

LEAP ACADEMY CHARTER SCHOOL
Board of Trustees Meeting
September 18, 2014
MINUTES

Meeting was called to order by Dr. Gloria Bonilla-Santiago at 6:04 p.m.

Attendance:

Present:

Danielle Askew
Dr. Gloria Bonilla-Santiago
Heather Matuszewski
Maria Miranda
Hector Nieves
Patricia Pena
Dr. Benedetto Piccoli
Melinda Sanchez
Mary Sheil
Jennifer Young

Excused:

Marleen Gonzalez
Phoebe Haddon
John Hall
Cal Maradonna
Brenda Ortiz
Robert Ramson
Dr. Raymond Yannuzzi

Staff Present

Evelyn Nunez, Chief Academic Officer
Janice Strigh, Chief Academic Officer/Lead Person
Ken Verrill, Chief Financial Officer/SBA
Wanda Garcia, Board Liaison

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

Dr. Santiago opened the meeting by welcoming trustees, staff and members of the public. She indicated that the meeting was announced and advertised in accordance with the Public Meetings Act. A Public Notice was published in the Courier Post. Further, she indicated that a period for public comment would be provided at the end of the business portion of the meeting.

II. Approval of Minutes of July 29, 2014: Maria Miranda presented the following resolution:

Item 1: Resolved that the Board of Trustees approves the minutes of the meeting of July 29, 2014 as

prepared by Wanda Garcia, Board Liaison.

Seconded by Heather Burke.

AYES: 9

NAYS: 0

ABS: 0

I. Chairperson's Report

- A. Introduction of New Board Member:** Dr. Santiago introduced Melinda Sanchez and welcomed her to the Board, as the newest public member. Ms. Sanchez is the President of the Cramer Hill Development Corporation and brings extensive experience in community development.
- B. LEAP Enrollment Maps:** Dr. Santiago shared with the Board GIS Maps showing the communities LEAP children reside on. Maps were provided for enrolled students, students in the Waiting List and a combined map. Maps will be uploaded on school's website.
- C. Alfredo Santiago Scholarship Fund Annual:** Information about the upcoming Gala was provided. Simmy Kumar is the staff person coordinating the event and she provided every member with materials and a challenge to cultivate 5 people for a contribution. Event is on December 12, 2014.
- D. Appointment of Medical Inspector:** Dr. Santiago indicated that due to complications processing agreements, Dr. Heaton has not been able to serve as Medical Inspector. In the essence of expediency, Dr. Westerberg has agreed to resume this role. Brenda Ortiz presented the following resolution:

Item 2: Resolved that the Board appoints Dr. Dyanne Westerberg as Medical Inspector for the LEAP Academy for the 14-15 School Year.

Seconded by Patricia Pena.

AYES: 10

NAYS: 0

ABS: 0

IV. Resolutions for LEAP/Cramer Hill LLC: Patricia Pena presented items 3-6 for Board approval:

A. Officers

Item 3: The LEAP Academy University undersigned, being the sole member of LEAP Cramer Hill, LLC, a New Jersey limited liability company (the "**Company**"), hereby consents to the adoption of the following resolutions without the necessity of a meeting:

FORMATION MATTERS

NOW, THEREFORE, BE IT RESOLVED, that any actions taken by the President, Vice President, Secretary, Assistant Secretary Treasurer and Chief Financial Officer acting on behalf of the Company as an Authorized Person, are hereby authorized, ratified, approved and adopted in all respects; and be it

FURTHER RESOLVED, that the Member and the Company adopt the limited liability company agreement ("**LLC Agreement**") attached as **EXHIBIT A**. Terms

used herein and not otherwise defined shall have that definition provided in the LLC Agreement.

APPOINTMENT OF MANAGER

NOW, THEREFORE, BE IT RESOLVED, that the following is hereby confirmed as the manager of the Company:

LEAP Academy University Charter School, Inc.

APPOINTMENT OF OFFICERS

RESOLVED FURTHER, that the following individuals are appointed to the office opposite their names to serve in accordance with the LLC Agreement or until their respective successors are elected and have qualified or until their earlier death, resignation or removal:

Gloria Bonilla-Santiago	President
Wanda Garcia	Secretary
Ken Verrill	Treasurer

OMNIBUS RESOLUTIONS

RESOLVED FURTHER, that any and all actions heretofore or hereafter taken by the manager and officers of the Company within the terms of any of the foregoing resolutions are hereby ratified and confirmed as the act and deed of the Company.

RESOLVED FURTHER, that each of the officers of the Company are hereby authorized and directed to execute and deliver any and all documents and to take such other actions as he or she deems necessary, advisable, appropriate to carry out this purposes and intent, but within the limitations, of the foregoing resolutions.

RESOLVED FURTHER, that these resolutions be filed with the Secretary of the Company.

GENERAL AUTHORIZATION

RESOLVED, that the manager be, and hereby is, authorized and empowered, in the name of and on behalf of the Company, to negotiate, execute, seal, file, deliver and carry out such other agreements, certificates, instruments and documents, and to take such steps and perform such acts, as may in manager's judgment be necessary, incidental or convenient to the implementation of the transactions contemplated by or in furtherance of any of the foregoing resolutions, and any such agreements, certificates, instruments or documents executed and delivered, or acts taken by manager, shall be conclusive evidence of manager's authority in doing so, and that the

Company hereby ratifies and confirms any and all actions heretofore or hereafter taken by manager in implementation of the foregoing resolutions; and further

RESOLVED, that the omission from the foregoing resolutions of any agreement or other arrangement contemplated by any of the agreements or instruments described in the foregoing resolutions or any action to be taken in accordance with any requirement of any of the agreements or instruments described in the foregoing resolutions shall in no manner derogate from the authority of the managers, or any of them, to take all actions necessary, desirable, advisable or appropriate to consummate, effectuate, carry out or further the transactions contemplated by or in furtherance of any of the foregoing resolutions; and further

RESOLVED, that all acts and deeds of any manager or authorized person taken prior to the date hereof to carry out the intent and accomplish the purposes of the foregoing resolutions are hereby approved, adopted, ratified and confirmed in all respects as the acts and deeds of the Company.

B. Approval of Contract for Services

Item 4: Resolved that the Board approves a contract with Rutgers University-CLC for the provision of Owner’s Representation Services, Facilities management and Real Estate Management to be executed under the LEAP Cramer Hill, LLC and funded through bon proceeds in the amount not to exceed \$200,000 with an ending date of June 30, 2015.

C. Status of Wilson Building Renovation

1. Construction
2. Bonds

D. 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:

Payee	Amount
AT&T	\$ 301.19
Advanced Management	\$ 220.00
Asbestos and Mold	\$ 3,950.00 + \$50,000 for second phase
Aireko TCS	\$243,365.07 – First payment
Aireko TCS	\$ 73,125.36 – Second payment

E. Approval of Contracts – Wilson Building

Item 6: Resolved that the Board of Trustees approves the following contract for various services and purchasing of equipment for the Wilson Building:

<u>Vendor</u>	<u>Purpose</u>	<u>Amount</u>
Simplex	Labor and materials to provide PE	\$8,000.00

	sealed shop drawings for sprinkler system	
Simplex	Security System Design and Documentation	\$16,590.00
Fitness Lifestyles	Fitness Equipment	\$35,086.75
MakerBot	FabLab Equipment	\$34,920.00
	Tables	\$10,000.00

Seconded by Maria Miranda.

Roll Call:

	Item 3	Item 4	Item 5	Item 6
Danielle Askew	YES	YES	YES	YES
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES
Heather Matuszewski-Burke	YES	YES	YES	YES
Maria Miranda	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES
Patricia Pena	YES	YES	YES	YES
Dr. Benedetto Piccoli	YES	YES	YES	YES
Melinda Sanchez	YES	YES	YES	YES
Mary Sheil	YES	YES	YES	YES

V. **Report from Public Affairs Firm – Winning Strategies:** Jim McQueeney provided a verbal and written report about the activities of Winning Strategies with media exposure and management.

VI. Parent Affairs

1) **Report** – Brenda Ortiz provided an update report from the Parents Council. She indicated that the Parents Council is been activated and every grade level will have parents representing them on the larger Parents Council. The parents serving on the board serve as the executive Committee of the Council. A schedule of events is already on the school’s website.

VII. Finance Committee Actions

A. **Risk Management Update** – Viviana Campanaro provided an update. The Board requested for the items related to Fire Drills presented by Viviana Campanaro to be addressed immediately and for a resolution update be sent for the Board.

Hector Nieves presented items 7-14 for Board approval.

B. Approval of Board Line Item Status Report

Item 7: 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, 2014 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 Expenditure Report/Bill List

Item 8: Whereas, the Business Administrator certifies that there are sufficient funds to pay bills and payroll for August and September 2014.

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

C. Approval of Budget Transfers

Item 9: Resolved that the Board approves budget transfers for June 2014 per the attached listing.

D. Service Contracts

Item 10: Resolved that the Board approves the following contracts:

Vendor	Purpose	Amount
Barbara Williams	Child Study Team Services	Psychological Evaluation with Eligibility Meeting - \$360 Psychoeducational Evaluation with Eligibility Meeting - \$710 Evaluation Plan Meeting - \$75 Case Review with Evaluation and Eligibility Meeting - \$125 Consultation - \$75
Laura Monahon	Child Study Team Services	Psychological

Vendor	Purpose	Amount
		Evaluation with Eligibility Meeting - \$360 Psychoeducational Evaluation with Eligibility Meeting - \$710 Evaluation Plan Meeting - \$75 Case Review with Evaluation and Eligibility Meeting - \$125 Consultation - \$75
Barbara Reeves	Child Study Team Services	Learning Evaluation with Eligibility Meeting - \$360 Evaluation Plan Meeting - \$75 Case Review with Evaluation and Eligibility Meeting - \$125 Consultation - \$75
Nancy Oberlander	Child Study Team Services	Social History Evaluation with Eligibility Meeting - \$360 Evaluation Plan Meeting - \$75 Case Review with Evaluation and Eligibility Meeting - \$125 Consultation - \$75
Commission for the	Services for Student (F.H.)	\$1,800

Vendor	Purpose	Amount
Blind and Visually Impaired		
First Student, Inc.	Transportation Services (renewal)	\$29,490
Rydus, Inc.	Transportation Services (renewal)	\$70,776
Safety Bus Services, Inc.	Transportation Services (renewal)	\$26,438
GenServe	Standby Power Maintenance Agreement (service contract for generators)	\$1,295.00
Rutgers-Camden Police Department	Security	\$579,800
Management and Evaluation Associates	Mathematics PDI	\$35,000
Kimberly Lebak	Teaching Strategies PDI and Coaching	\$35,000
Winning Strategies	Public Relations/Communications	
Susan Ostrich	Professional Development - Balanced Literacy	

E. Acceptance of Grant Allocations for 2014-2015

Item 11: Resolved that the Board approves the revised budgets for the following allocations for 2014-2015, as provided by the administration:

1. ESEA NCLB Title IA: \$1,082,940

F. NCLB Funded Salaries

Item 12: Resolved that the Board approves the following salaries to be charged to NCLB funds:

Name	Salary Amount	Account Code
Michelle Fiordimondo	\$ 75,000.00	20-232-100-101-00
Carole Pearson	\$ 59,250.00	20-232-100-101-00
Carol Finer	\$ 64,720.00	20-232-100-101-00
Nancy Malone	\$ 65,000.00	20-232-100-101-00
Ana Klinke	\$ 21,420.00	20-232-100-101-IA
Vanessa Cruz	\$ 21,000.00	20-232-100-101-IA
Angelica Rivera	\$ 21,420.00	20-232-100-101-IA
Valencia Sellers	\$ 21,420.00	20-232-100-101-IA

G. Approval for Public Bid

Item 13: Resolved that the Board authorized the CFO to release bid specifications for tutoring services

for 2014-2015.

H. Donation

Item 14: Resolved that the Board accepts equipment donation from American Water of bookshelves and library furniture.

Seconded by Maria Miranda.

Roll Call:

	Item 7	Item 8	Item 9	Item 10	Item 11	Item 12	Item 13	Item 14
Danielle Askew	YES	YES Abstain on payments to Rutgers	YES	YES Abstain on contracts to Rutgers	YES	YES	YES	YES
Dr. Gloria Bonilla-Santiago	YES	YES Abstain on payments to Rutgers and Metz	YES	YES Abstain on contracts Rutgers and Metz	YES	YES	YES	YES
Heather Matuszewski	YES	YES	YES	YES	YES	YES	YES	YES
Maria Miranda	YES	YES	YES	YES	YES	YES	YES	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES Abstain on payments to Rutgers	YES	YES Abstain on contracts Rutgers	YES	YES	YES	YES
Patricia Pena	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Benedetto Piccoli	YES	YES Abstain on payments to Rutgers	YES	YES Abstain on contracts Rutgers	YES	YES	YES	YES
Melinda Sanchez	YES	YES	YES	YES	YES	YES	YES	YES
Mary Sheil	YES	YES	YES	YES	YES	YES	YES	YES

VIII. Personnel Committee: Maria Miranda presented items 15-29 for Board approval:

A. New Staff Appointments

Item 15: Resolved that the Board authorizes the following appointments:

<u>New Appointments</u>	<u>Position</u>	<u>Start Date</u>	<u>Salary</u>	<u>Account Numbers</u>
Christine Cavallo	Teacher of Health & PE	25-Aug-14	\$49,000	11-140-100-101-04-043
Melissa Tepperman	Teacher of Music	25-Aug-14	\$49,500	11-130-100-101-02-043
Rosita Zayas	Receptionist	14-Aug-14	\$30,000	11-000-240-105-01-053

<u>New Appointments</u>	<u>Position</u>	<u>Start Date</u>	<u>Salary</u>	<u>Account Numbers</u>
Luis DeClet	Spanish Teacher Fellow (RC MPA Student PR Cohort)	25-Aug-14	\$47,000	11-190-100-106-00-044
Cory Meiser	Teacher of Technology (Elementary)	25-Aug-14	\$53,000	11-120-100-101-01-043
Gizelle Aydin	3rd Grade Teacher	25-Aug-14	\$52,000	11-120-100-101-01-043
Glenda Marrero	Teacher Coach Coordinator/Curriculum Coordinator	11-Aug-14	\$85,000	11-000-221-176-00-066
Amir Ayres	Teacher of Social Studies	25-Aug-14	\$49,000	11-140-100-101-04-043
Amanda Phillip	Teacher of Health & PE	25-Aug-14	\$49,000	11-130-100-101-02-043
Stephanie Depew	Teacher of English	2-Sep-14	\$49,000	11-140-100-101-04-043
Shannon Covington	Teacher of Health & PE	25-Aug-14	\$49,000	11-140-100-101-04-043
Vanessa Cruz	Instructional Assistant	25-Aug-14	\$21,000	20-232-100-101-IA
Lucy Otero	Custodian	26-Aug-14	\$25,000	11-000-262-110-CL-066
Maria Correa	Custodian	26-Aug-14	\$25,000	11-000-262-110-CL-066
Carmen Cintron	Custodian	26-Aug-14	\$25,000	11-000-262-110-CL-066

B. Approval of Part-Time Employment

Item 16: 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>
Amy Pekarchik	Long-Term Substitute 4th Grade Teacher	25-Aug-15	\$245/day	11-190-100-101-06-043
Mariel Ridley	Part-time Teacher of ESL	17-Sep-14	\$34/hour	11-190-100-101-06-043
Dorothy Dugue	Substitute Teacher	25-Aug-14	\$13.33/hour	11-190-100-101-06-043
Mariah Castillo	Substitute Teacher	25-Aug-14	\$13.33/hour	11-190-100-101-06-043
Juan Larracuenta	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Rowland Granger	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Mildred I. Rojas	P/T Custodian	25-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Juanita Correa	P/T Custodian	25-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Yoan Alvarez	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Jonathan Cruz	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Selena Villalona-Cruz	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Elsilia Torres	P/T Custodian	25-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Yoreiny Guzman	P/T Custodian	21-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Maria Irizarry	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Lourdes Colon	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Marilu Arroyo	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Reginald Johnson	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Jocelynn Rosado	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Tasha Davila	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066
Ashley Mendez	P/T Custodian	1-Aug-14	\$10.00/hour	11-000-262-110-CL-066

C. Co-Curricular Stipend

Item 17: Resolved that the Board approves co-curricular stipends as follows:

Name	Training	Dates	Stipend	Account Numbers
Christopher Jabbour	AP Calculus	(August 4 -7, 2014 for a total of 32 hours)	\$30/hour (not to exceed \$960)	11-000-223-110-00-066
Simrit Singh	Tools of The Mind Training	(August 14 - 15, 2014)	\$30/hour (not to exceed \$600)	11-000-223-110-00-066
Christina Chrzanowski	Tools of The Mind Training	(August 14 - 15, 2014)	\$30/hour (not to exceed \$600)	11-000-223-110-00-066
Angela Brown	Tools of The Mind Training	(August 14 - 15, 2014)	\$30/hour (not to exceed \$600)	11-000-223-110-00-066
Helen Abreu	Tools of The Mind Training	(August 14 - 15, 2014)	\$30/hour (not to exceed \$600)	11-000-223-110-00-066
Mariel Ridley	Tools of The Mind Training	(August 14 - 15, 2014)	\$30/hour (not to exceed \$600)	11-000-223-110-00-066
Ana Klinke	Tools of The Mind Training	(August 14 - 15, 2014)	\$15/hour (not to exceed \$225)	11-000-223-110-00-066
Vanessa Cruz	Tools of The Mind Training	(August 14 - 15, 2014)	\$15/hour (not to exceed \$225)	11-000-223-110-00-066
Jill Bradshaw	VAPA Drama Club Training	(August 11 - 15, 2014)	\$30/hour (not to exceed \$450)	11-000-223-110-00-066
Marissa Stahl	VAPA Drama Club Training	(August 11 - 15, 2014)	\$30/hour (not to exceed \$450)	11-000-223-110-00-066
Maria Panvini	VAPA Drama Club Training	(August 11 - 15, 2014)	\$30/hour (not to exceed \$450)	11-000-223-110-00-066

D. Final Teacher Salaries Recommendations

Item 18: Resolved that the Board ratifies the following teacher salaries based on the complete performance based compensation program.

Name	Position	2014-2015 Salary
Abreu, Helen	STEM Elementary	\$50,361
Aguirre, Eduardo	Elementary Spanish	\$61,723
Algarin, Alexandra	STEM Elementary	\$50,680
Aspenburg, Stephanie	6th Grade Teacher	\$61,795
Barbato, Danielle	Special Education	\$51,450
Barton, Jesse	Art	\$57,279
Blackman, Daniel	Social Studies	\$51,149
Bower, Daniel	MS Science	\$49,572
Briggs, Jaleesa	Math Teacher	\$50,793
Burich, Renee	Music	\$59,985
Burlage, Kristen	Special Education	\$56,265
Butterworth-Green, Jeanine	STEM Elementary	\$53,042
Castano, Gina	3rd Grade Teacher	\$53,939
Cielsieski, Dana	EST: K-5	\$66,201
Clark, Catherine	Kindergarten Teacher	\$70,044

Name	Position	2014-2015 Salary
Cloherly, Melissa	Kindergarten Teacher	\$51,220
Collura, Stephanie	School Nurse	\$51,842
Connolly, Brian	Financial Literacy	\$50,811
Crump, Alicia	Health & PE	\$54,062
Denehy, Whitney	Elementary	\$50,924
DiNuova, Michael	Health & PE	\$59,657
Dunlap, Andrea	Social Studies	\$51,593
Evans, Edward	Social Studies	\$62,244
Finer, Carol	Reading Specialist	\$64,720
Fleming, Carrie	Elementary Math	\$50,868
Fulton, Amanda	Special Education	\$52,040
Gaschnig, Kaitlyn	English	\$52,502
Gerke, Samantha	English	\$50,586
Gibbs, Maureen	5th Grade Teacher	\$80,686
Godard, Katurah	Technology Teacher	\$64,171
Gonzalez, Diana	STEM Elementary	\$50,924
Gonzalez, Noemi	STEM Elementary	\$50,699
Green, Marie	6th Grade Teacher	\$64,981
Heaney, Kristen	Math Teacher	\$51,225
Heaney, Patrick	Elementary Math	\$52,762
Jabbour, Christopher	Math/Computer Science	\$51,018
Knoedler, Kaitlyn	English	\$51,262
Kogan, Julia	Special Education	\$63,982
Law, Peter	Social Studies	\$55,836
Long, Debra	Elementary	\$53,325
Lozada, Johna	Kindergarten Teacher	\$49,572
Lunn, Scott	5th Grade Teacher	\$58,627
Maenner, Nicole	1st Grade Teacher	\$63,145
Malone, William	MS Mathematics	\$51,149
Marino, Richard	Health & PE	\$56,535
Mazella, Alex	Chemistry	\$50,980
Meslar, Christine	STEM Elementary	\$54,082
Mormello, Douglas	Social Studies	\$50,642
Neilson, Christina	Math Teacher	\$53,803
Newell, Justin	6th Grade Teacher	\$64,996
Panvini, Maria	Theatre	\$51,056
Pearson, Carole	Special Education	\$63,642
Perez, Siomara	Spanish (HS)	\$69,719
Perrone, Anna Marie	Elementary	\$51,037
Phillips, Jeffrey	Art	\$61,895
Piro, Crystal	Biology - STEM	\$51,225

Name	Position	2014-2015 Salary
Reardon, Paul	PLTW - Physics	\$50,962
Redmond, Helen	MS LAL	\$69,119
Reyes, Maria	STEM Elementary	\$50,755
Ridley, Mariel	ESL - Lower School	\$51,413
Rocco, Elise	Elementary	\$52,348
Rossi, Raymond	Social Studies	\$62,800
Royal, Tania	STEM Elementary	\$50,811
Ruffe, Brianna	4th Grade Teacher	\$51,319
Santiago, Edna	Elementary Spanish	\$50,980
Smith, Randy	Biology	\$77,404
Smulkis, John	Health & PE	\$75,691
Speart, Nina	Art	\$60,792
Stahl, Marissa	Dance	\$51,319
Swann, Casey	EST: K-5	\$51,168
Tran, Jennifer	STEM Elementary	\$50,718
Vasquez, Silvia	MS Mathematics	\$51,112
Vasilakis, Lissel	Elementary Spanish	\$50,680
Williams, Afton	3rd Grade Teacher	\$51,868
Yerkes, Amanda	EST: K-5	\$61,493

E. Principal/School Leader Compensation Guide

Item 19: Resolved that the Board approves the Principal/School Leader Compensation Guide as prepared by the school administration.

F. Principal Salaries 2014-2015

Item 20: Resolved that the Board approves the following salaries for principals effective July 1, 2014 based on recommendations made by the administration in alignment with the performance based compensation program for school leaders adopted by the Board.

Name	Salary for 2014-15	Account Numbers
Benito, Charles	\$90,914	11-000-240-103-02-052
Calixto, Jorge	\$90,907	11-000-240-103-01-052
Dunlap, Barbara	\$89,959	11-000-240-103-03-052
Ruiz, Nancy	\$92,657	11-000-240-103-03-052
Veguilla, Jovita	\$91,165	11-000-240-103-01-052

G. Internal Transfers/Promotions

Item 21: Resolved that the Board approves the following internal transfers for 2014-2015:

Name	New Position	Effective Day	Salary
Deborah Rosa	Office Manager	18-Aug-14	\$35,000

Name	New Position	Effective Day	Salary
Juan Rivera	Supervisor/Lead Custodian	2-Sep-14	\$58,000

H. Leaves of Absences

Item 22: Resolved that the Board approves the following leaves of absence:

Melissa Cloherty (Return From Leave)	25-Aug-14
Carrie Fleming (Return From Leave)	15-Sep-14
Katurah Godard (FMLA)	8-Sep-14
Nancy Malone (FMLA)	15-Sep-14

I. Resignations/Terminations

Item 23: Resolved that the Board accepts the following resignations:

Name	Position	Effective Date
Christina Neilson	Teacher of Mathematics	24-Oct-14
Mariel Ridley	Teacher of ESL	8-Nov-14
Sandra Fuller	School Nurse	12-Sep-14

J. Approval of New Position and revised descriptions:

Item 24: Resolved that the Board approves the following new positions and revised descriptions:

- 1) Director of Risk Management and Information Security
- 2) Coordinator of Instructional Coaching

K. Approval of Participation in Specialized Training

Item 25: Resolved that the Board approves the participation of the following employees on specialized training as provided below:

NAME	NAME OF WORKSHOP/SEMINAR	LOCATION	DATE (S) & TIME	COST
Diana Cabassa	NJ SMART Training	Burlington County Special Services School District- Westampton Campus 20 Pioneer Blvd. Westampton, NJ 08060	9/23/2014 8:30 - 11:30am	FREE

NAME	NAME OF WORKSHOP/SEMINAR	LOCATION	DATE (S) & TIME	COST
Janice Strigh Kimberly Fitzpatrick Anthony DePetris	NJ SMART Training	Burlington County Special Services School District- Westampton Campus 20 Pioneer Blvd. Westampton, NJ 08060	9/23/2014 12:30pm – 3:30pm	FREE
Norma Agron	NJ SMART Training	Camden County Vocational School Conference Center 343 Berlin Cross Keys Road Sicklerville, NJ 08081	10/07/2014 9:00am - 3:00pm	FREE
Charles Benito	ETO Training	Virtual Training LEAP Academy University Charter School 549 Cooper Street Camden NJ 08102	09/22/2014 – 09/25/2014 1:00pm - 4:00pm	\$900.00 11-000-223- 592-00-068
Daniel Blackman	Wealth Management Training & Business Economics Lodging Travel/Reimbursement	MBA Research and Curriculum Center 1375 King Avenue PO Box 12279 Columbus OH 43212	10/08 – 10/14/2014	\$2,000 TITLE IA 2014-15 20-232-200- 592 \$744.53 TITLE IA 2014-15 20-232-200- 580 \$819 TITLE IA 2014-15 20-232-200- 580
Helen Redmond	Principles of Finance & Business Strategies Lodging Travel Reimbursement	MBA Research and Curriculum Center 1375 King Avenue PO Box 12279 Columbus OH 43212	10/8 – 10/14/2014	\$3,000 TITLE IA 2014-15 20-232-200- 592 \$744.53 TITLE IA 2014-15 20-232-500-

NAME	NAME OF WORKSHOP/SEMINAR	LOCATION	DATE (S) & TIME	COST
				580 \$819 TITLE IA 2014-15 20-232-200- 580
Alex Mazella	New Jersey Science Convention Travel Reimbursement	Princeton Marriott@Forrestal 100 College Road E. Princeton, NJ 08540	10/14 – 10/15/2014	\$285 TITLE IIA 2014-15 20-276-200-592 \$30.19 TITLE IIA 2014-15 20-276-200-580
Juan Rivera	NJ Educational Facility Management Program	Rutgers University	10/9, 10/11, 10/21, 10/23, 11/4, 11/6	\$562

L. Approval of Tuition Reimbursement

Item 26: Resolved that the Board approves tuition reimbursement as follows:

<u>Name</u>	<u>Name of Course(s)</u>	<u>Amount</u>	<u>Account Numbers</u>
Douglas Mormello	EDL 500 Effective Leadership (upon completion)	\$1,000	11-000-291-280-00-054

M. Staff Attendance Incentive Program

Item 27: Resolved that the Board approves the following incentives as part of the schools' Staff Attendance Incentive Program:

<u>Name</u>	<u>Unused Days</u>	<u>Incentive</u>
Abreu, Helen	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Aguirre, Eduardo	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
	Sick Day	\$300 for 1 Sick Day Used
Algarin, Alexandra	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Algarin, Jose	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Blackman, Daniel	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day

Name	Unused Days	Incentive
	Sick Day	\$300 for 1 Sick Day Used
Briggs, Jaleesa	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Burlage, Kristin	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Cabassa-Rodriguez, Diana	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Calixto, Jorge	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
Castano, Gina	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Coccia, Renee	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Collura, Timothy	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
Datil, Norma	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Dawson, Joseph	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
	Sick Day	\$300 for 1 Sick Day Used
DeSiano, Massimo	Sick Day	\$300 for 1 Sick Day Used
DeJesus, Griseida	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
DePetris, Anthony	Sick Day	\$300 for 1 Sick Day Used
DiNuova, Michael	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Dunlap, Andrea	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Dunlap, Barbara	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
Fenelus, Bradley	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
Fiordimondo, Michelle	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
Fitzpatrick, Kimberly	Personal Day	Convert 3 Personal Days into 3 Sick Days
Godard, Katurah	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
Heaney, Patrick	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
	Sick Day	\$500 for No Sick Days Used
Hoguet, Tugba	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
Johnson, Beverly	Personal Day	Convert 2 Personal Days into 2 Sick Days
Knoedler, Kaitlyn	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
Laska, Scott	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
Mazella, Alexander	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
	Sick Day	\$500 for No Sick Days Used
Mendez, Mabel	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
	Sick Day	\$300 for 1 Sick Day Used
Meslar, Christine	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Panvini, Maria	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Reardon, Paul	Sick Day	\$300 for 1 Sick Day Used
Reyes, Maria	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Rivera, Lidia	Personal Day	Convert 1 Personal Day into 1 Sick Day
Roman-Colon, Michelle	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Roswell, Richard	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
	Sick Day	\$500 for No Sick Days Used
Ruffe, Briana	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
Sanchez, Iaoki	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
Singh, Simrit	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Smulkis, John	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
Speart, Nina	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Spitz, Dana	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Stahl, Marissa	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days
Strigh, Janice	Sick Day	\$300 for 1 Sick Day Used
Swann, Casey	Personal Day	\$100 or Convert 2 Personal Days into 2 Sick Days

Name	Unused Days	Incentive
Tran, Jennifer	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Vasilakis, Lissel	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
	Sick Day	\$300 for 1 Sick Day Used
Vasquez, Silvia	Personal Day	\$50 or Convert 1 Personal Day into 1 Sick Day
Veguilla, Jovita	Personal Day	\$250 or Convert 3 Personal Days into 3 Sick Days
Verrill, Kenneth	Personal Day	Convert 1 Personal Day into 1 Sick Day
	Sick Day	\$500 for No Sick Days Used

N. Teaching Mentoring Assignments

Item 28: Resolved that the Board approves the following mentoring assignments:

<u>Mentor</u>	<u>Mentee</u>
Stephanie Aspenburg	Jessica Maute
Stephanie Aspenburg	Robert Majuri
Alex Mazella	Alyssa Miller
Helen Redmond	Gina Black
Ted Evans	Daisy Rosa
Helen Redmond	Robin Unverhau
Crystal Piro	Catherine Meehan
Randy Smith	Melvin Monte
Randy Miller	Amir Ayres
Randy Miller	Neelum Quraishi
Jeffrey Phillips	Daniel Bower
Paul Reardon	Steven Brownstein
Shannon Covington	Michael DiNuova
Amanda Phillip	Michael DiNuova
Jesse Barton	Melissa Tepperman
Christine Meslar	Kristen Perrine
Renee Coccia	Jessica Scheurer
Patrick Heaney	Matt Steen
Maria Reyes	Angela Brown
Johna Lozada	Stephanie Datiz
Diana Gonzalez	Simrit Singh
Christine Meslar	Lauren Ferrara
Helen Redmond	Gina Black
Jessica Caraballo	Christine Chrzanowski
Christine Meslar	Amy Pekarchik

O. Reduction in Force

Item 29: Resolved that the Board approves elimination of the following positions as part of a plan to reduce personnel costs:

1. Technology Learning Specialist
2. Teacher Fellow – Elementary
3. District Office Manager

4. Family Behavioral Specialist

Seconded by Patricia Pena.

Roll Call:

	Item 15	Item 16	Item 17	Item 18	Item 19	Item 20	Item 21	Item 22	Item 23	Item 24	Item 25	Item 26	Item 27	Item 28	Item 29
Danielle Askew	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Gloria Bonilla-Santiago	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Heather Matuszewski	YES	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	YES
Hector Nieves	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Brenda Ortiz	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Patricia Pena	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dr. Benedetto Piccoli	YES	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	YES
Mary Sheil	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

IX. Curriculum Committee

- A. Academic Improvement Plan:** Evelyn Nunez presented the Academic Improvement Plan that includes all of the measures and goals that will be in place to address student academic performance. Ms. Nunez also presented data regarding the performance of teachers, as she is looking carefully at performance trends for teachers in relationship to students’ performance in state assessments and to performance based increments. Board members acknowledged Ms. Nunez for the level of comprehensiveness and for the components for accountability that are included in the plan. Benedetto Piccoli presented item 30 for approval.

Item 30: Resolved that the Board approves the Academic Improvement Plan as presented by Evelyn Nunez and requests periodic update reports to be presented to the Board.

Seconded by Patricia Pena. AYES: 10 NAYS: 0 ABS: 0

Benedetto Piccoli presented items 31-and 32 for Board approval:

- B. Approval of Clubs**

Item 31: Resolved that the Board approves the proposal for the ESL Club, Robotics Club, Poetry Club per the proposal submitted.

C. College Access/Dual Enrollment Students

Item 32: Resolved that the Board authorizes the following students to participate in the Rutgers Dual Enrollment Program during the fall 2014:

<u>First Name</u>	<u>Last Name</u>	<u>Fall 2014 Course Recommendation</u>
Alma	Aparicio	Intro to Psychology
Denise	Arias	Intro to Psychology
Jeneira	King	Intro to Psychology
Sonjanit	DeFrank	Intro to Psychology
Sidia	Mustapha	Intro to Psychology
Emeli	Valdez	Intro to Psychology
Tashonna	Davis	Human Reproduction and Development
Kristie	Le	Human Reproduction and Development
Joanis	Lopez	Human Reproduction and Development
Katheryn	Lopez	Human Reproduction and Development
Shalaya	Lopez	Human Reproduction and Development
James	Ramos	Human Reproduction and Development
Tamir	Goodwin	Human Reproduction and Development
Nick	Luciano	Introduction to Logic, Reasoning, and Persuasion
T'Shondrae	Phillips	The Facts of Life
Tikisha	Taylor	The Facts of Life
A'Dianna	Vadell	The Facts of Life
Kevin	Burnett	Introduction to Music Theory
Javier	Mendez	Introduction to Music Theory

Seconded by Maria Miranda. AYES: 10 NAYS: 0 ABS: 0

Maria Miranda presented the following resolution:

D. Approval of Lease for Computers

Item 33: Resolved that the board approves the leasing of computers with E-Plus for the amount of \$290,000.

Seconded by Benedetto Piccoli. AYES: 10 NAYS: 0 ABS: 0

X. Administrative Reports: Janice Strigh provided the following update reports:

1. Student Discipline/HIB
2. Fire Drills

XI. Public Comment: Danielle Askew presented a motion to open the meeting for public comment.

Seconded by Hector Nieves.

AYES: 10

NAYS: 0

ABS: 0

1. A parent raised concerns about the Upper Elementary (549 Cooper Street) and library use. Ms. Nunez to follow-up with the parent.

XII. Adjournment: Brenda Ortiz presented a motion to adjourn.

Seconded by Maria Miranda.

AYES: 10

NAYS: 0

ABS: 0

Meeting adjourned at 8:20 pm.

Respectfully Submitted,

Wanda Garcia
Board Liaison