconsistent herewith are hereby repealed to the extent of such inconsistency.

Section 8. Effective Date. This Resolution shall take effect immediately.

**Seconded by Hector Nieves:**

**Roll Call:**

	<b>Item 4</b>
Dr. Gloria Bonilla-Santiago	YES
Mathew Goodwin	YES
Phoebe Haddon	YES
John Hall	YES
Cal Maradonna	YES
Heather Matuszewski-Burke	YES
Maria Miranda	YES
Hector Nieves	YES
Patricia Pena	ABS
Robert Ransom	YES
Omar Samaniego	YES
Melinda Sanchez	YES
Dr. Horacio Sosa	YES

**IV. LEAP/Cramer Hill LLC Reports:** Manny Delgado provided an update about the progress of the Bonilla-Santiago facility. The Board requested for him to provide a final detailed financial report at the November meeting.

**John Hall presented item 5 for approval:**

**A. Approval of Payment of Bills for the LEAP/Cramer Hill LLC**

**Item 5:** Resolved that the board approves the following payments under the LEAP Cramer Hill, LLC:

<b>Payee</b>	<b>Amount</b>
Ferguson	\$ 1,629.28
Camden County -Retail Food Permit	\$ 200.00
Camden County-Road Permit	\$ 350.00
Gloucester County Chamber Membership	\$ 275.00
Camden County Chamber Membership	\$ 385.00
Bonnie Maradonna – Reimbursement CC Fee	\$ 30.00
Camden County Treasurer	\$ 200.00
City of Camden – Road Open Permit	\$ 325.00
City of Camden – Taxes	\$ 20,250.61
City of Camden – Road Open Permit	\$ 675.00
Accredited Lock	\$ 14,269.00
Dynamism	\$ 14,827.56
Breaker Group	\$ 159,505.00
Makerbot	\$ 18,725.19

<b>Payee</b>	<b>Amount</b>
Midlantic	\$ 240.00
City of Camden- Taxes	\$ 97.92

**Seconded by Hector Nieves:  
Roll Call:**

	<b>Item 4</b>
Dr. Gloria Bonilla-Santiago	YES
Mathew Goodwin	YES
Phoebe Haddon	YES
John Hall	YES
Cal Maradonna	ABS
Heather Matuszewski-Burke	YES
Maria Miranda	YES
Hector Nieves	YES
Patricia Pena	YES
Robert Ransom	YES
Omar Samaniego	YES
Melinda Sanchez	YES
Dr. Horacio Sosa	YES

**V. Finance Committee Actions: John Hall presented items 6-11 for Board approval.**

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

**Item 6:** Whereas, the members of the LEAP Board of Trustees, voting on this resolution, have reviewed the Board Secretary's and Treasurer's Monthly Financial Reports for the periods ending June 30, 2015 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. Approval of Budget Transfers**

**Item 7:** Resolved that the Board approves budget transfers for June 2015 per the attached listing.

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

**Item 8:** Whereas, the Business Administrator certifies that there are sufficient funds to pay bills and

payroll for July and August 2015.

Therefore, be it resolved that the LEAP Academy University Charter School Board of Trustees authorizes payment of vouchers and payroll per the list attached.

**D. Award of Busing Contract**

**Item 9:** Resolved that the Board authorizes a contract with First Student Bus Company per bid results for courtesy busing services.

**E. Contracts**

**Item 10:** Resolved that the Board authorizes executing the following contracts:

<b>Vendor</b>	<b>Amount</b>	<b>Purpose</b>	<b>Account Code</b>
Bonnie Maradonna	\$12,000 (\$45/hour)	Contract extension through June 30, 2016	11-000-230-592-00-057
Rutgers Camden PD	\$526,914	Security Services	11-000-262-300-00-068
Schools Health Insurance Fund	No Cost	Cooperative Purchasing Agreement	NA
The Elex Group	\$365,708.23	Increase in lease commitment for furniture	12-000-400-721-00-082
Tilley Fire Equipment Company	\$838.00	Fire and Burglar Alarm Monitoring-Wilson Building	11-000-261-420-00-068
Camden County Commission	\$47,700	Speech Therapy Services	11-000-216-320-00-067
Camden County Commission	Occupation Therapy	\$4,000	11-000-216-320-00-067
Camden County Commission	Social Worker Services	\$31,800	11-000-219-320-00-067
Camden County Commission	Psychology Services	\$31,800	11-000-219-320-00-067
Camden County Commission	LDT/C Services	\$31,800	11-000-219-320-00-067
Camden County Commission	IEP Evaluations	\$11,520.00	11-000-219-320-00-067
Management and Evaluations Associates	Math PD	\$6,000	20-232-200-340-00
Management and Evaluation Associates	Math PD Services	\$61,500	20-233-200-340-00
Teach for America	Teacher Placement Services	\$3,000	TBD

**E. Grants**

**Item 11:** Resolved that the Board accepts the following actions related to grants:



<b>Grant</b>	<b>Action</b>
NJ Charter School Association	Acceptance of Arter charter Grant in the amount of \$10,000
NCLB Allocation	Amend of NCLB Title IA to reallocate funds from non-responsive Parent Program RFP to Benchmark Assessment PDI.

**Seconded by Hector Nieves.**

**Roll Call:**

	<b>Item 6</b>	<b>Item 7</b>	<b>Item 8</b>	<b>Item 9</b>	<b>Item 10</b>	<b>Item 11</b>
Dr. Gloria Bonilla-Santiago	YES	YES	YES Abstain on payments to Rutgers and Metz	YES	ABS	YES
Mathew Goodwin	YES	YES	YES	YES	YES	YES
Phoebe Haddon	YES	YES	YES Abstain on payments to Rutgers	YES	ABS	YES
John Hall	YES	YES	YES Abstain on payments to ABCO	YES	YES	YES
Cal Maradonna	YES	YES	YES Abstain on payments to Rutgers	YES	ABS	YES
Heather Matuszewski-Burke	YES	YES	YES	YES	YES	YES
Maria Miranda	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES
Patricia Pena	YES	YES	YES	YES	YES	YES
Robert Ransom	YES	YES	YES	YES	YES	YES
Omar Samaniego	YES	YES	YES	YES	YES	YES
Melinda Sanchez	YES	YES	YES	YES	YES	YES
Dr. Horacio Sosa	YES	YES	YES	YES	YES	YES

**VI. Personnel Committee: Patricia Pena presented items 12-25 for Board action.**

**A. Approval of New Positions Descriptions**

**Item 12:** Resolved that the board approves the position description for the following jobs:

- Teacher Coach- 12 month\
- Director, District Accountability, Grants and Compliance
- Director, Curriculum and Instruction

- Coordinator, Music and Band Programs
- Chief of Academic Innovation
- Lead Person
- Chief Operations Officer
- STEAM Specialist

**Item 13:** Resolved that the Board authorizes the following appointments:

<u>Name</u>	<u>Position</u>	<u>Start Date</u>	<u>Salary</u>	<u>Account Numbers</u>
George Golding (High School)	Teacher of English	24-Aug-15	\$50,500	11-140-100-101-04-043
Elizabeth Hill (Lower School - 1st Grade)	Elementary School Teacher: K-6	24-Aug-15	\$53,000	11-120-100-101-01-043
Frank Daviso (High School)	Teacher of English	24-Aug-15	\$49,000	11-140-100-101-04-043
John Durney (Middle School - 6th Grade)	Elementary School Teacher: K-6	24-Aug-15	\$50,500	11-130-100-101-02-043
Bridget Sutter (Lower School - 1st Grade)	Elementary School Teacher: K-6	24-Aug-15	\$49,000	11-120-100-101-01-043
Michael V. Burke (High School)	Teacher of Social Studies	24-Aug-15	\$50,500	11-140-100-101-04-043
Sav Enna Gutierrez (Middle School Gr. 4-6)	Teacher of Spanish	31-Aug-15	\$52,000	11-120-100-101-02-043
Dyette Brown (High School)	Teacher of English	27-Aug-15	\$52,000	11-140-100-101-04-043
Davena Fisher (4th Grade)	Elementary School Teacher: K-6	24-Aug-15	\$49,500	11-120-100-101-02-043
Erin Gartland (Middle School - 7th Grade)	Teacher of English	25-Aug-14	\$50,500	11-130-100-101-03-043
Yvonne Pulliam	Instructional Assistant	8-Sep-15	\$22,000	20-233-100-101-IA
Tameka Matthews (District)	Director of District Accountability, Grants & Compliance	9-Sep-15	\$112,000	11-000-240-110-00-052
Mary Rosemiller (High School)	Teacher of Chemistry	9-Sep-15	\$60,000	11-140-100-101-04-043
Britney McLeod (Lower School -2nd Grade)	Elementary School Teacher: K-6	9-Sep-15	\$50,500	11-120-100-101-01-043
Sarah Sabado	Instructional Assistant	25-Aug-15	\$21,000	20-233-100-101-IA
Heather Phillips (Lower School - 2nd Grade)	Elementary School Teacher: K-6	27-Aug-15	\$50,500	11-120-100-101-01-043
Justine Cuneo (Lower School - 3rd Grade)	Elementary School Teacher: K-6	24-Aug-15	\$50,500	11-120-100-101-01-043
Amanda Gossenberger (Lower School - 2nd grade)	Elementary School Teacher: K-6	28-Aug-15	\$49,000	11-120-100-101-01-043
Cristina Burrows (Middle School - 8th Grade)	Elementary School Teacher: K-6	24-Aug-15	\$49,500	11-130-100-101-03-043
Carlos Mattei	Director of the FabLab	17-Aug-15	\$75,000	11-000-240-110-00-052
Elizabeth Class	STEAM Specialist/ Coordinator of PRAC	24-Aug-15	\$50,000	11-000-240-110-00-052

<u>Name</u>	<u>Position</u>	<u>Start Date</u>	<u>Salary</u>	<u>Account Numbers</u>
Oscar Rivera	Coordinator of Music - Band	24-Aug-15	\$49,000	11-000-240-110-00-052
Nichole Carr (Lower School -2nd Grade)	Elementary School Teacher: K-6	29-Sep-15	\$60,000	11-120-100-101-01-043
Jessica Refsnider	Special Education Teacher	29-Sep-15	\$49,000	20-258-100-101-00
Manuel Delgado	Chief Operations Officer	1-Oct-15	\$132,000	11-000-240-104-00-052
Ivelys Figueroa	Chief of Academic Innovation	13-Oct-15	\$100,000	11-000-240-110-00-052
Robert S. Hammond, III (Lower School)	Long-Term Substitute Teacher of Health & PE	24-Aug-15	\$245/day	11-190-100-101-06-043
Jennifer Mooney (Middle School - 7th Grade)	Long-Term Substitute MS Mathematics Teacher	24-Aug-15	\$245/day	11-190-100-101-06-043

### C. Approval of Part-Time Employment

**Item 14:** Resolved that the Board approves the following individuals for part-time employment:

<u>Name</u>	<u>Assignment</u>	<u>Effective Day</u>	<u>Compensation</u>	<u>Account Numbers</u>
Regalada Gonzalez	P/T Custodian	17-Jul-15	\$10.00/hour	11-000-262-110-CL-066
Julissa Cruz	P/T Custodian	15-Oct-15	\$10.00/hour	11-000-262-110-CL-066
Mariana Rojas	P/T Custodian	1-Sep-15	\$10.00/hour	11-000-262-110-CL-066
Sylvia Hunt	Enrollment Application Assistance	15-Jul-15	\$15/hour	11-000-211-110-00-066
Josh Verrill	IT Assistance	August 19 - 28, 2015	\$15/hour	11-000-252-110-00-052
Brianne Miller	Substitute Teacher	16-Sep-15	\$14/hour	11-190-100-101-06-043
Karen Minott	P/T Nurse Documentation Reporting	August 13 -21, 2015	\$30/hour	11-000-213-104-XD-066

### D. Extra Compensation

**Item 15:** Resolved that the Board approves extra compensation for the following staff based on special assignments:

<u>Name</u>	<u>Assignment</u>	<u>Effective Day</u>	<u>Compensation</u>	<u>Account Numbers</u>
Beverly Johnson	Parent Trip Assistance	27-Jun-15	\$150/day	96-990-320-110-00
Lidia Rivera	Parent Trip Assistance	27-Jun-15	\$150/day	96-990-320-110-00
Griseida DeJesus	Breakfast Assistance/Bus Duty	26-Aug-15	\$15/hour	11-000-262-107-00-066
Joan Rodriguez	Breakfast Assistance/Bus Duty	26-Aug-15	\$15/hour	11-000-262-107-00-066
Valencia Sellers	Breakfast Assistance	26-Aug-15	\$15/hour	11-000-262-107-00-066
Angelica Rivera	Breakfast Assistance	26-Aug-15	\$15/hour	11-000-262-107-00-066
Sarah Sabado	Breakfast Assistance	26-Aug-15	\$15/hour	11-000-262-107-00-066

<u>Name</u>	<u>Assignment</u>	<u>Effective Day</u>	<u>Compensation</u>	<u>Account Numbers</u>
Yvonne Pulliam	Breakfast Assistance	8-Sep-15	\$15/hour	11-000-262-107-00-066

**E. Co-Curricular Appointments**

**Item 16:** Resolved that the Board approves the following appointments for Co-Curricular Assignments:

<u>Name</u>	<u>Assignments</u>	<u>Term</u>	<u>Stipend</u>	<u>Account Numbers</u>
Crystal Piro	Girls Volleyball	Fall 2015	\$5,000	11-402-100-101-12-043
Crystal Piro	Boys Volleyball	Spring 2016	\$5,000	11-402-100-101-12-043
Elizabeth Lipinski	Cheerleading	Fall 2015	\$5,000	11-402-100-101-12-066
Ted Evans	Varsity Girls Basketball	Fall 2015	\$7,000	11-402-100-101-12-066
Raymond Rossi	Varsity Boys Baseball	Spring 2016	\$7,000	11-402-100-101-12-066
Matt Steen	Junior Varsity Baseball Coach	Spring 2016	\$3,000	11-402-100-101-12-066
Michael DiNuova	Varsity Girls Softball Coach	Spring 2016	\$7,000	11-402-100-101-12-066
Christine Cavallo	Junior Varsity Softball Coach	Spring 2016	\$3,000	11-402-100-101-12-066
Stephanie DePew	Yearbook	Fall 2015	\$1,000	11-402-100-101-12-066

**F. Teachers Pay for Performance Increments**

**Item 17:** Resolved that the Board approves the following teachers salaries based on the school's performance based compensation program:

<u>Name</u>	<u>Position</u>	<u>Salary for 2015-16</u>	<u>Account Numbers</u>
Abreu, Helen	Kindergarten	\$52,099	11-110-100-101-01-043
Algarin, Alexandra	Middle School (4th Grade)	\$52,855	11-120-100-101-02-043
Allison, Nurcihan	ESL	\$52,787	11-240-100-101-01-043
Aspenburg, Stephanie	Middle School (6th Grade)	\$64,553	11-130-100-101-02-043
Aydin, Gizell	3rd Grade	\$55,996	11-120-100-101-01-043
Ayres, Amir	Middle School Social Studies	\$50,968	11-130-100-101-03-043
Barton, Jesse	Art (High School)	\$59,836	11-140-100-101-04-043
Blackman, Daniel	Financial Literacy (High School)	\$53,056	11-140-100-101-04-043
Bower, Daniel	Middle School Science	\$51,628	11-130-100-101-03-043
Brown, Angela	Kindergarten	\$51,065	11-110-100-101-01-043
Brownstein, Steven	Biology (High School)	\$51,941	11-140-100-101-04-043
Coccia, Renee	Music (Lower School)	\$62,685	11-120-100-101-01-043

<b>Name</b>	<b>Position</b>	<b>Salary for 2015-16</b>	<b>Account Numbers</b>
Burlage, Kristen	Special Education	\$58,776	11-213-100-101-01-043
Butterworth, Glen	Middle sShool Mathematics	\$50,836	11-130-100-101-03-043
Cameron, Robert	Special Education	\$57,177	20-258-100-101-00
Caraballo, Jessica	3rd Grade	\$64,104	11-120-100-101-01-043
Cavallo, Christine	Health & PE (High School)	\$51,131	11-140-100-101-04-043
Chrzanowski, Christina	1st Grade	\$50,883	11-120-100-101-01-043
Ciesielski, Dana	Middle school (6th Grade)	\$69,087	11-130-100-101-02-043
Clark, Catherine	2nd Grade	\$73,189	11-120-100-101-01-043
Cloherty, Melissa	Kindergarten	\$53,255	11-110-100-101-01-043
Covington, Shannon	Health & PE (Lower School)	\$51,071	11-120-100-101-01-043
Crump, Alicia	Health & PE (Middle School)	\$56,598	11-120-100-101-03-043
Datiz, Stephanie	1st Grade	\$51,334	11-120-100-101-01-043
Depew, Stephanie	English (High School)	\$50,736	11-140-100-101-04-043
DiNuova, Michael	Health & PE (Middle School)	\$62,343	11-120-100-101-03-043
Dunlap, Andrea	Social Studies (High School)	\$55,234	11-140-100-101-04-043
Evans, Edward	Middle School Social Studies	\$65,022	11-130-100-101-03-043
Ferrara, Lauren	Middle School (5th Grade)	\$50,980	11-120-100-101-02-043
Fulton, Amanda	Special Education	\$54,042	11-213-100-101-01-043
Gibbs, Maureen	Middle School (5th Grade)	\$83,938	11-120-100-101-02-043
Godard, Katurah	Technology (Middle School)	\$66,757	11-130-100-101-02-043
Green, Marie	Middle School (5th Grade)	\$67,700	11-120-100-101-02-043
Heaney, Kristen	Middle School Mathematics	\$53,439	11-120-100-101-02-043
Heaney, Patrick	Middle School Mathematics	\$55,103	11-120-100-101-02-043
Jabbour, Christopher	Math (High School)	\$53,245	11-140-100-101-04-043
Klinke, Ana	Spanish (Middle School)	\$49,572	11-120-100-101-02-043
Kogan, Julia	Special Education	\$66,673	11-213-100-101-01-043
Lipinski, Elizabeth	Special Education	\$51,103	11-213-100-101-01-043
Long, Debra	Middle School (4th Grade)	\$55,329	11-120-100-101-02-043
Lyon, Marguerite	Reading Specialist	\$59,508	11-424-100-179-01-043
Maenner, Nicole	Middle School (4th Grade)	\$66,036	11-120-100-101-02-043
Marino, Richard	Health & PE (Middle School)	\$59,043	11-130-100-101-03-043
Maute, Jessica	2nd Grade	\$50,793	11-120-100-101-01-043
Meehan, Catherine	Math (High School)	\$52,498	11-140-100-101-04-043
Meslar, Christine	3rd Grade	\$56,504	11-120-100-101-01-043
Milewski, Amanda	Special Education	\$55,325	11-213-100-101-01-043
Miller, Alyssa	English (High School)	\$50,926	11-140-100-101-04-043
Monte, Melvin	Math (High School)	\$52,231	11-140-100-101-04-043
Mormello, Douglas	Social Studies (High School)	\$52,621	11-140-100-101-04-043
Oakes, Brittany	3rd Grade	\$53,352	11-120-100-101-01-043
Panvini, Maria	Theater	\$53,172	11-140-100-101-04-043
Pearson, Carole	Read 180	\$66,495	20-233-100-101-00

<u>Name</u>	<u>Position</u>	<u>Salary for 2015-16</u>	<u>Account Numbers</u>
Perez, Siomara	Spanish (High School)	\$72,724	11-140-100-101-04-043
Perrine, Kristen	Middle School (4th Grade)	\$50,901	11-120-100-101-02-043
Perrone, Anna Marie	Middle School (5th Grade)	\$53,177	11-120-100-101-02-043
Phillip, Amanda	Health & PE (High School)	\$51,212	11-140-100-101-04-043
Phillips, Jeffrey	Art (Lower School)	\$64,965	11-120-100-101-01-043
Piro, Crystal	Biology (High School)	\$53,511	11-140-100-101-04-043
Quraishi, Neelum	Special Education (Lower School)	\$51,131	20-258-100-101-00
Redmond, Helen	Financial Literacy (High School)	\$72,225	11-140-100-101-04-043
Rocco, Elise	Middle School (4th Grade)	\$54,589	11-120-100-101-02-043
Rosa, Daisy	English (High School)	\$51,585	11-140-100-101-04-043
Rossi, Raymond	Social Studies (High School)	\$65,223	11-140-100-101-04-043
Saed, Shirley	Middle School (5th Grade)	\$57,307	11-120-100-101-02-043
Scheuren, Jessica	Theater	\$52,373	11-140-100-101-04-043
Singh, Simrit	Kindergarten	\$50,440	11-110-100-101-01-043
Smith, Randy	Biology (High School)	\$80,859	11-140-100-101-04-043
Smulkis, John	Health & PE (Middle School)	\$79,104	11-130-100-101-03-043
Speart, Nina	Art (Middle School)	\$63,550	11-130-100-101-03-043
Stahl, Marissa	Dance	\$53,633	11-140-100-101-04-043
Steen, Matthew	Middle School (5th Grade)	\$51,050	11-120-100-101-02-043
Tepperman, Melissa	Music (High School)	\$51,728	11-140-100-101-04-043
Tran, Jennifer	1st Grade	\$52,836	11-120-100-101-01-043
Unverhau, Robin	ESL	\$51,174	11-240-100-101-01-043
Vasilakis, Lissel	Spanish (Lower School)	\$52,854	11-120-100-101-01-043
Vasquez, Silvia	Middle School Mathematics	\$52,825	11-130-100-101-03-043
Williams, Afton	3rd Grade	\$53,992	11-120-100-101-01-043
Wilson, Chanelle	English (High School)	\$55,189	11-140-100-101-04-043

### **G. Principals Pay for Performance Increments**

**Item 18:** Resolved that the Board approves the following principals salaries based on the school's performance based compensation program:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary for 2015-16</u>	<u>Account Numbers</u>
Calixto, Jorge	Principal (Grades 7-9)	1-Jul-15	\$104,202	11-000-240-103-03-052
Dunlap, Barbara	Principal (Grades 4-6)	1-Jul-15	\$92,841	11-000-240-103-02-052
Ruiz, Nancy	Principal (Grades 10-12)	1-Jul-15	\$107,005	11-000-240-103-04-052
Veguilla, Jovita	Principal (Grades K-3)	1-Jul-15	\$95,990	11-000-240-103-01-052

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>	<u>Salary for 2015-16</u>	<u>Account Numbers</u>
Charles Benito	Principal, Data & Assessment	1-Jul-15	\$90,914	11-000-240-103-02-052

#### H. Teacher Exemplary Leadership Bonuses – 2014-2015

**Item 19:** Resolved that the Board approves the following exemplary leadership bonuses for work performed during the 2014-2015 school year:

<u>Name</u>	<u>Amount</u>	<u>Account Numbers</u>
Angela Brown	\$490	11-190-100-101-PC-043
Kristin Burlage	\$563	11-190-100-101-PC-043
Marie Green	\$975	11-190-100-101-PC-043
Julia Kogan	\$640	11-190-100-101-PC-043
Marguerite Lyon	\$570	11-190-100-101-PC-043
Amanda Milewski	\$530	11-190-100-101-PC-043
Nina Speart	\$912	11-190-100-101-PC-043
Jennifer Tran	\$456	11-190-100-101-PC-043
Robin Unverhau	\$368	11-190-100-101-PC-043
Lissel Vasilakis	\$507	11-190-100-101-PC-043

#### I. Salary adjustments

**Item 20:** Resolved that the board approves the following salary adjustments as recommended by the school administration:

<b><u>Salary Adjustment Due To Title Change/Adjustment in Duties</u></b>				
<u>Name</u>		<u>Effective Day</u>	<u>Adjusted Salary</u>	<u>Account Numbers</u>
Janice Strigh	Lead Person	1-Jul-15	\$135,000	11-000--240-104-00-052
Yvette Hernandez	Director of Curriculum & Instruction	1-Oct-15	\$95,000	11-000-221-176-00-066
<b><u>Salary Adjustment Due To Position Going From 11 month to 12 month position</u></b>				
<u>Name</u>	<u>Position</u>	<u>Effective Day</u>	<u>Adj Annualized Salary</u>	<u>Account Numbers</u>
Fiordimondo, Michelle	Teacher Coach	1-Aug-15	\$84,273	20-233-100-176-00
Orlina, Maria	Teacher Coach	1-Aug-15	\$73,036	11-000-221-176-00-066
<b><u>Adjustment in Salary</u></b>				
Karen Minott	Lead School Nurse	25-Aug-14	\$67,000	11-000-213-104-02-066

## J. Teacher/Staff Attendance Incentive Program

**Item 21:** Resolved that the board approves payment of attendance incentive stipends based on the Board approved Attendance Incentive Program:

<b>Name</b>	<b>Day Category</b>	<b>Incentive</b>	<b>Account Code</b>
Barton, Jesse	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
Benito, Charles	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-190-100-101-XD-043
Blackman, Daniel	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
Brown, Angela	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-190-100-101-XD-043
Brown, Angela	Sick Day	\$500 for No Sick Days Used	11-190-100-101-XD-043
Brownstein, Stephen	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-190-100-101-XD-043
Calixto, Jorge	Sick Day	\$500 for No Sick Days Used	11-190-100-101-XD-043
Calixto, Jorge	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-000-240-110-XD-053
Cavallo, Christine	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-190-100-101-XD-043
Covington, Shannon	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
DePetris, Anthony	Sick Day	\$500 for No Sick Days Used	11-000-251-110-XD-053
Dunlap, Barbra	Sick Day	\$300 for 1 Sick Day Used	11-000-240-110-XD-053
Fitzpatrick, Kimberly	Sick Day	\$500 for No Sick Days Used	11-000-251-110-XD-053
Heaney, Patrick	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
Hunt, Sylvia	Sick Day	\$500 for No Sick Days Used	11-000-270-110-XD-066
Johnson, Beverly	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-000-251-110-XD-053
Johnson, Beverly	Sick Day	\$500 for No Sick Days Used	11-000-251-110-XD-053
Klinke, Ana	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-190-100-101-XD-043
Lipinski, Elizabeth	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-190-100-101-XD-043
Meehan, Catherine	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-190-100-101-XD-043



<b>Name</b>	<b>Day Category</b>	<b>Incentive</b>	<b>Account Code</b>
Milewski, Amanda	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
Monte, Melvin	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-190-100-101-XD-043
Monte, Melvin	Sick Day	\$300 for 1 Sick Day Used	11-190-100-101-XD-043
Ortiz, Jose	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-000-262-110-XD-066
Otero, Luz	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-000-262-110-XD-066
Pearson, Carole	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-190-100-101-XD-043
Perrine, Kristen	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-190-100-101-XD-043
Phillips, Jeffrey	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
Pierre-Jacques, Stevenson	Sick Day	\$500 for No Sick Days Used	11-000-252-110-XD-052
Rivera, Lidia	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-000-251-110-XD-053
Rivera, Lidia	Sick Day	\$500 for No Sick Days Used	11-000-251-110-XD-053
Roberts, Marchelle	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-000-218-110-XD-066
Roman-Colon, Michelle	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-000-240-110-XD-053
Roswell, Richard	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-000-262-110-XD-066
Roswell, Richard	Sick Day	\$500 for No Sick Days Used	11-000-262-110-XD-066
Saed, Shirley	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
Sanchez, Ioaki	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-000-218-110-XD-066
Torres, Gina	Sick Day	\$300 for 1 Sick Day Used	11-000-240-110-XD-053
Unverhau, Robin	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
Vasilakis, Lissel	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days	11-190-100-101-XD-043
Vasquez, Sylvia	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-190-100-101-XD-043
Veguilla, Jovita	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days	11-000-240-110-XD-053
Veguilla, Jovita	Sick Day	\$500 for No Sick Days Used	11-000-240-

Name	Day Category	Incentive	Account Code
			110-XD-053
Verrill, Kenneth	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day	11-000-251-110-XD-053
Verrill, Kenneth	Sick Day	\$500 for No Sick Days Used	11-000-251-110-XD-053

### K. Terminations/Resignations

**Item 22:** Resolved that the Board authorizes the following terminations/resignations:

Resignations	Position	Effective Day
Jaleesa Briggs Sampson	Teacher of Mathematics	31-Jul-15
Danielle Barbato	Elementary School Teacher: K-6	31-Jul-15
James Kehler	Special Education Teacher	14-Aug-15
Casey Swann	Elementary School Teacher: K-6	14-Aug-15
Carmen Ubarry-Rivera	Coordinator of Character Education, K-6	17-Aug-15
Ariselys Rolon-Cruz	Vice Principal	21-Aug-15
Scott Laska	Director of Visual & Performing Arts	5-Sep-15
Marissa Stahl	Teacher of Dance	2-Nov-15
Natalie Ortiz	P/T Custodian	30-Sep-15

### L. Leaves of Absence

**Item 23:** Resolved that the Board approved leaves of absences actions as follows:

Leaves	
Stephanie Aspenburg (Return From Leave)	24-Aug-15
Jennifer Tran (FMLA, NJ FLA)	1-Dec-15
Stephanie Depew (FMLA, NJ FLA)	4-Jan-16

### M. Mentoring Assignments

**Item 24:** Resolved that the Board approves the following mentoring assignments:

<u>Novice Teacher</u>	<u>Mentor</u>
Erin Gartland	Amanda Milewski
Jennifer Mooney	Amanda Milewski
Michael Burke	Dana Ciesielski
Robert Hammond, III	Michael DiNuova
Amanda Gossenberger	Jessica Caraballo
Heather Phillips	Lissel Vasilakis
Helen Uttarotai	Carole Pearson
Bridget Sutter	Jessica Caraballo
Mary Rosemiller	Crystal Piro
Michael Rhea	Jeffrey Phillips

<b><i>Novice Teacher</i></b>	<b><i>Mentor</i></b>
Kaleena Torres	Angela Brown
Britney McLeod	Lissel Vasilakis
Sarah Pickell	Stephanie Aspenburg
Daniel Klehamer	Ted Evans
Drew Favat	Jeffrey Phillips
Jessica Dixon	Marie Green
Jeffrey Chiusano	Crystal Piro
Sav Enna Gutierrez	Siomara Perez
John Durney	Ted Evans
Cristina Burrows	Patrick Heaney
Ana Klinke	Siomara Perez
Amy Pekarchik	Stephanie Aspenburg

**N. Compensation for teachers for One-Day of Work**

**Item 25:** Resolved the board authorizes payment of one day of work for teachers that reported to the school on August 24, 2015 and sets aside \$17,700 to cover this cost.

**Seconded by Dr. Horacio Sosa.**

**Roll Call:**

	<b>Item 12</b>	<b>Item 13</b>	<b>Item 14</b>	<b>Item 15</b>	<b>Item 16</b>	<b>Item 17</b>	<b>Item 18</b>	<b>Item 19</b>	<b>Item 20</b>	<b>Item 21</b>	<b>Item 22</b>	<b>Item 23</b>	<b>Item 24</b>	<b>Item 25</b>
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Mathew Goodwin	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Phoebe Haddon	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
John Hall	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Cal Maradonna	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Heather Matuszewski-Burke	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Maria Miranda	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Patricia Pena	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Robert Ransom	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Omar Samaniego	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Melinda Sanchez	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Horacio Sosa	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

**VII. Curriculum Committee: Yvette Hernandez presented an update report on curriculum and instruction issues.**

**Dr. Horacio Sosa presented items 26-33 for Board action.**

**A. Curriculum**

- **Approval of New Courses**

**Item 26:** Resolved that the board approves the following courses:

- Industrial design
- African American History
- Latin American History

- **Special Education**

**Item 27:** Resolved that the Board approves the Special Education Plan as submitted by the Director of Special Education.

- **ESL Plan**

**Item 28:** Resolved that the Board approves the ESL Plan as prepared by the Director of ESL Program.

- **School Calendar**

**Item 29:** Resolved that the board approves the revised School calendar as presented.

**B. Professional Development Plan**

**Item 30:** Resolved that the Board approves the Professional Development Plan as prepared by the Director of Curriculum and Instruction and her instructional team.

**C. Field Trips**

**Item 31:** Resolved that the Board approves field trips as recommended by the administration and reviewed by the Curriculum Committee

**D. College Access**

- **Dual College Enrollment**

**Item 32:** Resolved that the board approves participation of the following students in dual enrollment courses for the fall 2015.

**Seconded by Hector Nieves. AYES: 13 NAYS: 0 ABS: 0**

Dr. Sosa acknowledged the great work of Mr. Tirico with the development of the Special Education Plan.

**VIII. Administrative and Operational Reports (Janice Strigh, COO):** Janice Strigh provided update

reports for the areas below:

- A. Student Discipline/Annual HIB**
- B. Fire Drills**
- C. Specialized Trainings**

**Dr. Horacio Sosa presented item 33 for Board action:**

**Item 33:** Resolved that the Board authorizes participation of staff on specialized training as provided by the COO and included with this board packet.

**Seconded by Maria Miranda. AYES: 13 NAYS: 0 ABS: 0**

#### **XI. Public Comment**

Maria Miranda presented a motion to open the meeting to the public for comment.

**Seconded by Patricia Pena. AYES: 13 NAYS: 0 ABS: 0**

1) A former teacher, Mr. Collura inquired about the status of the hiring of a basketball coach. Dr. Santiago indicated that the administration is in the process of making a selection.

#### **XII. Adjournment**

Cal Maradonna presented a motion to adjourn.

**Seconded by Phoebe Haddon. AYES: 13 NAYS: 0 ABS: 0**

Meeting adjourned at 6:55 pm

Respectfully Submitted,

Wanda Garcia  
Board Liaison