

CAMDEN'S PROMISE CHARTER SCHOOL MINUTES – April 15, 2021

The regular meeting of the Camden's Promise Charter School Board of Trustees, County of Camden, State of New Jersey, was held on the above date via Virtual Meeting (Zoom Platform) on April 15, 2021 at 6:20pm.

Members present: Mr. Loyola, Ms. Nieves, Ms. Figueroa, Ms. Hinson

Members absent: Ms. Maldonado and Ms. Lombardo

Also present: Dr. Conway, Ms. Baughn, Mr. Helmbrecht and Ms. Ash

The pledge to the flag was led by Dr. Conway

The meeting opened at 6:20pm at which time the following was stated: "The New Jersey Open Public Meetings Law was enacted to ensure the rights of the public to have advance notice of and to attend the meetings of the public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act, the Camden's Promise Charter School Board of Trustees has caused notice of this meeting to be published by having the date, time, and place thereof posted on the door of the Camden Promise Charter School and in the Courier Post. "

Virtual Board Meeting

Virtual
Meeting

The Board may conduct a meeting utilizing technology that will enable a meeting to occur without the physical presence of Board Members, Administration and/or public, utilizing video conferencing, electronic devices or other similar technology. A virtual Board meeting will only be used in emergent situation that requires school building and offices to be closed. The decision to conduct a virtual board meeting will be made by the Superintendent and Business Administrator. All votes taken by Board members participating via electronic devices at such meetings shall be valid and binding and shall not be considered "proxy voting".

Virtual Board meeting will offer the opportunity to have member of the public address the Board during the public comments section of the meeting.

Virtual participation in Executive Session shall be limited, and only used in emergent situations and upon satisfactory assurances that any discussion shall be and remain confidential.
Unanimously Approved.

Minutes

Motion by Ms. Nieves and seconded by Mr. Loyola that the Board of Trustees approve the regular minutes of the March 4, 2021.
Unanimously Approved

Open Public
Comment

Motion by Ms. Nieves and seconded by Ms. Hinson that the Board of Trustees open the meeting to receive comment from the public present at 6:23pm.
Unanimously Approved

Close Public
Comment

Motion by Ms. Hinson and seconded by Ms. Figueroa that the Board of Trustees close the meeting for public comment and return to session at 6:24pm.
Unanimously Approved

BOARD SECRETARY/BUSINESS ADMINISTRATOR'S REPORTS:

Cash
Reconciliation
Report

Cash Reconciliation Report

Motion by Mr. Loyola and seconded by Ms. Hinson that the Board of Trustees approve the Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of February 28, 2021. The Cash Reconciliation Report and Secretary's Reports are in agreement for the month of February 28, 2021. (See Pages 12639-12649)
Unanimously Approved

Board
Secretary's
Report

Board Secretary's Report:

Pursuant to N.J.A.C. 6 A:23-16.10 (c) 3, I certify that as of February 28, 2021 no budgetary line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6 A:23-16.10 (c) 3. (See Pages 12650-12665)

Richelle H. Baughn, Board Secretary

Date

Certification

Certification

Motion by Mr. Loyola and seconded by Ms. Hinson that the Board of Trustees certify pursuant to N.J.A.C. 6A:23A-16.10(c)4, we certify that after review of the secretary's monthly financial reports (appropriation section) and upon consultation with the appropriate district officials, that to the best of our knowledge, no major accounts or funds has been over expended in violation of N.J.A.C. 6A:23A-16.10(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
Unanimously Approved

Warrants

Warrants

Motion by Ms. Nieves and seconded by Ms. Figueroa that the Board of Trustees approve the following warrants: (See Pages 12666-12668)

- March Warrant, Food Service and Student Account

Unanimously Approved

ESEA
Amendment

Motion by Ms. Hinson and seconded by Mr. Loyola that the Board of Trustees approve the ESEA Amendment 2020-2021 school year. (Pages 12669-12675)
Unanimously Approved

Maldonado
Ethics
Commission

Motion by Ms. Nieves and seconded by Ms. Hinton that the Board of Trustees accepts the School Ethics Commission 30-day suspension of Maria Maldonado from March 16, 2021 through April 15, 2021. (See Pages 12676-12678)
Unanimously Approved

- Disposal Motion by Ms. Hinson and second by Ms. Figueroa that the Board of Trustees approve disposal list attached. (See Page 12679)
Unanimously Approved
- CCSNNW Motion by Ms. Hinson and seconded by Mr. Loyola that the Board of Trustees approve the MOU Camden Charter School Network MOU revising Mission Base Classes. (See Pages 12680-12683)
Unanimously Approved
- Senior Activities Motion by Ms. Nieves and seconded by Ms. Hinson that the Board of Trustees approve the End of Year Activities for Seniors. Students will need to pay half not to exceed \$100.00 as presented.
Unanimously Approved

CHIEF SCHOOL ADMINISTRATOR'S REPORT

- Expansion Grant **Business and Facility**
Motion by Ms. Hinson and seconded by Mr. Figueroa that the Board of Trustees approve the Charter School Expansion Grant as presented. (See Pages 12684-12690)
Unanimously Approved
- Teacher Step Pay Scale **Personnel**
Motion by Ms. Nieves and second by Ms. Hinson that the Board of Trustees accept the Teacher Step Pay Scale for the 2021-22 school year. (See Page 12691)
Unanimously Approved
- Support Salary Pay Scale Motion by Ms. Nieves and seconded by Ms. Hinson that the Board of Trustees accept the Support Salary Pay Scale for the 2021-23 school year. (See Page 12692)
Unanimously Approved
- Admin Salary Pay Scale Motion by Ms. Nieves and seconded by Ms. Hinson that the Board of Trustees accept the Administrative Salary Pay Scale for the 2021-23 school year. (See Pages 12693)
Unanimously Approved
- Founder Contract (First Read) Motion by Ms. Nieves and seconded by Ms. Figueroa that the Board of Trustees accept the first reading of the Founder Contract for Joseph Conway for the July 2021-June 2026 school year as presented. (See Pages 12694-12703)
Unanimously Approved
- Founder Coordinator Contract (First Read) Motion by Ms. Nieves and seconded by Ms. Figueroa that the Board of Trustees accept the first reading of the Founder Coordinator Contract for William Helmbrecht for the July 2021-June 2026 school years as presented. (See Pages 12704-12714)
Unanimously Approved

CAMDEN'S PROMISE CHARTER SCHOOL MINUTES – April 15, 2021

Dr. George Farmer Motion by Ms. Hinson and seconded by Mr. Loyola that the Board of Trustees accept the change and position of Dr. George Farmer as well as shared services contract with Creativity Co-Laboratory Charter School as of July 1, 2021 as presented.

Dr. George Farmer Principal Shared Service
Creativity CoLaboratory Charter School \$92,000/12 months

Ayes – (4)
Noes – (0)
Abstain – (0)

Hiring Motion by Mr. Loyola and seconded by Ms. Hinson that the Board of Trustees accept the hiring of the following individuals contingent upon criminal history background check as presented.

Marissa Brown	Katz	BA – Step 1	Soc St	52k	8/15/21
Nyeemah Wright	Promise	BA – Step 1	LA	52k	8/15/21
Anthony Joseph	Academy	BA – Step 1	Soc St	52k	8/15/21

Ayes – (4)
Noes – (0)
Abstain – (0)

Teach for America Contract Motion by Ms. Hinson and seconded by Mr. Loyola that the Board of Trustees accept the Teach for America Services contract as presented. (See Pages 12715-12726)

Unanimously Approved

Coaching Stipends Motion by Ms. Figueroa and seconded by Mr. Loyola that the Board of Trustees accept the coaching stipends at the board approval rate as presented. (See Pages 12727-12728)

Unanimously Approved

Doctoral Motion by Ms. Nieves and seconded by Ms. Hinson that the Board of Trustees approve the Camden Academy study as presented by Ms. O'Brien for her doctoral at Rider University. (See Page 12729-12736)

Unanimously Approved

Student Programs

KROC Center Contract Motion by Ms. Nieves and seconded by Ms. Figueroa that the Board of Trustees approve the KROC center contract for summer programs as presented. (See Pages 12737-12742)

Unanimously Approved

Naviance Curriculum Contract Motion by Ms. Hinson and seconded by Mr. Loyola that the Board of Trustees approve the Naviance curriculum contract as presented. (See Pages 12743-12745)

Unanimously Approved

April Awareness Motion by Mr. Loyola and seconded by Ms. Hinson that the Board of Trustees approve the Moment of Silence for April Awareness in Camden Academy as presented. (See Page 12746)

Abstain – Ms. Nieves

Adjournment Motion by Ms. Nieves and seconded by Mr. Loyola that the Board of Trustees adjourn at 6:36pm.

Unanimously Approved

**CASH RECONCILIATION REPORT
TO THE BOARD OF EDUCATION**

Camden's Promise Charter School

All Funds

For the Month Ending February 28, 2021

Cash Report					
FUNDS		(1) Beginning Cash Balance	(2) Cash Receipts This Month	(3) Cash Disbursements This Month	(4) Ending Cash Balances
	Governmental Funds	2,305,928.29	2,962,539.97	3,266,772.04	2,001,696.22
2	Special Revenue Fund - 20 (see page 2)	395,954.99	68,229.00	224,344.35	239,839.64
3	Capital Projects Fund - Fund 30	0.00	0.00	0.00	0.00
4	Debt Service Fund - Fund 40	0.00	0.00	0.00	0.00
5	Total Governmental Funds (Lines 1 thru 4)	2,701,883.28	3,030,768.97	3,491,116.39	2,241,535.86
6	Enterprise Fund Cafeteria	134,979.15	7,977.02	136,058.70	6,897.47
	Student Activities	31,067.33	2.44	0.00	31,069.77
7	Total Governmental & Enterprise Funds	2,867,929.76	3,038,748.43	3,627,175.09	2,279,503.10
	Payroll	3,452.90	1,089,545.60	1,089,530.94	3,467.56
10	Payroll Agency	169,814.14	780,356.02	754,324.00	195,846.16
11	Unemployment Trust	332.21	0.00	0.00	332.21
12	Total Trust & Agency Funds (Lines 9 thru 10)	173,599.25	1,869,901.62	1,843,854.94	199,645.93
13	Total All Funds (Lines 5, 6 and 10)	3,041,529.01	4,908,650.05	5,471,030.03	2,479,149.03

Prepared and Submitted By:

Elizabeth A. D. [Signature]

3/30/2021

**Camden's Promise Charter School
Bank Reconciliation**

Bank Name		TD Bank			
Account Number		3864386			
Statement Date		02/28/21			
Fund/Funds		WARRANT ACCOUNT			

1	Balance per Bank				2,882,403.98
	Reconciling Items				
	Additions				
	Deposits in Transit				
2					
3	Total Additions				0.00
	Deductions				
	Outstanding Checks				
4	(Attach List)				644,948.66
6	Total Deductions				644,948.66
7	Net Reconciling Items				(644,948.66)
8	Adjusted Balance per Bank as of 2/28/21 *				2,237,455.32

9	Balance per Board Secretary's Records as of 2/28/21 * *				2,241,535.86
	Reconciling Items				
	Additions				
10	Interest Earned				
11	Other (Explain)				
12	Total Additions				0.00
	Deductions				
	#18313 clrd bnk 5 cnte hghr 0.05				
	19333/19606 SAVVAS learning 3,804.89				
	19368/19686 Pearson clinical 275.60				
14	Other (Explain)				
15	Total Deductions				4,080.54
16	Net Reconciling Items				(4,080.54)
17	Adjusted Board Secretary's Balance as of 2/28/21 *				2,237,455.32

Prepared By:	e dipietro
Date:	03/30/21

Camden's Promise Charter School**Bank Reconciliation**

List of Outstanding Checks

Warrant Account

2/28/2021

Camden's Promise Charter School

Check #	Check Date	Payable to	Amount
18747	2/14/20	rutger's center for the arts	320.00
18775	2/21/20	cooper health system	4,472.50
18816	2/28/20	eastern state penitentiary	655.00
18926	4/9/20	global industrial	63.06
18934	4/9/20	john cummins	83.00
19027	6/2/20	cameron miller	275.00
19119	6/30/20	Magnolia Board of Education	3,816.00
19152	8/11/20	Book Widgets	1,050.00
19235	9/11/20	Book Widgets	1,400.00
19517	12/11/20	Julia Hinlicky	275.00
19525	12/11/20	Sara Marcel	500.00
19527	12/11/20	Sean Stielow	500.00
19586	1/15/21	Allison Thompson	1,890.00
19589	1/15/21	Ian Goode	2,768.85
19592	1/15/21	Marta Cruz	3,663.00
19607	1/19/21	Xtel Communications	3,470.91
19676	2/11/21	Kahoot! AS	4,080.00
19678	2/12/21	Anthony Scales	60.00
19683	2/12/21	Joe Coleman	84.00
19684	2/12/21	Kenny Dedios	84.00
19685	2/12/21	Mathew Scharwz	84.00
19687	2/12/21	Tajiddin Hill	180.00
19688	2/12/21	TJ Lascala	84.00
19693	2/16/21	Unicheck	1,440.00
19701	2/22/21	Amazon Capital Services	322.00
19702	2/22/21	Camden Charter School Network	586,500.00
19704	2/22/21	Chic Fil-A	1,528.30
19707	2/22/21	Phila OccHealth/Dbw Worknet Occ Med	84.00
19708	2/22/21	Proforma Dynamic Resources	923.53
19709	2/22/21	William Sadlier	116.90
19711	2/23/21	Chic Fil-A	1,111.25
19712	2/23/21	Purchase Power	2,083.96
19713	2/23/21	Step Afrika	375.00
19715	2/25/21	Amazon Capital Services	207.79
19716	2/25/21	Chic Fil-A	1,965.00
19717	2/25/21	IXL	2,869.00
19718	2/25/21	Zoom, Inc.	15,563.61

total

644,948.66

**Camden's Promise Charter School
Bank Reconciliation**

Bank Name		TD Bank			
Account Number		3865292			
Statement Date		02/28/21			
Fund/Funds		Food Services			

1	Balance per Bank					6,897.47
	Reconciling Items					
	Additions					
	Deposits in Transit					
	Date	Amount				
2a						
2b						
2c						
2d						
2	Total D.I.T.'s		0.00			
3	Total Additions			0.00		
	Deductions					
	Outstanding Checks					
4						
5						
6	Total Deductions			0.00		
7	Net Reconciling Items					0.00
8	Adjusted Balance per Bank as of 2/28/21 *					6,897.47

9	Balance per Board Secretary's Records as of 2/28/21 * *					6,897.47
	Reconciling Items					
	Additions					
10						
11						
12	Total Additions			0.00		
	Deductions					
13						
14						
	Total Deductions			0.00		
16	Net Reconciling Items					0.00
17	Adjusted Board Secretary's Balance as of 2/28/21 *					6,897.47

* Line 8 MUST EQUAL line 17.
 * * If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.

Prepare: e dipietro
Date: 03/30/21

**Camden's Promise Charter School
Bank Reconciliation**

Bank Name	TD Bank			
Account Number	00-3864436			
For the Month End	02/28/21			
Fund/Funds	Student			

1	Balance per Bank			31,722.77
	Reconciling Items			
	Additions			
	Deposits in Transit			
	Date			
2a	ck#2733 clrd \$10	10.00		
2b				
2c				
2	Total D.I.T.'s	10.00		
3	Total Additions		10.00	
	Deductions			
	Outstanding Checks			
4	(Attach List)	196.54		
	july '18 cleared	(136.54)		
	2395	20.00		
	see attached	583.00		
6	Total Deductions		663.00	
7	Net Reconciling Items			(653.00)
8	Adjusted Balance per Bank as of	2/28/21	*	31,069.77

9	Balance per Board Secretary's Records as of	2/28/21		31,069.77
	Reconciling Items			
	Additions			
10	Interest Earned			
12	Total Additions		0.00	
	Deductions			
15	Total Deductions		0.00	
16	Net Reconciling Items			0.00
17	Adjusted Board Secretary's Balance as of	2/28/21	*	31,069.77

* Line 8 MUST EQUAL line 17.

* * If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.

Prepared By:		e di Pietro
Date:		03/30/21

Camden's Promise Charter School**Bank Reconciliation**

List of Outstanding Checks

Student Activities Account

2/28/2021

Camden's Promise Charter School

Check #	Check Date	Payable to	Vcode	Amount
2424	5/1/20	Angela Castillo	N206	40.00
2434	5/1/20	Catherine Jones	N951	60.00
2538	5/5/20	Erica Zayas	J959	30.00
2542	5/5/20	Francis Alvarez	E694	30.00
2563	5/5/20	Luana Herrera	G725	30.00
2567	5/5/20	Mabel Duran	K951	30.00
2597	5/5/20	Suhail Augusto	M398	30.00
2619	5/13/20	Ana Mercado	X580	7.00
2620	5/13/20	Ana Obando	N172	7.00
2627	5/13/20	Chester Poole	K670	7.00
2634	5/13/20	Danine Bumbrey	F157	7.00
2638	5/13/20	Eliezer Luyanda	W288	7.00
2644	5/13/20	Felicia Castro	Z293	7.00
2647	5/13/20	Hector Lopez	B454	7.00
2649	5/13/20	Isabel Castellanos	W064	7.00
2663	5/13/20	Johnny Rios	K288	7.00
2666	5/13/20	Jossie Nunez	E182	7.00
2668	5/13/20	Karla Cruz	A002	7.00
2669	5/13/20	Kennisha Berrian	D206	7.00
2670	5/13/20	Keya Davis	H620	7.00
2671	5/13/20	Kiana Roman	U075	7.00
2695	5/13/20	Rassan Davis	G646	7.00
2698	5/13/20	Rosemary Santiago	S906	7.00
2704	5/13/20	Shanyce Johnson	R787	7.00
2710	5/13/20	Tish Benson	P818	7.00
2711	5/13/20	Vernice Rosario	I673	7.00
2918	6/25/20	Denise Toldeo	C999	50.00
3007	11/20/20	Christina Reyes	E148	50.00
3016	11/20/20	Latasha Morton	T931	50.00
3022	11/20/20	Rosa Aguilera	W019	50.00
total				583.00

Camden's Promise Charter School
Bank Reconciliation

Bank Name		TD Bank			
Account Number		3865276			
Statement Date		2/28/21			
Fund/Funds		Payroll			

1	Balance per Bank				42,341.72
	Reconciling Items				
	Additions				
	Deposits in Transit				
	Date	Amount			
	ck 15804 clrd 1 cent higher				
2b		0.01			
2c	ck 16938 clrd \$ 1 higher				
2d		1.00			
2	Total D.I.T.'s				1.01
3	Total Additions				1.01
	Deductions				
	Outstanding Checks				
4	(Attach List)				18,801.36
	mentor fee				7,800.00
	ck 15680 clrd bank 5 cents less				0.05
	ck 16404 clrd 78 cents less				0.78
	May '20 mentor fee				275.00
	Jun '20 mentor fee				6,475.00
	ck# 16847 clrd 5 cents less				0.05
	Dec 20 mentor fee				5,425.00
6	Total Deductions				38,777.24
7	Net Reconciling Items				(38,776.23)
8	Adjusted Balance per Bank as of 2/28/21 *				3,565.49

9	Balance per Board Secretary's Records as of 2/28/21 * *				3,467.56
	Reconciling Items				
	Additions				
11					
12	Total Additions				0.00
	Deductions				
	Dec 20 - unknown				(36.00)
	Sep '18 unknown				(0.02)
14	Jul '18 unknown				(61.91)
15	Total Deductions				(97.93)
16	Net Reconciling Items				97.93
17	Adjusted Board Secretary's Balance as of 2/28/21 *				3,565.49

- * Line 8 MUST EQUAL line 17.
- * * If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.

Prepared By:	e dipietro
Date:	03/30/21

Camden's Promise Charter School**Bank Reconciliation**

List of Outstanding Checks

Payroll Account

2/28/2021

Camden's Promise Charter School

Check #	Check Date	Payable to	Amount
15887	5/16/2019	Jolene Ivey	22.55
15890	5/16/2019	Amy Johnson	78.90
15934	5/16/2019	Julia Senski	22.93
16423	9/13/2019	Sofia Massaro	984.63
16469	10/15/2019	Amy Corrar	135.26
16922	12/23/2020	Robert McGriff Jr	408.56
16924	12/23/2020	Robert McGriff Jr	415.84
16944	1/15/2021	Robert McGriff Jr	398.89
16952	1/29/2021	Michael Kerns	1,740.56
16957	1/29/2021	Robert McGriff Jr	413.27
16974	2/12/2021	Michael Kerns	1,740.54
16975	2/12/2021	Michael Kerns	2,174.15
16983	2/12/2021	Robert McGriff Jr	413.26
16988	2/26/2021	Norma Arroyo	266.88
16990	2/26/2021	Michael Kerns	1,740.56
16991	2/26/2021	Cecelia Snow	1,022.34
16993	2/26/2021	Frederick Alden III	2,544.82
16994	2/26/2021	Rolan Carter	782.56
16995	2/26/2021	Robert McGriff Jr	389.62
16997	2/26/2021	Anthony Davenport	952.31
16998	2/26/2021	Gregory Young	1,954.95
16999	2/26/2021	Gregory Young	197.98
		Total	18,801.36

Camden's Promise Charter School
Bank Reconciliation

Bank Name		TD Bank			
Account Number		00-3865284			
For the Month Ending		2/28/21			
Fund/Funds		Agency			

1	Balance per Bank				450,685.95
	Reconciling Items				
	Additions				
	Deposits in Transit				
	Date				
2a	Swedesboro	50.00			
2b					
2c					
2	Total D.I.T.'s		50.00		
3	Total Additions			50.00	
	Deductions				
	Outstanding Checks				
4	(Attach List)		254,889.78		
	unlocated difference - immaterial		0.01		
6	Total Deductions			254,889.79	
7	Net Reconciling Items				(254,839.79)
8	Adjusted Balance per Bank as of 2/28/21 *				195,846.16

9	Balance per Board Secretary's Records as of 2/28/21				195,846.16
	Reconciling Items				
	Additions				
10	Interest Earned				
12	Total Additions			0.00	
	Deductions				
13	Bank Charges				
14	Other (Explain)				
15	Total Deductions			0.00	
16	Net Reconciling Items				0.00
17	Adjusted Board Secretary's Balance as of 2/28/21 *				195,846.16

* Line 8 MUST EQUAL line 17.
* * If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.

Prepared By:	e dipietro
Date:	03/30/21

Camden's Promise Charter School**Bank Reconciliation**

List of Outstanding Checks

Agency Payroll Account

2/28/2021

Page 13 (a)

Check

Check #	Date	Amount	Payable To
3873	12/15/2019	383.78	US Dept of Education
4148	2/12/2021	258.35	Met Life
4151	2/26/2021	299.53	KHEAA
4152	2/26/2021	118.75	Cecil E Canady Sr., Court Officer
4153	2/26/2021	295.98	Camden County Sheriff Office
4154	2/26/2021	13,646.00	The Equitable AXA
4155	2/26/2021	7,197.50	VOYA
4156	2/26/2021	822.00	Allied Resources for Kids
4157	2/26/2021	258.35	Met Life
4159	2/26/2021	1,702.80	Association of American Educators
4160	2/26/2021	243.56	Allstate Benefits
4161	2/26/2021	1,468.98	SJFCU
eft	2/26/2021	200,459.16	941.00
eft	2/26/2021	25,847.58	NJIT
eft	2/26/2021	1,425.22	PAIT
eft	2/26/2021	462.24	Delaware Division of Revenue
		254,889.78	

Camden's Promise Charter School
Bank Reconciliation

Bank Name		TD Bank			
Account Number		5883095			
For the Month Ending		2/28/21			
Fund/Funds		Unemploy. Trust			

1 Balance per Bank						332.21
Reconciling Items						
Additions						
Deposits in Transit						
Date						
2a						
2b						
2c						
2d						
2	Total D.I.T.'s					
3	Total Additions					0.00
Deductions						
Outstanding Checks						
6	Total Deductions					0.00
7	Net Reconciling Items					0.00
8	Adjusted Balance per Bank as of 2/28/21 *					332.21

9 Balance per Board Secretary's Records as of 2/28/21						332.21
Reconciling Items						
Additions						
10	Interest Earned					
11	Other (Explain)					
12	Total Additions					0.00
Deductions						
13	Bank Charges					
14	Other (Explain)					
15	Total Deductions					0.00
16	Net Reconciling Items					0.00
17	Adjusted Board Secretary's Balance as of 2/28/21 *					332.21

* Line 8 MUST EQUAL line 17.
* * If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.

Page 6

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 1 of 8
04/12/2021 12:50:08

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 10 GENERAL FUND

Assets and Resources

Assets:

101	Cash in bank		\$2,001,696.22
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$1,442,545.50

Accounts Receivable:

132	Interfund	\$535,666.00	
141	Intergovernmental - State	\$9,793,473.96	
142	Intergovernmental - Federal	\$378.96	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$10,329,518.92

Loans Receivable:

131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00

Other Current Assets

(\$24,895.55)

Resources:

301	Estimated revenues	\$31,286,474.00	
302	Less revenues	(\$31,343,769.85)	(\$57,295.85)

Total assets and resources

\$13,691,569.24

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 10 GENERAL FUND

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		(\$2,020,338.29)
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$0.00
	Other current liabilities		\$151,242.00
	Total liabilities		(\$1,869,096.29)

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$10,191,903.44
761	Capital reserve account - July	\$500,000.00	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$500,000.00
764	Maintenance reserve account - July	\$0.00	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Adult education programs		\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$31,259,089.85	
602	Less: Expenditures	(\$18,593,963.67)	
	Less: Encumbrances	(\$9,605,821.16)	(\$28,199,784.83)
	Total appropriated		\$13,751,208.46

Unappropriated:

770	Fund balance, July 1		\$1,782,072.92
771	Designated fund balance		\$0.00
303	Budgeted fund balance		\$27,384.15
	Total fund balance		\$15,560,665.53
	Total liabilities and fund equity		<u>\$13,691,569.24</u>

Report of the Secretary to the Board of Education
Camdens Promise Charter School

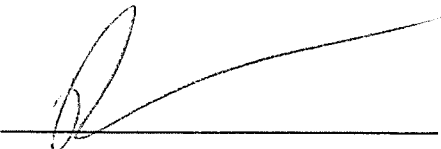
Page 3
04/12/21 126523

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 10 GENERAL FUND

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$31,259,089.85	\$28,199,784.83	\$3,059,305.02
Revenues	(\$31,286,474.00)	(\$31,343,769.85)	\$57,295.85
Subtotal	<u>(\$27,384.15)</u>	<u>(\$3,143,985.02)</u>	<u>\$3,116,600.87</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	(\$500,000.00)	\$500,000.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>(\$27,384.15)</u>	<u>(\$3,643,985.02)</u>	<u>\$3,616,600.87</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>(\$27,384.15)</u>	<u>(\$3,643,985.02)</u>	<u>\$3,616,600.87</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>(\$27,384.15)</u>	<u>(\$3,643,985.02)</u>	<u>\$3,616,600.87</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>(\$27,384.15)</u>	<u>(\$3,643,985.02)</u>	<u>\$3,616,600.87</u>

Prepared and submitted by :


Board Secretary


Date

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 4 of 8
04/12/2021 12:53:38

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 10 GENERAL FUND

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
00370	SUBTOTAL – Revenues from Local Sources	3,302,635	160,517	3,463,152	3,474,910		(11,758)
00520	SUBTOTAL – Revenues from State Sources	33,770,200	(5,946,878)	27,823,322	27,823,322		0
00570	SUBTOTAL – Revenues from Federal Sources	0	0	0	45,538		(45,538)
Total		37,072,835	(5,786,361)	31,286,474	31,343,770		(57,296)
Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
(Total of Accounts W/O a Grid# Assigned)		0	40,000	40,000	(4,005)	7,555	36,450
03200	TOTAL REGULAR PROGRAMS - INSTRUCTION	18,189,569	(2,258,669)	15,930,900	9,216,923	5,085,927	1,628,050
45300	Support Serv. - General Admin	4,290,400	(975,489)	3,314,911	2,206,036	640,121	468,754
46160	Support Serv. - School Admin	2,038,631	(835,000)	1,203,631	689,014	289,343	225,275
51120	Total Undist. Expend. – Oper. & Maint. O	6,122,952	(300,000)	5,822,952	3,595,101	2,219,502	8,349
52480	Total Undist. Expend. – Student Transpor	200,000	(84,930)	115,070	81,567	33,503	0
71260	TOTAL PERSONNEL SERVICES –EMPLOYEE	4,585,500	(253,874)	4,331,626	2,809,328	1,329,870	192,427
76260	Total Facilities Acquisition and Constr	1,500,000	(1,000,000)	500,000	0	0	500,000
Total		36,927,052	(5,667,962)	31,259,090	18,593,964	9,605,821	3,059,305

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 5 of 8
04/12/2021 12:54:18

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 20 SPECIAL REVENUE FUNDS

Assets and Resources

Assets:

101	Cash in bank		\$239,839.64
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00

Accounts Receivable:

132	Interfund	\$0.00	
141	Intergovernmental - State	\$0.00	
142	Intergovernmental - Federal	\$524,725.00	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$524,725.00

Loans Receivable:

131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00

Other Current Assets

\$0.00

Resources:

301	Estimated revenues	\$4,362,839.00	
302	Less revenues	(\$1,035,290.80)	\$3,327,548.20

Total assets and resources

\$4,092,112.84

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 6 of 8
04/12/2021 12:55:18

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 20 SPECIAL REVENUE FUNDS

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state	\$0.00
421	Accounts payable	(\$3,736.00)
431	Contracts payable	\$0.00
451	Loans payable	\$0.00
481	Deferred revenues	\$10,496.15
	Other current liabilities	\$532,922.99

Total liabilities

\$539,683.14

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances	\$1,860,745.27
761	Capital reserve account - July	\$0.00
604	Add: Increase in capital reserve	\$0.00
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00
309	Less: Bud. w/d cap. reserve excess costs	\$0.00
764	Maintenance reserve account - July	\$0.00
606	Add: Increase in maintenance reserve	\$0.00
310	Less: Bud. w/d from maintenance reserve	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00
607	Add: Increase in cur. exp. emer. reserve	\$0.00
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00
762	Adult education programs	\$0.00
750-752,76x	Other reserves	\$0.00
601	Appropriations	\$4,966,704.92
602	Less: Expenditures (\$2,430,212.64)	
	Less: Encumbrances (\$1,113,731.14)	(\$3,543,943.78)
	Total appropriated	\$3,283,506.41

Unappropriated:

770	Fund balance, July 1	\$872,789.21
771	Designated fund balance	\$0.00
303	Budgeted fund balance	(\$603,865.92)
	Total fund balance	\$3,552,429.70
	Total liabilities and fund equity	\$4,092,112.84

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 20 SPECIAL REVENUE FUNDS

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$4,966,704.92	\$3,543,943.78	\$1,422,761.14
Revenues	(\$4,362,839.00)	(\$1,035,290.80)	(\$3,327,548.20)
Subtotal	<u>\$603,865.92</u>	<u>\$2,508,652.98</u>	<u>(\$1,904,787.06)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$603,865.92</u>	<u>\$2,508,652.98</u>	<u>(\$1,904,787.06)</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$603,865.92</u>	<u>\$2,508,652.98</u>	<u>(\$1,904,787.06)</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$603,865.92</u>	<u>\$2,508,652.98</u>	<u>(\$1,904,787.06)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$603,865.92</u>	<u>\$2,508,652.98</u>	<u>(\$1,904,787.06)</u>

Prepared and submitted by :

Board Secretary

Date

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 8 of 8
04/12/21 126578

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 20 SPECIAL REVENUE FUNDS

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
	(Total of Accounts W/O a Grid# Assigned)	854,872	1,027,251	1,882,123	808,269	Under	1,073,854
00745	Total Revenues from Local Sources	0	100,000	100,000	93,356	Under	6,644
00830	Total Revenues from Federal Sources	2,361,236	19,480	2,380,716	133,666	Under	2,247,050
	Total	3,216,108	1,146,731	4,362,839	1,035,291		3,327,548

Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
	(Total of Accounts W/O a Grid# Assigned)	967,961	1,327,988	2,295,949	999,553	515,216	781,180
84100	Local Projects	0	100,000	100,000	21,340	20,000	58,660
88740	Total Federal Projects	2,248,147	322,609	2,570,756	1,409,320	578,515	582,921
	Total	3,216,108	1,750,597	4,966,705	2,430,213	1,113,731	1,422,761

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 4 of 4
04/12/21 12:58:08

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 60 ENTERPRISE FUNDS

Assets and Resources

Assets:

101	Cash in bank		\$6,897.47
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00

Accounts Receivable:

132	Interfund	\$0.00	
141	Intergovernmental - State	(\$14,370.26)	
142	Intergovernmental - Federal	\$32,898.00	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$18,527.74

Loans Receivable:

131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00

Other Current Assets

\$100,813.92

Resources:

301	Estimated revenues	\$0.00	
302	Less revenues	(\$350,712.42)	(\$350,712.42)

Total assets and resources

(\$224,473.29)

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 2 of 4
04/12/2021 12:26:59 PM

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 60 ENTERPRISE FUNDS

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state	\$0.00
421	Accounts payable	\$3,096.33
431	Contracts payable	\$0.00
451	Loans payable	\$0.00
481	Deferred revenues	\$0.00
	Other current liabilities	\$0.00
	Total liabilities	\$3,096.33

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$1,526,057.18
761	Capital reserve account - July	\$0.00	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$0.00
764	Maintenance reserve account - July	\$0.00	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Adult education programs		\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$44,046.05	
602	Less: Expenditures	(\$421,532.17)	
	Less: Encumbrances	(\$1,482,011.13)	(\$1,903,543.30)
	Total appropriated		(\$333,440.07)
	Unappropriated:		
770	Fund balance, July 1		\$149,916.50
771	Designated fund balance		\$0.00
303	Budgeted fund balance		(\$44,046.05)
	Total fund balance		(\$227,569.62)
	Total liabilities and fund equity		<u>(\$224,473.29)</u>

Report of the Secretary to the Board of Education
Camdens Promise Charter School

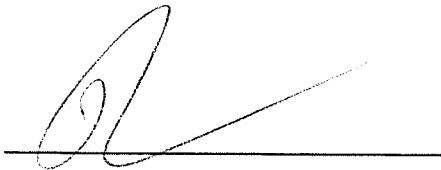
Page 4
04/12/2021 12:26:08

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 60 ENTERPRISE FUNDS

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$44,046.05	\$1,903,543.30	(\$1,859,497.25)
Revenues	\$0.00	(\$350,712.42)	\$350,712.42
Subtotal	<u>\$44,046.05</u>	<u>\$1,552,830.88</u>	<u>(\$1,508,784.83)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$44,046.05</u>	<u>\$1,552,830.88</u>	<u>(\$1,508,784.83)</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$44,046.05</u>	<u>\$1,552,830.88</u>	<u>(\$1,508,784.83)</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$44,046.05</u>	<u>\$1,552,830.88</u>	<u>(\$1,508,784.83)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$44,046.05</u>	<u>\$1,552,830.88</u>	<u>(\$1,508,784.83)</u>

Prepared and submitted by :


Board Secretary


Date

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 1 of 4
04/12/2021 12:66:18

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 60 ENTERPRISE FUNDS

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
(Total of Accounts W/O a Grid# Assigned)		0	0	0	350,712		(350,712)
Total		0	0	0	350,712		(350,712)
Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
(Total of Accounts W/O a Grid# Assigned)		0	44,046	44,046	421,532	1,482,011	(1,859,497)
Total		0	44,046	44,046	421,532	1,482,011	(1,859,497)

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 95 STUDENT ACTIVITY FUNDS

Assets and Resources

Assets:

101	Cash in bank		\$31,069.77
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00

Accounts Receivable:

132	Interfund	\$1,318.00	
141	Intergovernmental - State	\$37.00	
142	Intergovernmental - Federal	\$0.00	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	(\$2,750.27)	(\$1,395.27)

Loans Receivable:

131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00

Other Current Assets

\$0.00

Resources:

301	Estimated revenues	\$0.00	
302	Less revenues	(\$677.95)	(\$677.95)

Total assets and resources

\$28,996.55

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 95 STUDENT ACTIVITY FUNDS

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		\$0.00
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$0.00
	Other current liabilities		(\$7.00)
	Total liabilities		(\$7.00)

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$0.00
761	Capital reserve account - July	\$0.00	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$0.00
764	Maintenance reserve account - July	\$0.00	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Adult education programs		\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$0.00	
602	Less: Expenditures	(\$1,890.00)	
	Less: Encumbrances	\$0.00	(\$1,890.00)
	Total appropriated		(\$1,890.00)

Unappropriated:

770	Fund balance, July 1	\$30,893.55	
771	Designated fund balance	\$0.00	
303	Budgeted fund balance	\$0.00	
	Total fund balance		\$29,003.55
	Total liabilities and fund equity		<u>\$28,996.55</u>

Report of the Secretary to the Board of Education
Camdens Promise Charter School

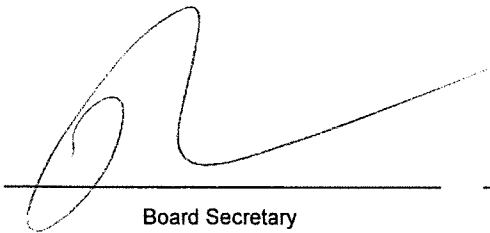
Page 3 of 4
04/12/12664;8

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 95 STUDENT ACTIVITY FUNDS

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$0.00	\$1,890.00	(\$1,890.00)
Revenues	\$0.00	(\$677.95)	\$677.95
Subtotal	<u>\$0.00</u>	<u>\$1,212.05</u>	<u>(\$1,212.05)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$1,212.05</u>	<u>(\$1,212.05)</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$1,212.05</u>	<u>(\$1,212.05)</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$1,212.05</u>	<u>(\$1,212.05)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$0.00</u>	<u>\$1,212.05</u>	<u>(\$1,212.05)</u>

Prepared and submitted by :


Board Secretary


Date

Report of the Secretary to the Board of Education
Camdens Promise Charter School

Page 4 of 4
04/12/12665;8

Starting date 7/1/2020 Ending date 2/28/2021 Fund: 95 STUDENT ACTIVITY FUNDS

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
(Total of Accounts W/O a Grid# Assigned)		0	0	0	678		(678)
Total		0	0	0	678		(678)
Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
(Total of Accounts W/O a Grid# Assigned)		0	0	0	1,890	0	(1,890)
Total		0	0	0	1,890	0	(1,890)

Check Journal
Rec and Unrec checks

Camdens Promise Charter School
Hand and Machine checks

Page 1 of 3
12666
04/12/21 08:59

Starting date 3/1/2021

Ending date 3/31/2021

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
001645	03/16/21		1230	SODEXO, INC & ASSOCIATES		39,917.96
019719 H	03/03/21		1057	SAM'S CLUB		235.90
019720	03/01/21		1549	ALL IN ONE BALLOONS		60.50
019721	03/01/21		1719	CONSTELLATION NEW ENERGY		8,018.93
019722	03/01/21		9888	Eliezer Feliciano		84.00
019723	03/01/21		X904	Michael Wiseley		84.00
019724	03/01/21		1262	ORIENTAL TRADING CO.		169.99
019725	03/01/21		1055	PITNEY BOWES		555.21
019726	03/01/21		1836	REALTIME		175.00
019727	03/01/21		1570	USPS-WINDOW SERVICE		245.00
019728	03/04/21		2162	Amazon Capital Services		561.84
019729	03/04/21		1861	CDWG		3,380.00
019730	03/04/21		1346	CENTER FOR AQUATIC SCIENCES		5,120.00
019731	03/04/21		X264	CharterFolk		120.00
019732 V	03/04/21	03/04/21	1024	CITY OF CAMDEN DIVISION HEALTH		
019733	03/04/21		9888	Eliezer Feliciano		84.00
019734	03/04/21		2029	JEROME GREENE		84.00
019735	03/04/21		2292	LINE SYSTEMS		3,398.61
019736	03/04/21		2415	STAPLES ADVANTAGE		1,834.59
019737 V	03/04/21	03/04/21	1024	CITY OF CAMDEN DIVISION HEALTH		
019738	03/04/21		1391	CITY OF CAMDEN		10.00
019739	03/04/21		1391	CITY OF CAMDEN		10.00
019740	03/08/21		1173	ARK		20,000.00
019741	03/08/21		1218	CASA PAYROLL SERVICE		563.72
019742	03/08/21		1868	CHIC FIL-A		100.00
019743	03/08/21		1819	FLEXFACTS		216.00
019744	03/08/21		1236	PROFORMA DYNAMIC RESOURCES		291.50
019745	03/08/21		1484	WB MASON		1,759.60
019746	03/08/21		1463	WEX BANK		1,851.44
019747	03/09/21		2046	CAMDEN CHARTER SCHOOL NETWORK		436,500.00
019748	03/09/21		1868	CHIC FIL-A		933.45
019749	03/11/21		2162	Amazon Capital Services		720.67
019750	03/11/21		1397	ANDREA LEBBO		400.00
019751	03/11/21		1068	AT & T		542.12
019752	03/11/21		1846	BARNES AND NOBLE		229.83
019753	03/11/21		1861	CDWG		3,552.66
019754	03/11/21		0919	Cigna Health & Life Insurance Co.		18,102.33
019755	03/11/21		9888	Eliezer Feliciano		168.00
019756	03/11/21		1152	HOME DEPOT		818.65

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Rec and Unrec checks

Camdens Promise Charter School
Hand and Machine checks

Page 12667
04/12/21 08:59

Starting date 3/1/2021

Ending date 3/31/2021

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
019757	03/11/21		1404	IRON MOUNTAIN INFORMATION		991.69
019758	03/11/21		U564	Robonation, INC		6,454.00
019759	03/11/21		1540	SCHOOL NURSE SUPPLY, INC		932.89
019760	03/11/21		1280	STATE OF NJ DIV PENSIONS		266.40
019761	03/11/21		0980	Steven Fuller		168.00
019762	03/11/21		1168	XTEL COMMUNICATIONS		5,220.92
019763	03/16/21		Z825	Choy D. Anthony		60.00
019764	03/16/21		1328	CIGNA HEALTHCARE		401,638.94
019765	03/16/21		9888	Eliezer Feliciano		84.00
019766	03/16/21		M282	Jason Lewer		60.00
019767	03/16/21		T026	Jason Smith		60.00
019768	03/16/21		E059	Mike Cook		84.00
019769	03/16/21		M130	Nathan Hurt		84.00
019770	03/16/21		1540	SCHOOL NURSE SUPPLY, INC		360.13
019771	03/16/21		E257	Tajiddin Hill		60.00
019772	03/16/21		F838	Tim Ferguson		84.00
019773 H	03/26/21		2226	NJMVC		1,886.26
019774	03/23/21		2162	Amazon Capital Services		939.05
019775	03/23/21		1173	ARK		45,000.00
019776	03/23/21		1775	CAMDEN COUNTY ED. SERVICES		10,591.35
019777	03/23/21		1861	CDWG		5,194.85
019778	03/23/21		1461	HOLCOMB COMMERCIAL		842.01
019779	03/23/21		1142	JW PEPPER & CO.		369.06
019780	03/23/21		P745	Kellie McDeremott		112.48
019781	03/23/21		1895	LIFE SAVERS, INC.		69.44
019782	03/23/21		9028	Parker McCay P.A.		1,501.71
019783	03/23/21		1914	PURCHASE POWER		520.99
019784	03/23/21		2415	STAPLES ADVANTAGE		2,780.26
019785	03/23/21		2386	TISHARA LANDI		2,500.00
019786	03/26/21		2162	Amazon Capital Services		1,656.55
019787	03/26/21		1719	CONSTELLATION NEW ENERGY		13,063.47
019788	03/26/21		1928	EDUCATIONAL SPECIALIZED ASSOC.		600.00
019789	03/26/21		1461	HOLCOMB COMMERCIAL		450.96
019790	03/26/21		1189	KAPLAN		6,000.00
019791	03/26/21		1677	PRUDENTIAL Insurance Co. of America		3,486.10
B34135	03/29/21		1004	CPCS- AGENCY ACCOUNT	Other EFT Payments	235,380.00
B34136	03/01/21		3984	TD Wealth Operations	Other EFT Payments	26,329.21
B34137	03/30/21		1356	NEW JERSEY AMERICAN WATER CO	Other EFT Payments	2,819.22
B34138	03/30/21		1354	PSE &G	Other EFT Payments	19,521.13

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Camdens Promise Charter School
Hand and Machine checks

Page 3 of 3

04/12/2021 12:68:59

Starting date 3/1/2021

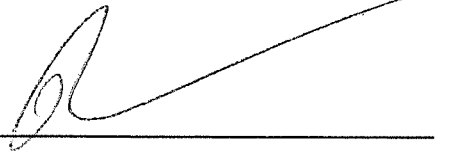
Ending date 3/31/2021

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
F34102	03/15/21		9999	PAYROLL VENDOR		916,005.64
F34133	03/31/21		9999	PAYROLL VENDOR		947,881.67

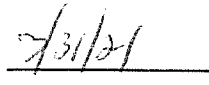
Fund Totals

10	GENERAL FUND	\$105,930.28
11	GENERAL CURRENT EXPENSE	\$2,796,722.10
20	SPECIAL REVENUE FUNDS	\$258,047.88
60	ENTERPRISE FUNDS	\$52,309.62
Total for all checks listed		\$3,213,009.88

Prepared and submitted by:



Board Secretary



Date



Applicant: 80 6107 CAMDEN PROMISE CHARTER - Camden
Application: ESEA Consolidated - 00-
Cycle: Amendment 1

Project Period: 7/1/2020 - 9/30/2021

Application Sections ESEA Consolidated

Printer-Friendly
Click to Return to GWS Access/Select Page
Click to Return to Menu List / Sign Out

Budget Summary

Instructions

The application has been approved. No more updates will be saved for the application.

Function / Object	Title I-A	Title I Reallocated	Title I D LEA	Title I SIA Part A	Title II-A	Title III	Title III Immigrant	Title IV Part A	Title V RLIS
100	Instruction								
100-100	\$1,129,900	\$30,000	\$0	\$0		\$10,000	\$1,000		\$0
100-300			\$0	\$0				\$61,309	\$0
100-500			\$0	\$0					\$0
100-600	\$56,986	\$26,774	\$0	\$0		\$4,229	\$1,442	\$40,751	\$0
100-800			\$0	\$0					\$0
200	Support Services								
200-100	\$10,800		\$0	\$0	\$99,600				\$0
200-200	\$456,280	\$2,295	\$0	\$0	\$39,840	\$4,000	\$400		\$0
200-300			\$0	\$0	\$26,916	\$2,500		\$20,965	\$0
200-400			\$0	\$0					\$0
200-500			\$0	\$0					\$0
200-600	\$58		\$0	\$0				\$17,743	\$0
200-800			\$0	\$0					\$0
200-860			\$0	\$0					\$0
400	Fac. Acq. and Construction Ser.								
400-720			\$0	\$0					\$0
400-731			\$0	\$0					\$0
400-732			\$0	\$0					\$0
520	Schoolwide		\$0	\$0					\$0
520-930			\$0	\$0					\$0
PGM ADM	Program Administration								
PGM ADM			\$0	\$0					\$0
Total Budgeted	\$1,654,024	\$59,069	\$0	\$0	\$166,356	\$20,729	\$2,842	\$140,768	\$0
Total Available	\$1,654,024	\$59,069	\$0	\$0	\$166,356	\$20,729	\$2,842	\$140,768	\$0

Staff	School	Position	TITLE I			
			Title 100-100	Title 100-600	Title 1 200-100	Title 1 200-200
Divello, Lea	Katz	Literacy Support	67,000			
Medori, Gina	Pride	Literature Support	65,000			
Metz	Pride	Literature Support	51,000			
Gendron, Jill	Katz	Basic Skills	62,000			
Wells, Kelci	Pride	Transitional First Grade	51,000			
Angelozi, Lauren	Katz	Transitional First Grade	54,000			
Riberia, Catarina	Katz	Transitional First Grade	51,000			
Murray, Brigid	Pride	Basic Skills	56,000			
Butterworth-Green,	Promise	Math Reasoning (partial)	13,000			
Thornton,	Promise	Math Reasoning (partial)	13,000			
Payton,	Promise	Math Reasoning (partial)	13,000			
Duncan,	Promise	Math Reasoning (partial)	14,000			
Hinton, Laura	Promise	Math Reasoning	61,000			
McCall, Louis	Promise	Math Reasoning	57,000			
Schoonmaker, Justin	Promise	Math Reasoning	78,000			
Winfrey, Omar	Promise	Math Reasoning	59,000			
Johnson, Dean (partial)	Academy	Coaching	20,000			
Quao, Tamika	Academy	Student Activities	88,800			10800
O'Brien, Kyra	Academy	Family Engagement				
Villaneuva, Arlene	Academy	ELL Social Support	67,100			
Thompson, Joji (partial)	Academy	STEAM	36,000			
Ali, Nykea	Acad/Prom	Transitional	57,000			
Watson, Norman	Acad/Prom	Transitional	96,000			
ASP & Summer Stipends		ASP & Summer				456280
Benefits						
Family Engagement Supplies						58
Student Testing (Lexia, IXL, Measuring UP, NWEA)				56,986		
TOTAL			1,129,900	56,986	0	467,080
						1,654,024

	TITLE I (Reallocated)			
	Title 100-100	Title 100-500	Title 1 100-600	Title 1 200-200
ASP STEAM	30000			
Benefits				2295
Supplies - Technology/STEAM		26774		

Total	30000	26774	0	2295	59069
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	TITLE II		
	Title II 200-100	Title II 200-200	Title II 200-300
Staff			
Tamika Harris-Brown	PBSI Coordinator		
Benefits		39,840	
Loti Consultating			26916
Totals	99600	39840	26916
			166356

TITLE III				
	Title III 100-100	Title III 100-600	Title III 200-200	Title III 200-300
	10,000			
Velez, Wanda				
Benefits			4000	
ELL Supplies		4229		
ELL PD				2500
Total	10,000	4229	4000	2500
				20729

	Title III 100-100	Title III 100-600	Title III 200-200
ASP	1000		
Benefits			400
ELL Supplies		1442	
ELL PD			
Total	1000	1442	400
			2842

Title IV						
	Title 100-300	Title 100-600	Title 100-800	Title 200-300	Title 200-300	Title 200-600
Dual Credit Camden County	61309					
SAT Program		5980				
Music		10000				
Chromebooks/Devices		2745				
Edmentum		2731				
Anti Bully/Social Emotional		5000				
STEAM (Outreach)		14295				
PBIS						17743
PD for Technology				15554		
PD on PBIS				5411		
Total	61309	40751	0	20965	0	17743
						140768



PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

State of New Jersey
DEPARTMENT OF EDUCATION
PO Box 500
TRENTON, NJ 08625-0500

ANGELICA ALLEN-McMILLAN, Ed.D.
Acting Commissioner

SCHOOL ETHICS COMMISSION

March 23, 2021

Dr. Joseph Conway, Charter School Lead
Camden's Promise Charter School
879 Beideman Avenue
Camden, NJ 08105

SUBJECT: IN THE MATTER OF MARIA MALDONADO, CAMDEN'S PROMISE
CHARTER SCHOOL, CAMDEN COUNTY, SCHOOL ETHICS COMMISSION
DKT. NO.: T01-20, COMMISSIONER DECISION NO. 9-1/21

Dear Dr. Conway:

In accordance with the decisions issued by the School Ethics Commission (Commission) and the Commissioner of Education (Commissioner) in connection with the above-captioned matter, enclosed please find a Resolution of Suspension which the Commission adopted at its meeting on March 23, 2021.

Pursuant to N.J.A.C. 6A:28-6.11(d), where the Commissioner imposes a penalty of censure, suspension or removal, a resolution shall be adopted at the Commission's next meeting following the Commissioner's decision, and shall be read at the next public meeting of the district board following its adoption, and posted in such places as the Camden's Promise Charter School posts its public notices for thirty (30) days. Therefore, the Camden's Promise Charter School is directed to read the enclosed Resolution at its next regularly scheduled public meeting, and to post it in such places as the Camden's Promise Charter School posts its public notices for thirty (30) days.

After the Camden's Promise Charter School has read the Resolution at its next public meeting, please confirm in writing with the Commission that it has done so by forwarding the minutes of the meeting at which it was read. If you have any questions, please do not hesitate to contact me.

Sincerely,

Kathryn A. Whalen
Director, School Ethics Commission

Enclosure

c: Camden's Promise Charter School Attorney
Lovell Pugh-Bassett, Camden County Interim Executive County Superintendent
Maria Maldonado

***Before the School Ethics Commission
Docket No.: T01-20
Resolution of Suspension***

***I/M/O Maria Maldonado,
Camden's Promise Charter School, Camden County***

Whereas, Maria Maldonado (Respondent) is a school official, as defined in the School Ethics Act (Act), serving as a charter school trustee of the Camden's Promise Charter School, located in Camden County; and

Whereas, by decision dated January 26, 2021, the School Ethics Commission (Commission) found that Respondent failed to comply with the annual training mandate (deadline was June 30, 2020) in violation of *N.J.S.A. 18A:12-33*, *N.J.A.C. 6A:11-3.1(a)*, and *N.J.A.C. 6A:28-4.1*; and

Whereas, the Commission recommended that the Commissioner of Education impose a penalty of removal, with such removal to become effective immediately upon adoption by the Commissioner of Education. However, if Respondent completed training before the Commissioner of Education adopted a final decision (which was forty-five (45) days after the Commission's decision was mailed), then the Commission recommended that the Commissioner of Education, in lieu of removal, impose a thirty (30) day suspension, with such suspension to become effective immediately upon adoption by the Commissioner of Education; and

Whereas, Respondent completed training on February 8, 2021; and

Whereas, by decision dated March 15, 2021, and because Respondent completed training after the issuance of the Commission's decision, but before the Commissioner adopted a final decision, the Commissioner of Education concurred that a penalty of suspension for thirty (30) days was the appropriate penalty in the above-captioned matter; and

Whereas, *N.J.A.C. 6A:28-10.12(d)* provides that, for a penalty of censure, suspension or removal, a Resolution shall be adopted at the Commission's next meeting following issuance of the Commissioner's decision, and the Resolution shall be read at the next public meeting of the charter school following its adoption, and shall be posted in such places as the charter school posts its public notices for thirty (30) days; and

Now Therefore Be It Resolved that the Commission adopts this Resolution stating that Respondent is hereby **SUSPENDED** as a school official for thirty (30) days (from March 16, 2021, through April 15, 2021) for having been found to have violated *N.J.S.A. 18A:12-33* of the Act, and its implementing regulations, namely *N.J.A.C. 6A:11-3.1(a)* and *N.J.A.C. 6A:28-4.1*; and

Be It Further Resolved that the Camden's Promise Charter School is ordered to read this Resolution at its next regularly scheduled public meeting following the Commission's adoption on

March 23, 2021, and to post it in such places as the Camden's Promise Charter School posts its public notices for a period of thirty (30) days.



Robert W. Bender, Chairperson
School Ethics Commission

I hereby certify that the above Resolution was adopted at the March 23, 2021, meeting of the School Ethics Commission.



Kathryn A. Whalen, Director
School Ethics Commission

Baughn, Richelle

From: Fleig, Joshua
Sent: Monday, March 01, 2021 11:07 AM
To: Baughn, Richelle; Helmbrecht, Bill; Conway, Joseph
Subject: Disposal List Request - For Board Agenda

Hi Baughn!

We have (4) Vizio TVs at Academy that went bad. Can we place them on a disposal list to remove from our building? They have since been replaced. Thank you!

MEMORANDUM OF UNDERSTANDING

Camden Charter School Network, Inc. (the "Network"), with its principal place of business at 820 Lois Avenue, Camden, New Jersey 08105, and Camden's Promise Charter School, Inc. (the "School"), with its principal address at 879 Beideman Ave, Camden, New Jersey 08105, herein desire to enter into a Memorandum of Understanding with each other as follows:

WHEREAS, the School has been granted Final Approval by the State Commissioner of Education to operate effective the 2020-2021 school year; and

WHEREAS, the Network is furnishing certain student enrollment, public relations and charter management services to the School and desires to continue to do so; and

WHEREAS, the parties desire to memorialize in writing their current dealings and to foster a mutually beneficial relationship.

NOW THEREFORE BE IT RESOLVED:

1. **Services.** The Network shall provide the School administrative support in the development of student enrollment plans, enrollment marketing, professional development of employees, charter compliance reports development of "Charter Network" branding and, direct supervision of the planning and implementation of extracurricular mission centric activities. These mission centric activities are detailed in Appendix A. These services are highly specialized and qualitative in nature requiring expertise, training and proven reputation in the field of charter school management.

2. **Payment for Services.** In exchange for the delivery of the aforementioned services, the School shall pay the Network the total sum of Three Hundred Thousand Dollars (\$300,000), delivered to the Network on or before the 30th of each month in 10 equal installments of Thirty Thousand Dollars (\$30,000).

3. **Term of MOU.** The duration of this MOU shall be from September 1, 2020 through June 30, 2021. At or before the conclusion of this period, the parties shall endeavor to enter into a more formal agreement setting forth terms and conditions of the Network's continued services.

4. **Termination of MOU.** This MOU shall be terminated upon expiration of the term, or upon fourteen (14) days' written notice to the other party, with or without cause.

5. **Indemnification.** The School shall indemnify the Network its affiliates, officers, employees, and representatives from and against any losses, costs, damages, and expenses resulting from claims for injury, or property damage arising out of joint efforts through the term of this agreement unless such injury, or property damage, is determined to be the result of the sole negligence of the Network, their affiliates, officers, employees, or representatives.

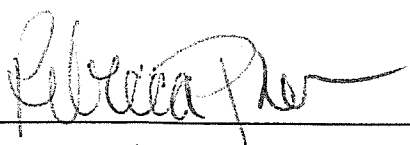
6. **Insurance.** Both parties shall maintain insurance, including commercial general liability insurance with limits of no less than one million dollars (\$1,000,000) per occurrence and two million dollars (\$2,000,000) aggregate, and workers compensation insurance.

7. **Protection of Proprietary Information and Trademarks.** The School acknowledges that the Network has a proprietary interest in the training materials, policies, processes, programs, and methodologies developed by the Network (collectively, "Network Proprietary Information"), and that the above the Network's Proprietary Information is core to the Network's business, and as such, is of significant value. The Network owns and shall own all existing, and hereafter created, copyrights, trademarks, and patents, and other intellectual property rights with respect to all training materials, policies, process, programs, and methodologies that are developed by the Network, its employees, agents or subcontractors. The Network shall have the sole and exclusive right to license any of its Proprietary Information to third parties. The School shall take all measures reasonably necessary to protect the Proprietary Information from being disclosed to or used by any third party without the Network's prior written approval, which may be withheld in its sole and absolute discretion. Nothing herein contained shall be construed in a manner that would cause the School to act or fail to act in a manner that would cause the School to be in violation of any State open records law. If any request is made under the State open records law for information or records which can be construed as proprietary to the Network, then the School shall provide the Network immediate written notice of same.

8. **Confidentiality.** The parties shall treat all the terms of this MOU confidentially and shall not disclose the terms hereof to any third party other than as required by law.

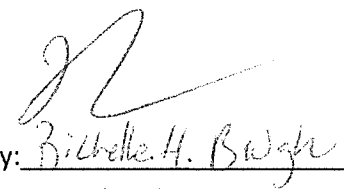
9. **Miscellaneous.** The parties to this agreement intend that the relationship between them under this MOU is that of an independent contractor, and not employer-employee. This MOU shall constitute the full and complete agreement between the parties. All prior understandings are merged herein and are superseded by this MOU. This MOU shall not be construed against the party that drafted it. This MOU may be amended only by written agreement executed by duly authorized representatives of the parties. By signing below, representatives of the parties acknowledge that they have authority to enter into this MOU.

For Camden Charter School Network, Inc.

By: 

Date: 4/15/24

For Camden's Promise Charter School

By: 

Date: 4/15/24

Appendix A

Mission Centric Activities: Elements core to the mission of the original founding charter schools of the Network whose programmatic continuation are necessary for the maintenance of the “Charter” ethos.

Responsibilities: Co-schedule, plan, staff, supervise and assist in funding core Missions Centric Activities with the Administration of the individual Network Schools.

Mission Centric Activities:

Evening Activities

- Summer Parent Orientations
- Elementary School Carnival
- Evening Arts Program assistance
- Family fun or community building nights
- Student Recruitment events

Overnight Activities

- Harvest Overnighter
- Williamsburg Overnighter
- 8th grade Overnighter
- Freshman Immersion Overnight experiences
- Junior College Immersion Trip
- AP Trip
- HS Band overnigher
- Certain Staff conferences if deemed mission centric

Weekend Activities

- College visits
- Parades
- Student Ambassador and leadership programs
- Network 5K
- Tech expo
- Green Maker Space
- Certain Staff conferences if deemed mission centric
- Student recruitment events

Mission-Based Classes

- Certified staffing can be provided for classes.

Note:

- Additional Activities may be added upon mutual agreement of the Network and the Individual represented school by documented Board motions and addenda to contract.

- The individual school will be required to have a minimum of 1 assigned administrator at each event
- Appropriate insurance will be maintained by all entities for each event
- Parent and Student leader volunteerism will be utilized to assist in cost containment and more importantly community building
- Communication and Coordination of Activities with the ARK and Friends of Katz will be utilized to maximize resources and impact.

Application: Camden's Promise Charter School Grant Expansion Project

Joseph Conway - jconway@camdencsn.org
New Jersey Public Charter Schools Association CSP Grant

Summary

ID: 2493895251

Last submitted: Mar 31 2021 03:16 PM (UTC)

Letter of Intent

Completed - Feb 23 2021

Please refer to the Request for Application for eligibility, definitions, and instructions.

There are basic application questions to fill out and a separate task to upload the Project Narrative, as well as other required documents.

PLEASE READ ALL INSTRUCTIONS CAREFULLY

New Jersey Public Charter Schools Association's Survey Monkey Apply grant system allows saves as you go with the ability to come back at a later time to complete the application.

It is recommended to use Chrome or Firefox web browsers.

Please email csp@njcharters.org for help.

Letter of Intent

Application Type:

Which type of grant are you applying for? Please see definitions in the RFA and refer to the charter authorization.

Expansion

Expected Date School Will Open, Expand, or Replicate:

Sep 1 2022

Charter School Name

Please enter the legal name for your charter school.

Camden's Promise Charter School

School Phone Number

856-365-1000

School Address

879 Beideman Ave

Camden NJ 08105

Contact Person for this Sub Grant Application:

Please fill out your first and last name.

Joseph Conway

Job Title

CSA

Contact Phone Number

856-365-1000 ext 101

Contact Email

jconway@camdencsn.org

Application: Camden's Promise Charter School Grant Expansion Project

Joseph Conway - jconway@camdencsn.org
New Jersey Public Charter Schools Association CSP Grant

Summary

ID: 2493895251

Last submitted: Mar 31 2021 03:16 PM (UTC)

Program Assurances

Completed - Mar 31 2021

Please review all sections of the Compliance Checklist and sign the check list electronically.

There is one signature needed to complete this task:

- The Board Chair must be added as a collaborator on this application in order to sign these assurances. To do this, within the application on the left side of the screen, you will be able to click the **Add Collaborators** button. Upon doing so, you can enter the email address of the collaborator you are adding, set the permissions of the user to View & Edit or View Only and provide an optional message to the collaborator.

Once awarded, subgrantees will review this list with New Jersey Public Charter School Association and note any changes. Schools are responsible to report any changes to NJPCSA during the grant period.

PLEASE NOTE: We do not need you to send in a signed hard copy.

Please contact csp@njcharters.org with any questions.

Compliance Checklist

Program Assurances.

Please place a check mark next to each assurance to affirm that your school is compliant.

Responses Selected:

1. Applicant grant contact (charter school authorized representative) possesses the legal authority to apply for this grant on behalf of the school. If the grant contact is not the chair of the governing body (due to conflict of interest), a resolution or motion has been adopted by the applicant's governing body directing and authorizing the grant contact the delegated responsibility to act on their behalf to submit this application, including all understanding and assurances of certifications contained herein, to execute the grant, if approved, to comply with certifications, budget, and fiscal requirements, and act as the governing body's authorized official for the grant program. The grant contact has no conflict of interest with any party (employee, management organization, contractor, vendor, etc.) that has a financial interest in the grant award.

2. The applicant school certifies that they understand NJDOE authorization to open a new charter school or to expand or replicate an existing school is required in order to be eligible for an award.
3. The applicant school certifies that it meets the federal definition of “developer.” ESEA § 4310 (5)- The term “developer” means an individual or group of individuals (including a public or private nonprofit organization), which may include teachers, administrators and other school staff, parents, or other members of the local community in which a charter school project will be carried out.
4. The applicant school operates (or will operate, if not yet open) a charter school in compliance with all state and federal laws and that does not discriminate based on race (including hair texture, hair type or hairstyle), creed, gender, sexual orientation, religion, ancestry, national origin, color, disability, or age.
5. Subgrant recipients will participate in all data reporting and evaluation activities as requested or required by the U.S. Department of Education, NJPCSA, and NJDOE, including on-site and desktop monitoring conducted by NJPCSA, annual independent audits required by the state that are publicly reported and include financial statements prepared with generally accepted accounting principles, annual reports, and a final expenditure report for the use of subgrant funds. This section includes participation in any federal or state funded charter school research or evaluations. Failure to submit required information may result in a withholding of grant funds or a non-renewal of subsequent year funding within the project period.
6. The applicant school assures that they have provided their authorizer with “adequate and timely notice” of this grant application (as required by ESEA §4310 (6)(B)). The applicant school understands that the quality controls agreed to between the eligible applicant and NJDOE are outlined in the Performance Framework document provided by NJDOE for all schools and is used for all monitoring activities.
7. The applicant school per ESEA §4303 (f)(1)(C)(i)(II), certifies that the authorizer articulates that student achievement and growth, as measured by the state’s School Performance Framework, is one of the most important factors for renewal or revocation of the school’s charter contract, and that the authorizer reserves the right to revoke or not renew a school’s charter based on financial, structural, or operational factors involving the management of the school, or if not included agree to amend the Charter Contract accordingly to include these before award monies are distributed.
8. The applicant school certifies that a high degree of autonomy is built into its charter contract, consistent with the requirements of ESEA § 4310 (2) and ESEA § 4303 (f)(2)(A), including the school’s autonomy over budget, operations, and personnel decisions, and that they have sought, or will seek, all the appropriate automatic and non-automatic state waivers, and any necessary district waivers, to support the level of autonomy negotiated in their charter contract.
9. The applicant school shall include important information on the website of the school, as required by ESEA § 4303 (f)(2)(G), to help parents and the community to make informed decisions about the education options available to their children, including information on the educational program, student support services, parent contract requirements (including any financial obligations or fees and information regarding textbook assistance), and enrollment criteria. This section requires the school to also provide annual performance and enrollment data for the student body and subgroups of students on

its website.

10. The applicant implements a lottery for when a school receives more student applicant than there are seats.

11. The applicant is certified as a non-profit entity.

Financial Controls and Audits

Responses Selected:

1. The recipient school shall maintain accounting records and procedures in accordance with state and federal requirements that ensure proper disbursement of, and accounting for, federal funds, including evidence pertaining to costs incurred, with the provision that the records shall be kept available by the grantee during the grant period and thereafter for five full years from the date of final payment. The school agrees to submit upon request for audit, review, and inspection its activities, books, documents, papers and other records relating to the expenditures of CSP subgrant proceeds.

2. Recipient schools will use an independent auditor for annual financial audits that is different from their authorizer's auditor.

3. Recipient schools will be aware of and comply with ESEA , title V, part B [20 USC 7221c. section 5204, (e)(4)(B)], which states, "A local educational agency may not deduct funds for administrative fees or expenses from a subgrant awarded to an eligible applicant, unless the applicant enters voluntarily into a mutual agreed upon arrangement for administrative services with the relevant local educational agency. Absent such approval, the local educational agency shall distribute all subgrant funds to the eligible applicant without delay."

4. Recipient schools will ensure that the awarded grant funds will be spent or encumbered by September 30 of each grant year, unless extenuating circumstances warrant an extension request. Recipients understand that any such extension request must be made by the Authorizer on their behalf no later than September 1 of the respective grant year, and that if an extension request is not approved by on the grounds that extenuating circumstance have not been established the recipient school will be held to the September 30 deadline.

5. Recipients shall ensure that none of the funds authorized under the ESEA , including funds received under this grant program, shall be used (1) to develop or distribute materials, or operate programs or courses of instruction directed at youth, that are designed to promote or encourage sexual activity, whether homosexual or heterosexual; (2) to distribute or to aid in the distribution by any organization of legally obscene materials to minors on school grounds; (3) to provide sex education or HIV-prevention education in schools unless that instruction is age appropriate and includes the health benefits of abstinence; or (4) to operate a program of contraceptive distribution in schools, Pub. L. 107-110, section 9526).

6. Recipient schools are required to keep and maintain all equipment purchased with grant funds in accordance with federal law and regulation. Should the charter school close, the authorizer agrees to

notify Bluum, Inc. of the reason for closure and agrees to notify Bluum, Inc. regarding the appropriate disposition of assets purchased under this grant.

7. Recipient schools are required not to have expenditures that exceed the approved budget line items by more than a total of 10 percent of the total project period award. If they wish to deviate beyond 10 percent in any budget object core category, they must seek a revision of their budget prior to expenditure or legal obligation of those funds, or they should not be reimbursed for the excess amount.

Certification and Board Chair Signature

This certification is required by the Department of Education regulations implementing Executive Order 12549, Debarment and Suspension, 34 CFR Part 85, for all lower tier transactions meeting the threshold and tier requirement stated at Section 85.110. Certification: 1.The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency. 2.Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

A handwritten signature in black ink, appearing to read 'Zulma Gonzalez Lombardo', written in a cursive style.

Board Chair Name

Zulma Gonzalez Lombardo

Date and Time

Mar 30 2021 09:20 AM

2021-2022 Teachers Step-Pay Scale

Step	School Wide Sub	Associate Teacher	Cert BA	Cert MA	Cert MA +30	Doctoral
1	\$120/ PerDiem	30000	CE 51,000 CEAS 52,000	53,000	55,000	57,000
2		30,000	53,000	55,000	57,000	59,000
3		30,000	54,000	56,000	58,000	60,000
4		30,000	55,000	57,000	59,000	61,000
5		30,000	56,000	58,000	60,000	62,000
6		30,000	57,000	59,000	61,000	63,000
7		30,000	58,000	60,000	62,000	64,000
8		30,000	59,000	61,000	63,000	65,000
9		30,000	60,000	62,000	64,000	66,000
10		30,000	61,000	63,000	65,000	67,000
11		30,000	62,000	64,000	66,000	68,000
12		30,000	63,000	65,000	67,000	69,000
13		30,000	64,000	66,000	68,000	70,000
14		30,000	65,000	67,000	69,000	71,000
15		30,000	66,000	68,000	70,000	72,000
16		30,000	67,000	69,000	71,000	73,000
17		30,000	68,000	70,000	72,000	74,000
18		30,000	69,000	71,000	73,000	75,000
19		30,000	70,000	72,000	74,000	76,000
20		30,000	71,000	73,000	75,000	77,000
21		30,000	72,000	74,000	76,000	78,000
22		30,000	73,000	75,000	77,000	79,000
23		30,000	74,000	76,000	78,000	80,000
24		30,000	75,000	77,000	79,000	81,000
25		30,000	76,000	78,000	80,000	82,000

**Longevity Increase Based on Years of Employ
In addition to Step Scale Salary**

- *Fourth year = \$1,000.00
- *Eighth year = \$3,000.00
- *Twelfth year = \$5,000.00
- *Sixteenth year = \$8,000.00
- *Twentieth year = \$12,000.00

**Annual Merit Bonus Pay for
Project Based Evaluation**

- Rating 0= Increment Withholding
- Rating 1= Step Scale Increase Only
- Rating 2= \$1,000.00 Bonus
- Rating 3= \$1,500.00 Bonus
- Rating 4= \$2,000.00 Bonus

Teacher of the Year Award

\$1,000 Bonus Pay with \$4,000 Classroom Approved Project

2021-2023 Support Step-Pay Scale

Step	Reception	Secretary	Support Staff	Admin Sec	Certified Support Staff	Executive Assistant
1	23,000	33,000	36,000	37,000	53,000	55,000
2	24,000	34,000	37,000	38,000	54,000	56,000
3	25,000	35,000	38,000	39,000	55,000	57,000
4	26,000	36,000	39,000	40,000	56,000	58,000
5	27,000	37,000	40,000	41,000	57,000	59,000
6	28,000	38,000	41,000	42,000	58,000	60,000
7	29,000	39,000	42,000	43,000	59,000	61,000
8	30,000	40,000	43,000	44,000	60,000	62,000
9	31,000	41,000	44,000	45,000	61,000	63,000
10	32,000	42,000	45,000	46,000	62,000	64,000
11	33,000	43,000	46,000	47,000	63,000	65,000
12	34,000	44,000	47,000	48,000	64,000	66,000
13	35,000	45,000	48,000	49,000	65,000	67,000
14	36,000	46,000	49,000	50,000	66,000	68,000
15	37,000	47,000	50,000	51,000	67,000	69,000
16	38,000	48,000	51,000	52,000	68,000	70,000
17	39,000	49,000	52,000	53,000	69,000	71,000
18	40,000	50,000	53,000	54,000	70,000	72,000
19	41,000	51,000	54,000	55,000	71,000	73,000
20	42,000	52,000	55,000	56,000	72,000	74,000

2021-2023 Administrator Step-Pay Scale

Step	Team Leader/Dean/ Guidance/	Principal & Vice Principal Cert MA	Principal & Vice Principal Cert MA +30	Principal & Vice Principal Doctoral
1	Based on Current Teacher Step Extended to a 12 Month Post	83,000	87,000	91,000
2		85,000	89,000	93,000
3		87,000	91,000	95,000
4		89,000	93,000	97,000
5		91,000	95,000	99,000
6		93,000	97,000	101,000
7		95,000	99,000	103,000
8		97,000	101,000	105,000
9		99,000	103,000	107,000
10		101,000	105,000	109,000
11		103,000	107,000	111,000
12		105,000	109,000	113,000
13		107,000	111,000	115,000
14		109,000	113,000	117,000
15		111,000	115,000	119,000
16		113,000	117,000	121,000
17		115,000	119,000	123,000
18		117,000	121,000	125,000
19		119,000	123,000	127,000
20		121,000	125,000	129,000

**Team Leader, Dean, Guidance
(Teacher salary for 12 Months)**

Additional Student Load

100-125= 0

126-150= 2,500

151-175 =\$5,000.00

176-200=\$7,500.00

Principal and VP Posts

***Nurse is Regular Salary with this Student Load**

Additional Student Load

0-200 = 0

201-300 =\$6,000.00

301-400 =\$8,000.00

401-500 =\$10,000.00

501-600 =\$12,000.00

601-700 =\$16,000.00

701-800 = \$20,000.00

FOUNDER CONTRACT
 By and between
 CAMDEN'S PROMISE CHARTER SCHOOL BOARD OF TRUSTEES
 And
 JOSEPH CONWAY

	Page
1. TERM	2
2. FOUNDER RESPONSIBILITIES	2
3. COMPENSATION	3
A. Salary	4
B. Leaves of Absence	4
1. Vacation	5
2. Holidays	5
3. Sick Leave	5
4. Personal Leave	5
5. Bereavement Leave	5
6. Sabbatical leave	6
C. Medical Insurance	6
1. Major Medical/Hospitalization	6
2. Dental Care	6
D. Job Related Expenses	6
1. Mileage Reimbursement	6
E. Grants	6
F. OTHER TIME OFF	7
4. PROFESSIONAL GROWTH AND OTHER COMPENSATIONS	7
A. Seminars/College/University Degree Accreditation	7
B. 403 B Plans	7
C. Meritorious Pay	7
5. EVALUATION	8
6. TERMINATION OF EMPLOYMENT CONTRACT	8
7. PERSONNEL RECORDS	9
8. COMPLETE AGREEMENT	9
9. APPLICABLE LAW	9
10. INDEMNIFICATION	9
11. SAVINGS CLAUSE	9
ATTACHMENT	10

FOUNDER CONTRACT
By and between
CAMDEN'S PROMISE CHARTER SCHOOL BOARD OF TRUSTEES
And
JOSEPH CONWAY

1. TERM

This Agreement is made as of July 1, 2021 by and between Camden's Promise Charter School Board of Trustees with offices located at 879 Beideman Avenue, Camden, New Jersey 08105 (hereinafter, the "Board") and Joseph Conway as Founder (hereinafter, the "Founder"). The board hereby offers to employ and the Founder accepts employment for renewable terms of five years. Any reference to "contract year" in this Agreement shall refer to a period beginning July 1st and ending on June 30th.

Now, therefore, in consideration of the promises and the mutual covenants and agreements contained herein, it is mutually covenanted and agreed by and between the Board and the Founder as follows:

2. FOUNDER RESPONSIBILITIES

The Founder holds the required certification from the State of New Jersey authorizing him to serve in this capacity. The Founder shall have general supervision over all aspects of Camden's Promise Charter School (hereinafter, "CPCS"), subject to the CPCS's charter and Board approval. This responsibility shall include, but not be limited to, daily oversight of the design, implementation and refinement of school governance, management and operating structures and procedures; annual oversight of the educational program of the school and teacher professional development programs; annual oversight of the assessment measures and resulting programmatic modifications undertaken to increase student success. The Founder's professional

responsibilities will also include those duties set forth in Board Policy number 1230 which may be modified by the Board from time to time. (A Copy of Board Policy No. 1230 is attached hereto and incorporated by reference.)

Board members, individually and collectively, will refer to the Founder any and all criticisms, complaints, comments and suggestions concerning the operation and management of CPCS which are called to their attention. Any such referral shall be discussed by Board members at a regular or specially scheduled Board meeting at which their consensus will be sought to direct the Founder to study, recommend and/or take action on such referral. The Founder shall have access to the Board's professionals, including its solicitor, in circumstances in which the Founder needs professional assistance while carrying out his duties under this Agreement.

The Founder shall have a seat on the Board but shall have no vote. The Founder shall have the right to attend all Board and Board Committee meetings, and the right to make recommendations to the Board or Board Committee with respect to any proposed action or policy. The parties also agree that the Board shall not hold any discussions regarding the Founder's employment unless the Founder is: 1) given written notice at least 48 hours in advance; 2) permitted to be present during such discussions; 3) given the opportunity to address the Board; and 4) permitted to have a representative of his choosing speak on his behalf. In addition, the Board shall not hold any discussions with regard to the Founder's performance, or that may adversely affect the Founder's employment, in public sessions, pursuant to the Open Public Meetings Act.

3. COMPENSATION

A. Salary. The Board shall pay the Founder the base salary sum of (\$171,750.00) based on a twelve-month contract year during the period July 1, 2021 through June 30, 2022. The Board shall pay the Founder the base salary sum of (\$175,500.00) based on a twelve-month contract year during the period July 1, 2022 through June 30, 2023. The Board shall pay the Founder the base salary sum of (\$179,250.00) based on a twelve-month contract year during the period July 1, 2023 through June 30, 2024. The Board shall pay the Founder the base salary sum of (\$183,000.00) based on a twelve-month contract year during the period July 1, 2024 through June 30, 2025. The Board shall pay the Founder the base salary sum of (\$186,750.00) based on a twelve-month contract year during the period July 1, 2025 through June 30, 2026. This salary shall be paid to the Founder in accordance with the schedule of salary payments used for other certified employees of CPCS. It is understood that this contract is the base salary for work done on behalf of Camden's Promise Charter School. In addition with the merging of duties and responsibilities of Camden Academy Charter High School, Camden's Pride Charter School, and Katz-Dalsey Academy Charter School under the umbrella of Camden's Promise Charter School, the Founder shall receive a \$50,000 stipend each year the contract is in effect. This stipend shall be paid to the Founder in accordance with the schedule of salary payments used for other certified employees of CPCS.

During the term of this Agreement, including any extension thereof, the Founder shall not be reduced in compensation, including salary, stipend, and benefits except as outlined in N.J.A.C. 6A: 11-6.1 et seq. Any adjustment in salary or benefits made during this Agreement or any renewal thereof shall be in the form of an amendment and shall become part of this Agreement, but it shall not be deemed that the Board and the Founder have entered into a new Agreement.

B. Leaves of Absence. The Board shall provide the following leaves of absence as part of the Founder's compensation:

1. Vacation: The Founder shall be granted twenty (20) vacation days to be taken during the term of this Agreement. If the Founder intends to use more than ten (10) consecutive days of his vacation at one time, he shall provide advance notification to the Board President and obtain Board approval, which approval will not be unreasonably withheld. The Board, through its administrative office, shall be responsible for maintaining written documentation of the Founder's earned and accrued vacation days. Five unused vacation days may be carried over for use in the following contract year or may be cashed in on a per diem basis. If any days carried over are not used in the following contract year they may be applied to sick bank accrual.

2. Holidays: The Founder shall be entitled to the following holidays on the dates and dismissal times granted to the Board's other certified staff: July 4, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving, Winter recess, New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Spring recess, and Memorial Day.

3. Sick Leave. The Founder shall be granted twelve (12) days to be used as sick leave per contract year. At the end of each contract year, the unused portion of such leave may be accumulated and carried over to the next contract year.

4. Personal Leave. The Founder shall be granted two (2) days to be used for personal leave during each contract year. These days are to be used for personal matters which require the Founders absence during school hours to be used at his discretion.

5. Bereavement Leave. The Founder shall be granted workday leave for bereavement of up to five (5) consecutive work days leave beginning the day after the death of an immediate family member.

6. Sabbatical Leave. The purpose of sabbatical leave shall be for professional advancement or educational travel. The following shall apply: After (15) years of paid service to the Camden's Promise Board eligibility exists for one year of sabbatical leave at 65 % of regular contracted pay for a given year. After an additional three (3) years, (18) years total, a one year sabbatical leave is possible at 85% of regular contracted pay for a given contract year. After an additional two (2) years, (20) years total, a one year sabbatical leave is possible at 100% of regular contracted pay for a given contract year.

C. Medical Insurance. The Board shall make available, as part of the Founder's compensation, the following medical insurance at either POS or PPO value at the administrator's discretion:

1. Major Medical/ Hospitalization with full family coverage
2. Dental Care with full family coverage

D. Job Related Expenses.

1. Mileage Reimbursement. The Board shall reimburse the Founder for certain mileage expenses incurred for travel in the performance of his duties under this Agreement at the prevailing IRS rate. Mileage will not be reimbursed for daily commuting, attendance at regular or special Board meetings or other school functions.

E. Grants

During the term of this Agreement, including any extension thereof, the Founder is afforded the opportunity to write grants on behalf of Camden's Promise Charter School. Grants shall be submitted to the Board for approval. Said grants shall include within their budgets a not to exceed 5% administrative cost which shall not be unreasonably withheld in the approval by the board.

F. Other Time Off

The Founder is granted time to perform other consulting work at his discretion during the contract periods. This consulting work shall not be limited.

4. PROFESSIONAL GROWTH OF FOUNDER and OTHER COMPENSATIONS

The Board has allotted the maximum sum of SIX THOUSAND dollars (\$6,000.00) per contract year per area, which may be used by the Founder for each of the following professional growth activities and other compensations:

A. Seminars/College/University Degree Accreditation: The Board shall permit a reasonable amount of additional release time for the Founder to attend professional growth courses such as seminars and shall pay necessary travel, registration and sustenance expenses for such attendance.

B. Tax Shelter: The Founder may utilize for equivalent allotments the funds to purchase in school recognized 403 B Plans. The Board shall match the Administrator for this expenditure upon submission of proof with not to exceed \$6,000 matching funds.

C. Meritorious Pay: The Founder may receive merit pay as determined by the Board in the following areas of focus: Student Performance on Standardized Tests, Student Enrollment,

Charter Renewal, Expansion of Charter Network etc. The Board in conjunction with the Founder shall determine appropriate values of effectiveness to ineffectiveness in developing these performance bonuses.

6. EVALUATION

The Board shall formally evaluate the performance of the Founder in writing at least once during the period July 1 through June 30 of each contract year as provided in Board Policy 1240.

The Founder's annual formal evaluation shall be in writing, shall include areas of commendation and recommendation, and shall provide direction as to any aspects of the Founder's performance that are in need of improvement. Before final Board action, a copy of the written evaluation shall be provided to the Founder and the Board shall meet to discuss the evaluation.

The annual formal evaluation shall be based upon the goals and objectives of the Board, the responsibilities of the Founder as set forth in the attached job description, and such other criteria as the State Board of Education shall by regulation prescribe. The evaluation shall include specific recommendations for improvement in all instances where the Board deems performance to be unsatisfactory. The Founder shall have the right to respond in writing to any evaluation. This response shall become a permanent record in the Founder's personnel file upon the Founder's request.

6. TERMINATION OF EMPLOYMENT CONTRACT

This Agreement may be terminated as follows:

- A. In accordance with N.J.S.A. 6A:11-6.1, 6A:11-6.2 and 6A:11-6.3 Streamline Tenure rules and arbitration provisions as a position of principal.
- B. By mutual agreement of the parties; or
- C. By unilateral termination by the Founder upon one year written notice to the Board.
- D. By event of revocation of New Jersey State Certification

7. PERSONNEL RECORDS

The Founder shall have the right, upon request, to review the contents of his personnel file and to receive copies of any documents contained therein at Board expense. No material derogatory to the Founder's conduct, service, character, or personality shall be placed in his personnel file unless he has had an opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Founder shall also have the right to submit a written rebuttal or explanation to such material.

8. COMPLETE AGREEMENT

This Agreement embodies the entire agreement between the Board and the Founder. No modification of the Agreement shall be valid unless modification is in writing and signed by the Board and the Founder.

9. APPLICABLE LAW

This Agreement shall be subject to and governed by the laws of the State of New Jersey.

10. INDEMNIFICATION

The Board shall defend, hold harmless and indemnify the Founder from any and all demands, claims, suits, actions and legal proceedings, of any kind brought against the Founder in his capacity as agent and/ or employee of the Board as required by law.

11. SAVING CLAUSE

If, during the term of this Agreement, it is found that a specific provision is contrary to federal or State law, the invalidity or unenforceability of such provision shall not affect the other provisions hereof, and this Agreement shall be construed as if such invalid or unenforceable provisions were omitted.

WHEREAS, a duly authorized officer of the Board has approved the terms and conditions of this Agreement; and,

WHEREAS, the Founder has approved the terms and conditions of this Agreement; and

WHEREAS, this Agreement has been approved by a majority vote of the members of the Board at its meeting on June 8, 2016, and has been made a part of the minutes of that meeting; In Witness Whereof, the parties have hereunto set their hands and seals the day and year first above written.

CAMDEN'S PROMISE CHARTER SCHOOL BOARD OF TRUSTEES

By _____

President

By _____

Joseph Conway, Founder

FOUNDER COORDINATOR CONTRACT
 By and between
 CAMDEN'S PROMISE CHARTER SCHOOL BOARD OF TRUSTEES
 And
 WILLIAM HELMBRECHT

	Page
1. TERM	2
2. FOUNDER COORINATOR RESPONSIBILITIES	2
3. COMPENSATION	3
A. Salary	4
B. Leaves of Absence	4
1. Vacation	5
2. Holidays	5
3. Sick Leave	5
4. Personal Leave	5
5. Bereavement Leave	5
6. Sabbatical leave	6
C. Medical Insurance	6
1. Major Medical/Hospitalization	6
2. Dental Care	6
D. Job Related Expenses	6
1. Mileage Reimbursement	6
E. Grants	6
F. OTHER TIME OFF	7
4. PROFESSIONAL GROWTH AND OTHER COMPENSATIONS	7
A. Seminars/College/University Degree Accreditation	7
B. 403 B Plans	7
C. Meritorious Pay	7
5. EVALUATION	8
6. TERMINATION OF EMPLOYMENT CONTRACT	8
7. PERSONNEL RECORDS	9
8. COMPLETE AGREEMENT	9
9. APPLICABLE LAW	9
10. INDEMNIFICATION	9
11. SAVINGS CLAUSE	9
ATTACHMENT	10

FOUNDER COORDINATOR CONTRACT
By and between
CAMDEN'S PROMISE CHARTER SCHOOL BOARD OF TRUSTEES
And
WILLIAM HELMBRECHT

1. TERM

This Agreement is made as of July 1, 2021 by and between Camden's Promise Charter School Board of Trustees with offices located at 879 Beideman Avenue, Camden, New Jersey 08105 (hereinafter, the "Board") and William Helmbrecht as Founder Coordinator (hereinafter, the "Founder Coordinator"). The board hereby offers to employ and the Founder Coordinator accepts employment for renewable terms of five years. Any reference to "contract year" in this Agreement shall refer to a period beginning July 1st and ending on June 30th.

Now, therefore, in consideration of the promises and the mutual covenants and agreements contained herein, it is mutually covenanted and agreed by and between the Board and the Founder Coordinator as follows:

2. FOUNDER COORDINATOR RESPONSIBILITIES

The Founder Coordinator holds the required certification from the State of New Jersey authorizing him to serve in this capacity. The Founder Coordinator shall have general supervision over all aspects of Camden's Promise Charter School (hereinafter, "CPCS"), subject to the CPCS's charter and Board approval. This responsibility shall include, but not be limited to, daily oversight of the design, implementation and refinement of school governance, management and operating structures and procedures; annual oversight of the educational program of the school and teacher professional development programs; annual oversight of the assessment measures and resulting programmatic modifications undertaken to increase student

success. The Founder Coordinator's professional responsibilities will also include those duties set forth in Board Policy number 1230 which may be modified by the Board from time to time.

(A Copy of Board Policy No. 1230 is attached hereto and incorporated by reference.)

In the absence of the Founder Board members, individually and collectively, will refer to the Founder Coordinator any and all criticisms, complaints, comments and suggestions concerning the operation and management of CPCS which are called to their attention. Any such referral shall be discussed by Board members at a regular or specially scheduled Board meeting at which their consensus will be sought to direct the Founder Coordinator to study, recommend and/or take action on such referral. The Founder Coordinator shall have access to the Board's professionals, including its solicitor, in circumstances in which the Founder Coordinator needs professional assistance while carrying out his duties under this Agreement.

The Founder Coordinator shall have a seat on the Board but shall have no vote. The Founder Coordinator shall have the right to attend all Board and Board Committee meetings, and the right to make recommendations to the Board or Board Committee with respect to any proposed action or policy. The parties also agree that the Board shall not hold any discussions regarding the Founder Coordinator's employment unless the Founder Coordinator is: 1) given written notice at least 48 hours in advance; 2) permitted to be present during such discussions; 3) given the opportunity to address the Board; and 4) permitted to have a representative of his choosing speak on his behalf. In addition, the Board shall not hold any discussions with regard to the Founder Coordinator's performance, or that may adversely affect the Founder Coordinator's employment, in public sessions, pursuant to the Open Public Meetings Act.

3. COMPENSATION

A. Salary. The Board shall pay the Founder Coordinator the base salary sum of (\$161,750.00) based on a twelve-month contract year during the period July 1, 2021 through June 30, 2022. The Board shall pay the Founder Coordinator the base salary sum of (\$165,500.00) based on a twelve-month contract year during the period July 1, 2022 through June 30, 2023. The Board shall pay the Founder Coordinator the base salary sum of (\$169,250.00) based on a twelve-month contract year during the period July 1, 2023 through June 30, 2024. The Board shall pay the Founder Coordinator the base salary sum of (\$173,000.00) based on a twelve-month contract year during the period July 1, 2024 through June 30, 2025. The Board shall pay the Founder Coordinator the base salary sum of (\$176,750.00) based on a twelve-month contract year during the period July 1, 2025 through June 30, 2026. This salary shall be paid to the Founder Coordinator in accordance with the schedule of salary payments used for other certified employees of CPCS. It is understood that this contract is the base salary for work done on behalf of Camden's Promise Charter School. In addition with the merging of duties and responsibilities of Camden Academy Charter High School, Camden's Pride Charter School, and Katz-Dalsey Academy Charter School under the umbrella of Camden's Promise Charter School, the Founder Coordinator shall receive a \$50,000 stipend each year the contract is in effect. This stipend shall be paid to the Founder Coordinator in accordance with the schedule of salary payments used for other certified employees of CPCS.

During the term of this Agreement, including any extension thereof, the Founder Coordinator shall not be reduced in compensation, including salary, stipend, and benefits except as outlined in N.J.A.C. 6A: 11-6.1 et seq. Any adjustment in salary or benefits made during this Agreement or any renewal thereof shall be in the form of an amendment and shall become part

of this Agreement, but it shall not be deemed that the Board and the Founder Coordinator have entered into a new Agreement.

B. Leaves of Absence. The Board shall provide the following leaves of absence as part of the Founder Coordinator's compensation:

1. Vacation: The Founder Coordinator shall be granted twenty (20) vacation days to be taken during the term of this Agreement. If the Founder Coordinator intends to use more than ten (10) consecutive days of his vacation at one time, he shall provide advance notification to the Board President and obtain Board approval, which approval will not be unreasonably withheld. The Board, through its administrative office, shall be responsible for maintaining written documentation of the Founder Coordinator's earned and accrued vacation days. Five unused vacation days may be carried over for use in the following contract year or may be cashed in on a per diem basis. If any days carried over are not used in the following contract year they may be applied to sick bank accrual.

2. Holidays: The Founder Coordinator shall be entitled to the following holidays on the dates and dismissal times granted to the Board's other certified staff: July 4, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving, Winter recess, New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Spring recess, and Memorial Day.

3. Sick Leave. The Founder Coordinator shall be granted twelve (12) days to be used as sick leave per contract year. At the end of each contract year, the unused portion of such leave may be accumulated and carried over to the next contract year.

4. Personal Leave. The Founder Coordinator shall be granted two (2) days to be used for personal leave during each contract year. These days are to be used for personal

matters which require the Founder Coordinators absence during school hours to be used at his discretion.

5. Bereavement Leave. The Founder Coordinator shall be granted workday leave for bereavement of up to five (5) consecutive work days leave beginning the day after the death of an immediate family member.

6. Sabbatical Leave. The purpose of sabbatical leave shall be for professional advancement or educational travel. The following shall apply: After (15) years of paid service to the Camden's Promise Board eligibility exists for one year of sabbatical leave at 65 % of regular contracted pay for a given year. After an additional three (3) years, (18) years total, a one year sabbatical leave is possible at 85% of regular contracted pay for a given contract year. After an additional two (2) years, (20) years total, a one year sabbatical leave is possible at 100% of regular contracted pay for a given contract year.

C. Medical Insurance. The Board shall make available, as part of the Founder Coordinator's compensation, the following medical insurance at either POS or PPO value at the administrator's discretion:

1. Major Medical/ Hospitalization with full family coverage
2. Dental Care with full family coverage

D. Job Related Expenses.

1. Mileage Reimbursement. The Board shall reimburse the Founder Coordinator for certain mileage expenses incurred for travel in the performance of his duties under this Agreement at the prevailing IRS rate. Mileage will not be reimbursed for daily commuting, attendance at regular or special Board meetings or other school functions.

E. Grants

During the term of this Agreement, including any extension thereof, the Founder Coordinator is afforded the opportunity to write grants on behalf of Camden's Promise Charter School. Grants shall be submitted to the Board for approval. Said grants shall include within their budgets a not to exceed 5% administrative cost which shall not be unreasonably withheld in the approval by the board.

F. Other Time Off

The Founder Coordinator is granted time to perform other consulting work at his discretion during the contract periods. This consulting work shall not be limited.

4. PROFESSIONAL GROWTH OF FOUNDER COORDINATOR and OTHER
COMPENSATIONS

The Board has allotted the maximum sum of SIX THOUSAND dollars (\$6,000.00) per contract year per area, which may be used by the Founder Coordinator for each of the following professional growth activities and other compensations:

A. Seminars/College/University Degree Accreditation: The Board shall permit a reasonable amount of additional release time for the Founder Coordinator to attend professional growth courses such as seminars and shall pay necessary travel, registration and sustenance expenses for such attendance.

B. Tax Shelter: The Founder Coordinator may utilize for equivalent allotments the funds

to purchase in school recognized 403 B Plans. The Board shall match the Administrator for this expenditure upon submission of proof with not to exceed \$6,000 matching funds.

C. Meritorious Pay: The Founder Coordinator may receive merit pay as determined by the Board in the following areas of focus: Student Performance on Standardized Tests, Student Enrollment, Charter Renewal, Expansion of Charter Network etc. The Board in conjunction with the Founder Coordinator shall determine appropriate values of effectiveness to ineffectiveness in developing these performance bonuses.

6. EVALUATION

The Board shall formally evaluate the performance of the Founder Coordinator in writing at least once during the period July 1 through June 30 of each contract year as provided in Board Policy 1240.

The Founder Coordinator's annual formal evaluation shall be in writing, shall include areas of commendation and recommendation, and shall provide direction as to any aspects of the Founder Coordinator's performance that are in need of improvement. Before final Board action, a copy of the written evaluation shall be provided to the Founder Coordinator and the Board shall meet to discuss the evaluation.

The annual formal evaluation shall be based upon the goals and objectives of the Board, the responsibilities of the Founder Coordinator as set forth in the attached job description, and such other criteria as the State Board of Education shall by regulation prescribe. The evaluation shall include specific recommendations for improvement in all instances where the Board deems performance to be unsatisfactory. The Founder Coordinator shall have the right to respond in

writing to any evaluation. This response shall become a permanent record in the Founder Coordinator's personnel file upon the Founder Coordinator's request.

6. TERMINATION OF EMPLOYMENT CONTRACT

This Agreement may be terminated as follows:

- A. In accordance with N.J.S.A. 6A:11-6.1, 6A:11-6.2 and 6A:11-6.3 Streamline Tenure rules and arbitration provisions as a position of principal.
- B. By mutual agreement of the parties; or
- C. By unilateral termination by the Founder Coordinator upon one year written notice to the Board.
- D. By event of revocation of New Jersey State Certification

7. PERSONNEL RECORDS

The Founder Coordinator shall have the right, upon request, to review the contents of his personnel file and to receive copies of any documents contained therein at Board expense. No material derogatory to the Founder Coordinator's conduct, service, character, or personality shall be placed in his personnel file unless he has had an opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Founder Coordinator shall also have the right to submit a written rebuttal or explanation to such material.

8. COMPLETE AGREEMENT

This Agreement embodies the entire agreement between the Board and the Founder Coordinator. No modification of the Agreement shall be valid unless modification is in writing and signed by the Board and the Founder Coordinator.

9. APPLICABLE LAW

This Agreement shall be subject to and governed by the laws of the State of New Jersey.

10. INDEMNIFICATION

The Board shall defend, hold harmless and indemnify the Founder Coordinator from any and all demands, claims, suits, actions and legal proceedings, of any kind brought against the Founder Coordinator in his capacity as agent and/ or employee of the Board as required by law.

11. SAVING CLAUSE

If, during the term of this Agreement, it is found that a specific provision is contrary to federal or State law, the invalidity or unenforceability of such provision shall not affect the other provisions hereof, and this Agreement shall be construed as if such invalid or unenforceable provisions were omitted.

WHEREAS, a duly authorized officer of the Board has approved the terms and conditions of this Agreement; and,

WHEREAS, the Founder Coordinator has approved the terms and conditions of this Agreement; and

WHEREAS, this Agreement has been approved by a majority vote of the members of the Board at its meeting on June 8, 2016, and has been made a part of the minutes of that meeting; In Witness Whereof, the parties have hereunto set their hands and seals the day and year first above written.

CAMDEN'S PROMISE CHARTER SCHOOL BOARD OF TRUSTEES

By _____

President

By _____

William Helmbrecht, Founder Coordinator

**CHARTER EDUCATIONAL PROFESSIONAL SERVICES AGREEMENT
BETWEEN
TEACH FOR AMERICA, INC AND
CAMDEN CHARTER SCHOOL NETWORK**

This educational professional services agreement ("Agreement") is dated _____, 2021 and is between Teach For America, Inc. ("Teach For America"), a Connecticut non-profit with regional office located at 50 Park Place, 2nd Floor, Newark, NJ 07102 and Camden Charter School Network ("Charter School") located at 879 Beideman Ave, Camden, NJ 08105 (each, a "Party" and collectively "the Parties").

RECITALS

WHEREAS, Teach For America is a national leader in recruiting, selecting, training and providing ongoing professional development to individuals committed to closing the achievement gap by serving as effective classroom teachers specifically equipped to enhance student achievement in under-resourced school systems.

WHEREAS, Charter School seeks to recruit new teachers who are trained to lead students to academic achievement and to equip said teachers with ongoing professional development and support to further develop and sustain their professional practice.

NOW THEREFORE, Charter School and Teach For America agree to be bound by the terms and conditions of this Agreement:

AGREEMENT

I. TEACHER CANDIDATE RECRUITMENT, SELECTION AND HIRING

Charter School Responsibilities:

- A. Charter School agrees to hire the following numbers of Teachers from the Teach For America program (the “Agreed Number”):
 - (i.) 0-10 Teachers for academic school years 2021-2022 and 2022-2023 [and
 - (ii.) 0-10 Teachers for academic school years 2022-2023 and 2023-2024].
 - (iii.) In the event that Teach For America supplies the Charter School with any Teachers above the Agreed Number, Charter School agrees to pay the fee for each additional Teacher.
- B. Charter School and Teach For America will collaborate to facilitate the hiring of individual Teachers, in accordance with Charter School’s established hiring practices.

Teach For America Responsibilities:

- C. Candidate Recruitment and Selection. Teach For America agrees to provide Charter School with the Agreed Number of Teachers, as defined in paragraph D below. While Teach For America will use reasonable efforts to supply the Agreed Number of Teachers, Teach For America does not guarantee its ability to do so.
- D. Teacher Sourcing. Teach For America warrants that it will recruit, select, and present to the Charter School for hire teacher candidates who meet applicable federal, state and/or local educational standards and requirements for teacher licensure (herein referred to as “Teachers”) and who hold (or in the process of obtaining) appropriate certification. For the purposes of this Section, only those requirements in effect at the time that the Teacher is offered employment by Charter will be applicable.

II. TEACHER PLACEMENT AND PROFESSIONAL DEVELOPMENT

Charter School Responsibilities:

- A. Charter School acknowledges that there is an expectation that it will employ Teachers hired under this Agreement for a minimum of two (2) years, provided that the Teacher remains an employee in good standing within Charter School's sole discretion. Charter School may also continue to employ individual Teachers beyond the two year commitment by mutual agreement between Charter School and such Teacher.
- (i.) Charter School agrees that Teachers hired under this Agreement will function as full-time classroom teachers and will not serve as aides, assistants, or in another adjunct capacity.
 - (ii.) Charter School will provide Teachers the same salary and benefits as it provides for other similarly-situated teachers employed by Charter School. This obligation extends to providing Teachers returning for their second year of service with at least the same seniority rights and salary as are provided to other full-time alternatively certified second-year teachers. Notwithstanding the above, Teach For America acknowledges it exercises no control of the salary and benefits offered to Teachers by Charter School per this Agreement.
 - (iii.) During the term of this Agreement, and to the fullest extent permitted by applicable law and regulation, Charter School will maintain employment practices liability insurance in amounts sufficient to protect its interests.
 - (iv.) To the fullest extent permitted by law, Charter School agrees to share Teacher performance data in a timely manner so that Teach For America may provide on targeted professional development. Both Parties acknowledge that sharing this data does not create a joint employment relationship between the Parties.
 - (v.) Subject to any obligations under pre-existing labor agreements and applicable municipal and state laws and regulations, Charter School shall use reasonable efforts not to terminate any employed Teacher from their teaching position in the event of a reduction in force (RIF), layoffs, "leveling" or other elimination or consolidation of teaching positions within Charter School. Charter School shall treat any Teacher employed in connection with this Agreement whose teaching

position is eliminated at least as favorably as other teachers with the same job classification, certification status, and/or seniority rights.

- (vi.) Nothing in this Agreement shall be construed to grant additional employment rights to individual Teachers.
- (vii.) Nothing in this Agreement shall be construed to make Teach For America party to any Teacher employment agreement or permit Teach For America to interfere in the employment relationship between Charter School and an employed Teacher.
- (viii.) Nothing in this Agreement shall be construed to imply that an employer-employee relationship exists between Teach For America and any individual Teacher.

B. Compliance with Anti-Harassment and Non-Discrimination Regulations. Teach For America believes all Teachers should be able to work in a safe, inclusive and equitable environment free from all forms of unlawful discrimination based on a characteristic or a protected status. To that end, Charter School will provide a copy of their internal harassment policies and/or procedures prior to signing this Agreement. Charter School acknowledges that not consistently enforcing their policies and procedures constitutes a breach of this Agreement, and that such judgment is at the sole discretion of Teach For America.

C. Prohibited Activities.

- (i.) Charter School acknowledges that Teachers serving at Charter School may be serving as members of AmeriCorps, and as such, are required to refrain from engaging, directly or indirectly in certain activities while teaching or otherwise engaging in activities supported by the AmeriCorps program (45 CFR § 2520.65 and 2012 AmeriCorps Provisions IV.D.3). A full list of prohibited activities can be found <here> but in general, Teachers may not (1) attempt to influence legislation or (2) participate in or endorse political events or activities. Charter School agrees to not require Teachers to engage in any prohibited activities.

Teach For America Responsibilities

- D. Services. Prior to entering the classroom, all Teacher candidates will undergo pre-service training designed and delivered by Teach For America and/or a qualified educator preparation program. During the course of the academic year, Teach For America will provide professional development services and activities for Teachers. These services may include periodic classroom observations by regional program staff, videotaping of instruction with review of instructional technique, co-investigative discussions to facilitate Teacher capacity for self-reflection and evaluation of instructional practice using student achievement data, and content area/grade-level workshops facilitated by veteran teachers. If professional development services must be provided virtually, at Teach For America's discretion, Teach For America shall provide equivalent services to the extent possible.
- E. Resources. Teach For America will facilitate teacher access to an assortment of resources including sample lesson plans, assessments, grade tracking systems, and content area/grade level instructional materials. Professional development services will be available to all Teachers during their first two years in the classroom.
- F. Data Access
- (i.) During the course of the academic year, Teach For America shall provide on behalf of School District various professional development services and activities for participating Teachers as well as on-line data storage services to facilitate such professional development services (the "Professional Development and Data Storage Services"). In addition, these professional development services will be available to all Teachers during their first two years in the classroom. To facilitate provision of these professional development services, Teach For America may provide on-line data storage services, including transfer and storage of identifiable student information on Teach For America's software and servers.
 - (ii.) To facilitate provision of the Professional Development and Data Storage Services, Charter School may disclose to Teach For America student-related

records and personally identifiable information contained in such records (collectively, "Student Records"). Pursuant to its obligations under the Family Educational Rights and Privacy Act, 20 USC §1232g, and its implementing regulations, 34 CFR pt. 99, as each may be amended from time to time ("FERPA"), Charter School hereby acknowledges that, in the course of providing the Professional Development and Data Storage Services, Teach For America is a school official with legitimate educational interests in the Student Records disclosed to Teach For America, pursuant to 34 CFR §99.31(a)(1).

- (iii.) Teach For America agrees to use, maintain, and redisclose Student Records only in accordance with the requirements of FERPA, as permitted by this Agreement and/or otherwise authorized by the Charter School or by law, and only for the purposes for which disclosure was made.
- (iv.) Teach For America may re-disclose Student Records to third parties pursuant to Teach For America's provision of the Professional Development and Data Storage Services, as provided in 34 C.F.R. § 99.33(b), provided that Teach For America shall, in advance, provide to Charter School the names of such parties and a brief description of such parties' legitimate educational interest in receiving such information.

G. Certification. Teach For America will ensure that Teachers are enrolled in an alternative certification/licensure program that enables Teachers to obtain appropriate credentials to be a classroom teacher of record, according to the requirements of the Every Student Succeeds Act and applicable state regulations in existence at the time of signature of this Agreement.

H. Credentialing. Individual Teachers are responsible for completing all credential requirements. Teach For America is not responsible, and shall not be in breach of any provision of this Agreement, in the event of any failure by an individual Teacher to fulfill obligations to maintain their teaching credentials [or obtain necessary waiver(s) to remain a classroom teacher of record].

III. GENERAL PROVISIONS

- A. Fees-for-Service. In recognition of the costs incurred by Teach For America for the recruitment, selection, training, and professional development support of Teachers, Charter School agrees to pay Teach For America an annual fee of \$4,000 for each year that each Teacher is employed with Charter School under this Agreement.
- B. Invoice and Payment. Teach For America will invoice Charter School for all amounts due under this Agreement and payment will be made no later than November 15 of each calendar year. A failure to provide an invoice does not constitute a breach on behalf of Teach For America nor does negate the Charter School's responsibility to pay. For the avoidance of doubt, Charter School will be invoiced fees for each of the individual Teacher(s) initially employed by the Charter School. For the avoidance of doubt, Charter School shall pay all invoices within 30 days of the date of the invoice. If a Teacher resigns or the employment terminated before the invoice is drafted and sent on October 15, the Teacher will be removed from the Charter School's invoice.
- C. Non-Refund Policy. Teach For America has no obligation to refund to Charter School any amount paid by Charter School regarding any Teacher for any reason whatsoever.
- D. Term. The term of this Agreement will cover all Teachers who's employment begins with the Charter School during the 2021-22 or 2022-23 academic years. This Agreement will expire on the last day of the 2022-23 academic year.
- E. Termination. This Agreement may be terminated as follows:
- (i.) at any time by mutual written agreement of the Parties;
 - (ii.) by either party, upon thirty (30) days prior written notice to the other Party, provided that the terminating Party provides notice no later than 120 days prior to the end of the current academic year; or

- (iii.) by either Party upon written notice to other Party in the event of a material breach of this Agreement that is incapable of being cured or, if capable of being cured, is not cured within thirty (30) days following receipt by the breaching party of written notice of such breach from the non-breaching Party.

In the event of termination, Teach For America will be entitled to all outstanding amounts due up to the date of termination.

F. Survivability and Effect of Termination. Except as otherwise specifically provided, if this Agreement expires or is terminated by either party, it shall become void. In the event of the expiration or termination of this Agreement, Sections IIA, IIB and IIC (Charter School Responsibilities) shall survive and will remain in effect until such time as there are no Agreed Number of Teachers in their second year of employment with the Charter School. In addition, Sections IIIF (Survivability and Effect of Termination), IIIG (No Warranty), and IIIH (Mutual Indemnification) and III.I (Limitation of Liability) shall survive the expiration or termination of this Agreement indefinitely.

G. No Warranty. Charter School hereby agrees and acknowledges that Teach For America does not make and has not made any representation and warranty (express or implied) as to the fitness of any Teacher presented or provided by Teach For America and Charter School shall indemnify and hold harmless the TFA Indemnities (as defined below in the Section related to Mutual Indemnification) from and against any Losses (also defined below in the same Section below) resulting from any claim related to the services provided by Teach For America, including, but not limited to, claims that any Teacher presented or provided by Teach For America was unfit for the position for which he or she was hired by Charter School.

H. Mutual Indemnification

- (i.) To the extent permitted by applicable state laws and regulations, each Party will indemnify and hold harmless the other Party and its officers, directors, employees and agents (the "Indemnitees") from and against any and all losses, liabilities,

claims, damages, costs and expenses (including reasonable attorneys' fees) ("Losses") to which such Indemnitee may become a breach of this Agreement by the indemnifying party, (including without limitation the designation of Teachers), except to the extent such Losses result from the willful misconduct or gross negligence of such Indemnitee.

I. Limitation of Liability.

- (i.) Neither Party nor any of its officers, directors, employees or agents shall be liable to the other Party in connection with the matters to which this Agreement relates, except for a loss resulting from willful misconduct or gross negligence on the part of such Party; provided that in no event shall any such liability be in excess of the aggregate amount of the value of this Agreement.
- (ii.) To the extent permitted by applicable state laws and regulations, neither Party shall have any liability to the other Party for Losses asserted after 6 months of the expiration or termination of this Agreement, whichever is earliest.

J. Employment Status. Teach For America and Charter School agree that none of the Teachers assigned to Charter School under this Agreement is an agent or employee of Teach For America, and no such Teacher has any right or authority to create or assume any obligation, express or implied, on behalf of Teach For America or to bind Teach For America in any respect whatsoever.

K. Surveys. Charter School acknowledges that Teach For America may survey individual constituents, teachers, etc. at the school site regarding its programming and professional development of Teachers in the classroom.

L. Amendment/Modification/Extension. No amendment or modification of this Agreement, and no waiver hereunder, will be valid or binding unless set forth in writing and signed by each Party.

- M. Counterparts. This Agreement may be executed in any number of counterparts (including by electronic transmission).
- N. Governing Law. This Agreement and all matters relating hereto shall be governed by, construed and interpreted in accordance with the laws of the State of New Jersey.
- O. Severability. If any term or provision of this Agreement is determined to be illegal, unenforceable or invalid in whole or in part for any reason, such provisions or part thereof shall be stricken from this Agreement, and such provision shall not affect the legality, enforceability or validity of the remainder of this Agreement. Such stricken provision shall be replaced, to the extent possible, with a legal, enforceable and valid provision that is as similar in tenor to the stricken provision as is legally possible.
- P. Notices. Any notices to either Party under this Agreement shall be in writing and delivered by hand or sent by nationally recognized messenger service, or by registered or certified mail, return receipt requested, to the addresses set forth below or to such other address as that Party may hereafter designate by notice.

**CHARTER SCHOOL
CONTACT**

Name: [Signature]
 Title: SBA
 Address: 879 Beiden Ave. Camden
 Email: RBadgley@cmschool.net

TEACH FOR AMERICA:

Name: Tahina Perez
 Title: Executive Director
 Address: 50 Park Place, 2nd Floor
Newark, NJ 07102
 Email: Tahina.perez@teachforamerica.org

***With an electronic copy to:**

Name: TFA Legal Affairs
 Email: LegalAffairs@teachforamerica.org
**Send only notices related to breach of contract and indemnity.*

- Q. Waiver. A waiver or a breach or default under this Agreement shall not be a waiver of any other subsequent breach or default. The failure or delay in enforcing compliance with any term or condition of this Agreement shall not constitute a waiver unless expressly waived in writing.
- R. Authority. This Agreement supersedes all communications between the parties related to the subject matter of this Agreement.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, each of Charter School and Teach For America has caused its duly authorized representative to sign this Agreement in the space provided below.

**Camden Charter School
Network**

By: [Signature]
 Name: Richard H. Bissett
 Address: 879 Camden Ave
Camden, NJ 08102

Teach For America

By: _____
 Name: _____
 Title: _____
 Address: _____

Teach For America

Contract Owner Attestation:

☐ This contract required legal changes to the required terms and was reviewed/approved by TFA Legal Affairs in this final form.

☒ This contract did not require legal changes and was not reviewed by TFA Legal Affairs.

Name: Jenna Brohinsky
 Title: Director, Teacher Talent

FW: Coaches

Baughn, Richelle <rbaughn@camdencsn.org>

Tue 4/13/2021 10:33 AM

To: Conway, Joseph <jconway@camdencsn.org>; Helmbrecht, Bill <bhelmbrecht@camdencsn.org>

From: Grochal, Robert

Sent: Tuesday, March 23, 2021 1:01 PM

To: Baughn, Richelle <rbaughn@camdencsn.org>

Cc: Helmbrecht, Bill <bhelmbrecht@camdencsn.org>; Conway, Joseph <jconway@camdencsn.org>

Subject: Coaches

Good afternoon Ms. Baughn,

Below are the coaching candidates for the Spring.

Middle School Softball

Head - Christina Myers

Assistant - Caitlyn Atzinger

Middle School Baseball

Head - John Kelly

Assistant - Louis McCall

High School Girls Volleyball

Head - Rob Grochal

Assistant - Brian Nop

High School Boys Volleyball

Head - Rob Grochal

Assistant - Shelyna Hamilton

***Jessica Petthyng - Flex coach between both seasons at 1 assistant stipend

High School Softball

Head - Keanna Ross

Assistant - Sharon Waller

JV Coach - Patrick Ardis

High School Baseball

Head - Morris Gargiule

Assistant - Marcus Cotto

JV Coach - Walter Zakrzewski

***The middle school softball and baseball are set. They have the numbers.
***The high school volleyball is set; we have the numbers.
***The high school softball should be set, numbers look okay
*** Not positive that high school baseball will have enough for both teams. Probably won't know until tryouts on April 1st.

Robert Grochal
Camden Academy Charter High School
Athletic Director
Head Girls Volleyball Coach
Head Boys Volleyball Coach
856-365-1000 x 111
rgrochal@camdencsn.org

Kyra O'Brien

Description of research procedures

Participation in this study will be made available to all staff members at Camden Academy Charter High School who are not guidance counselors. Participants will be invited to participate on a completely voluntary basis via the school email system, and will involve completing a survey and participating in a focus group. The survey of 30 questions will be administered online utilizing the Qualtrics survey tool. The focus group shall be held remotely over zoom. Participation poses no potential risks for participants.



Internal Human Subjects Institutional Review Board Form

Project Title: Engagement level of non-guidance high school staff in college planning and transition

Investigators: K. O'Brien

This project was first reviewed on 3/16/2021 and included the following documents:

1. Informed Consent Statement
2. Project Description
3. IRB Supplemental Forms (circle)
 - A
 - B
 - C
 - D
 - E
 - F
 - G
 - H
 - I

Sufficient documentation was received to render judgment on this application (circle) YES NO

If NO, date on which additional documentation was requested _____

Date on which additional information was received _____

The additional documentation was sufficient to render judgment (circle) YES NO

This project was determined to represent the following category:

Exempt and Not Needing a Full IRB Meeting

 A. Research conducted in established or commonly accepted educational settings, involving normal educational practices, such as (i) research on regular and special education instructional strategies, or (ii) research on the effectiveness of or the comparison among instructional techniques, curricula, or classroom management methods.

 B. Research involving the use of education tests such as cognitive, diagnostic, aptitude and achievement tests, in which either of the following conditions exists: information obtained is recorded in such a manner that human subjects can not be identified directly or through identifiers linked to the subjects; disclosure of the human subjects' responses outside the research could not reasonably place the subjects at risk of criminal or civil liability or be damaging to the subjects' financial standing, employability or reputation.

X C. Research involving survey or interview procedures, or observation of public behavior in which either

of the following conditions exists: information obtained is recorded in such a manner that human subjects can not be identified directly or through identifiers linked to the subjects; disclosure of the human subjects' responses outside the research could not reasonably place the subjects at risk of criminal or civil liability or be damaging to the subjects' financial standing, employability or reputation.

_____D. Research involving the collection or study of existing data, documents, records, pathological specimens or diagnostic specimens, which sources are publicly available or the information is recorded by the investigator in such a manner that subjects cannot be identified, directly or through identifiers linked to the subjects.

The Principal Investigator has been contacted by phone or mail that data collection can begin.

Date of contact 3/16/2021

Date of Approval: 3/16/2021

Name of IRB Representative: Karen Gischlar, Ph.D.

Once finished, please file a complete copy of this application for IRB documentation purposes.

Staff Engagement in College Planning and Transition Processes Study

Rider University

Primary Investigator: Kyra O'Brien

I am a graduate student in the College of Education and Human Services at Rider University conducting research on the engagement of non-guidance high school staff in the college planning and transition process. If you consent to participate in this study, you will complete one survey and will participate in one focus group. The survey and focus group will measure the level of college knowledge, personal expectations and comfort level for involvement in the college planning and transition processes among non-guidance staff at Camden Academy Charter High School. It is the goal of this research to develop high school programming which can positively impact the success of Camden Academy graduates at the postsecondary level.

No identifying information will be collected on the survey. All information and answers provided are anonymous, and the school will not be named in the study. Focus groups, which will take place over Zoom, will be recorded. Personal information will be kept confidential, and results will be reported anonymously.

The time to complete the survey will be approximately 20 minutes, and the time to participate in the focus group will be approximately one hour. You will be entered in a random drawing for one of four \$25 Visa gift cards for agreeing to participate in this study. Should you agree to participate, you are free to refuse to answer any questions, and may withdraw from the study at any time without penalty. Your name will remain in the random drawing whether or not you withdraw from the study.

In addition to the opportunity to receive financial reward for participation, participating staff will have the opportunity to connect with fellow staff in discussion of the college planning and transition processes. In addition, an anticipated benefit of your involvement is enhanced student programming.

There are no experimental manipulations, no deception, and no known risks or discomforts related to this study.

If any questions or concerns arise about this study or your rights as a participant, please contact my advisor, Dr. Tricia Nolfi, Adjunct Assistant Professor, Rider University, at tnolfi@rider.edu.

Consent: I have read and understand the explanation provided to me. I have had all my questions answered to my satisfaction, and I voluntarily agree to participate in this study.

Participant's Name (printed)

Participant's Signature

Date _____

Survey Of School Staff Knowledge And The Teacher's Role In College Planning And Transition

Thank you for participating in this research study. All participant identities will be anonymous, and participation in the survey is optional. Please choose only one answer per question that best describes your teaching experience.

Part I: Demographics

1. Please select your one primary content area:

- | | |
|------------------------|-------------------------|
| English | World Languages |
| Mathematics | Special Education |
| History/Social Science | Not listed |
| Physical Education | Non-instructional staff |
| Science | |
| Visual/Performing Arts | |

2. Please indicate total years working with high school students (including this year):

- | | |
|-------------|-------------|
| 0-3 years | 21-25 years |
| 4-7 years | 26-30 years |
| 8-11 years | |
| 12-15 years | |
| 16-20 years | |

3. Please indicate your total years in this district (including this year):

- | | |
|-------------|-------------|
| 0-3 years | 16-20 years |
| 4-7 years | 21-25 years |
| 8-11 years | |
| 12-15 years | |

4. If you attended college, were you a first-generation college student? y/n

5. Please choose the main grade level of the students with whom you have worked during your career as a high school educator: (choose only one answer)

- | | |
|---|--|
| 9 | 11 |
| 10 | 12 |
| Mostly underclassmen
(freshmen/sophomores) | Mostly upperclassmen (juniors/seniors) |
| All grade levels | |

6. Which of the following best describes you?

Asian or Pacific Islander
Black or African American
Hispanic or Latino
Native American or Alaskan Native

White or Caucasian
Multiracial or Biracial
A race/ethnicity not listed here

Part II: Staff College Knowledge

Please read each statement carefully and choose the answer that best corresponds with your experience and beliefs. If you are unsure of how to answer, feel free to leave the answer blank.

(Survey will be distributed electronically, Likert scale will be included with each question.)

1 – Strongly Disagree 2 – Disagree 3 – Neither Agree nor Disagree 4 – Agree 5 – Strongly Agree

7. I understand the importance of college knowledge (i.e. knowledge of application requirements, college entrance exams, placement tests, financial aid, etc.) as a key component of college readiness.

8. I have a solid understanding of the high school course requirements for admission to four year colleges.

9. I can explain to students the opportunity for dual enrollment to earn college credits at our school

10. I am familiar with the necessary content for the generic college letter of recommendation.

11. I am familiar with the College Board Accuplacer college placement test

12. I am familiar with the Educational Opportunity Fund college program.

13. I understand the role of the Free Application for Federal Student Aid (FAFSA) in the financial aid process.

14. I can explain to students the difference between loans and grants.

15. I understand the difference between subsidized and unsubsidized loans.

16. I believe that low-income, first generation students of color are faced with unique challenges in the college preparation and transition processes.

17. I can identify at least three barriers low-income, first generation students of color face in the college preparation and transition processes.

Part III: Teacher and Guidance Personnel Partnership

18. Guidance personnel have trained staff at my school this year on college admission requirements.

19. Guidance personnel send college information regularly to staff via email

20. Guidance personnel are available to answer my questions regarding the college transition/application process as needed.

Part IV: Staff Confidence in the College-Transition Process

21. I feel confident writing letters of recommendation that align with the criteria for college applications.

22. I feel confident answering student questions about FAFSA.

23. I feel confident answering general questions about financial aid (i.e., loans, grants, scholarships).

24. I feel confident helping students with the college choice process (determining college fit).

Part V: Role of the Staff in the College Transition Process

25. I believe staff should be available during non-instruction time to help students navigate the college transition process.

26. I believe that the interactions I have with students through my role at the school set a foundation for the college planning and transition process.

27. I believe staff should be available during non-instruction time to help students navigate financial aid decisions and paperwork.

28. I believe staff should be available to help students with college decisions in general.

29. I would like to gain more college knowledge so I can better serve my students as they transition to postsecondary studies.

30. I believe staff members should play a larger role in the college-transition process than they do now

Adapted from "Survey Of Teacher College Knowledge And
The Teacher's Role In College Planning And Transition" Dawn M. Lewis, 2017

Focus Group Questions

1. From your perspective, describe the opportunities for exposure to the college planning and transition processes for the average Camden Academy student throughout their high school experience. What are the strengths of these opportunities? What areas are in need of improvement?
2. Based on your experience working with our students, many of whom will be first generation college students, what are the most pressing challenges they face in the college planning and transition processes?
3. What areas of the college planning and transition process are you most comfortable in your own knowledge? In which areas are you less comfortable?



RAY & JOAN Kroc

CORPS COMMUNITY CENTER
CAMDEN

1865 HARRISON AVENUE, CAMDEN NJ 08105
856-379-6900 • CAMDENKROCCENTER.ORG

Invoice

1865 Harrison Ave
Camden, NJ 08105
(856) 379-6900

Camden Charter summer swim (Joseph Conway)

Attn: **Joseph Conway**

879 Beideman Ave,

Camden, NJ 08105

(856) 365-1000

jconway@camdencsn.org

Agreement Details

Event Name	Camden Charter summer swim	Sponsor	Joseph Conway
Reference ID		Coordinator	Eric Schwartz
Comments			

Schedule

06/21/2021 - 07/16/2021

Mon, Tue, Wed, Thu, Fri 10:00AM-12:00PM

07/19/2021 - 08/13/2021

Mon, Tue, Wed, Thu, Fri 10:00AM-12:00PM

Activities

Jun 21 2021 10:00AM - 12:00PM

Jun 22 2021 10:00AM - 12:00PM

Jun 23 2021 10:00AM - 12:00PM

Jun 24 2021 10:00AM - 12:00PM

Jun 25 2021 10:00AM - 12:00PM

Jun 28 2021 10:00AM - 12:00PM

Jun 29 2021 10:00AM - 12:00PM

Jun 30 2021 10:00AM - 12:00PM

Jul 1 2021 10:00AM - 12:00PM

Jul 2 2021 10:00AM - 12:00PM

Jul 5 2021 10:00AM - 12:00PM

Jul 6 2021 10:00AM - 12:00PM

Jul 7 2021 10:00AM - 12:00PM

Jul 8 2021 10:00AM - 12:00PM

Jul 9 2021 10:00AM - 12:00PM
Jul 12 2021 10:00AM - 12:00PM
Jul 13 2021 10:00AM - 12:00PM
Jul 14 2021 10:00AM - 12:00PM
Jul 15 2021 10:00AM - 12:00PM
Jul 16 2021 10:00AM - 12:00PM
Jul 19 2021 10:00AM - 12:00PM
Jul 20 2021 10:00AM - 12:00PM
Jul 21 2021 10:00AM - 12:00PM
Jul 22 2021 10:00AM - 12:00PM
Jul 23 2021 10:00AM - 12:00PM
Jul 26 2021 10:00AM - 12:00PM
Jul 27 2021 10:00AM - 12:00PM
Jul 28 2021 10:00AM - 12:00PM
Jul 29 2021 10:00AM - 12:00PM
Jul 30 2021 10:00AM - 12:00PM
Aug 2 2021 10:00AM - 12:00PM
Aug 3 2021 10:00AM - 12:00PM
Aug 4 2021 10:00AM - 12:00PM
Aug 5 2021 10:00AM - 12:00PM
Aug 6 2021 10:00AM - 12:00PM
Aug 9 2021 10:00AM - 12:00PM
Aug 10 2021 10:00AM - 12:00PM
Aug 11 2021 10:00AM - 12:00PM
Aug 12 2021 10:00AM - 12:00PM
Aug 13 2021 10:00AM - 12:00PM

Resources						
Qty	Resource	Comment	Fixed	Price	Discount	Total
80.00	Waterpark Splash Zone		No	\$175.00	\$0.00	\$14,000.00
Total Cost						\$14,000.00

Payments

		Total Payments	
Due	4/8/2021	Balance	\$14,000.00

ATTENTION SUMMER CAMPS

THE CAMDEN KROC CENTER IS BOOKING NOW FOR
SUMMER CAMP FIELD TRIPS TO ENJOY OUR WATER PARK

GREAT PRICING FOR SUMMER CAMPS!

\$5 PER PERSON*

- ALLOWS NON- EXCLUSIVE ACCESS TO POOL AREA
- 15 MINUTES CHANGE IN LOCKER ROOMS PLUS
SAFETY ORIENTATION
- 90 MINUTES OF POOL TIME
- 15 MINUTES OF CHANGING IN LOCKER ROOMS
WHEN DEPARTING
- WE RESERVE THE RIGHT TO BOOK OTHER
ORGANIZATIONS UP TO CAPACITY
- MUST BOOK FIELD TRIP 2 WEEKS IN ADVANCE

- TWO STORY TWISTING SLIDE
- JET PROPELLED LAZY RIVER
- SPLASH ZONE WITH SPRINKLERS
- SMALL SLIDE FOR THE LITTLE ONES
- TWO BASKETBALL HOOPS
- WALKIN BEACH ENTRY
- LIFE JACKETS AVAILABLE FOR
NON-SWIMMERS
- PARENT/GUARDIAN WAIVER REQUIRED

MONDAY, WEDNESDAY, FRIDAY 10AM-12PM

\$350 MINIMUM PRICE, \$5 PER PERSON AFTER 50 PEOPLE.

FOR BOOKING INFORMATION CONTACT:
BRIAN MILLER, CONFERENCE & EVENTS SUPERVISOR
CALL (856) 379.6902 OR EMAIL
BRIAN.J.MILLER@USE.SALVATIONARMY.ORG

EFFECTIVE- FEBRUARY 1 2020



RAY & JOAN
Kroc
CORPS COMMUNITY CENTER

Swim Trip Request Form

To book a swim trip at The Salvation Army Ray & Joan Kroc Corps Community Center, please fill out and submit this form to our Events & Conference Supervisor. This request form does not guarantee a space.



RAY & JOAN
Kroc
CORPS COMMUNITY CENTER
CAMDEN

CONTACT INFORMATION

PRIMARY CONTACT/TITLE _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

CELL PHONE _____

DAY PHONE _____

EMAIL _____

EVENT INFORMATION

DATE OF INTEREST (MM/DD/YY) _____

MONDAY: ☐ 10:00AM-12:00PM WEDNESDAY: ☐ 10:00AM-12:00PM

FRIDAY: ☐ 10:00AM-12:00PM

WOULD YOU LIKE TO RESERVE OUR OUTSIDE PATIO SPACE FOR LUNCH? (AFTER SWIM)
YES ☐ NO ☐

PRICE:

40 CHILDREN AND UNDER \$25

40 CHILDREN OR MORE \$50

TOTAL NUMBER OF ATTENDEES
(\$5/PERSON AFTER 50 PEOPLE)

(CHILDREN UNDER 6 _____ CHILDREN 6-12 _____ CHILDREN 13-18 _____ CHAPERONES _____)

LEAD CHAPERONE CONTACT INFORMATION (MUST BE PRESENT DAY OF TRIP)

PRIMARY CONTACT

TITLE/POSITION _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

CELL PHONE: _____

BEFORE YOU SWIM...

- Must submit a complete list of students and chaperones on the day of the trip
- Complete a 5 minute orientation with our lifeguard staff
- 15 Minute usage of locker rooms for changing

LIABILITY INSURANCE

Facility users must either provide liability insurance of at least \$1,000,000 naming The Salvation Army as additional insured no later than 10 days prior to the scheduled start time or make other arrangements with the RJKCC regarding liability coverage. Additional information about insurance options and requirements are available on request.

ACCESS POLICY

The RJKCC is owned and operated by The Salvation Army. The Salvation Army reserves the right to grant access to its facilities to those groups or individuals whose activities are in harmony with the mission of The Salvation Army and appropriate for family participation.

SIGNATURE _____ DATE _____

SALVATION ARMY MISSION STATEMENT

The Salvation Army, an international movement, is an evangelical part of the universal Christian Church. Its message is based on the Bible. Its ministry is motivated by the love of God. Its mission is to preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.

Consent for Participation

On behalf of myself and _____ (See Attached List) _____ minor(s) (the "Participant(s)"), as the parent or other legal guardian of the Participant(s), I understand that participation in Youth Programs (the "Activities") sponsored by The Salvation Army, the New York corporation ("The Salvation Army"), comes with a certain degree of risk. On behalf of myself and the Participant(s), I have carefully considered the risk involved, I agree to assume such risk and I have given consent for the Participant(s) to participate in the Activities. I understand that participation in the Activities is entirely voluntary and requires participants to abide by applicable rules and standards of conduct. I release The Salvation Army and all Officers, employees (including the Activities coordinators), volunteers, related parties, or other organizations associated with the Activities (together, "the Released Parties") from any and all claims or liability of whatever kind or nature, which Participant or I may have arising out of or resulting, directly or indirectly, from such participation.

X _____

X _____

*Parent/Guardian Signature**Date***Photo Release**

I hereby irrevocably grant to The Salvation Army, its successors and assigns, its agents and those by whom it is commissioned, the absolute, unrestricted and unlimited license, right, permission, and consent to use and reuse, disseminate, copyright, print, reproduce, publish and republish, for all advertising, publicity, display, publication or media, my child's first name and likeness, and any portraits, pictures, photographic prints or other representations of my child, or in which he may appear, or any reproductions or sketches thereof or parts thereof, photographic or otherwise, with such additions, deletions, alterations or changes therein as you in your discretion may make, either separately or together with my child's name or fictitious name, or the name of another person, with or without any statements or testimonials made by me, or authorized by me which you may, in your discretion, prepare for use in connection therewith. I hereby release and discharge The Salvation Army, its successors, assigns, and agents from any and all claims and demands arising out of or in connection with the use of any of the foregoing, including any claims for defamation, invasion of privacy or violation of any statutory right.

X _____

X _____

*Parent/Guardian Signature**Date***Emergency Release**

In case of an emergency involving the Participant(s) I understand that every effort will be made to contact me. In the event I cannot be reached, I hereby give my permission to the medical provider selected by the adult leader in charge to secure proper treatment, including hospitalization, anesthesia, surgery, or injections of medication, for the Participant(s) in the event s/he becomes ill or injured while participating in the Activities. On behalf of the Participant(s) and me, I agree that the Released Parties shall have no responsibility for any medical expenses incurred as a result of any illness or injury suffered by the Participant while participating in the Activities. Medical providers are authorized to disclose to the adult in charge examination findings, test results, and treatment provided for purposes of medical evaluation of the participant, follow-up and communication with the undersigned, and/or determination of the Participant's ability to continue in the Activities. This Consent will be binding on the heirs, successors, assigns, administrators and executors of both me and the Participant(s). I acknowledge that I have read and fully understood this Consent and that I have been given an opportunity to ask questions and have such questions answered.

X _____

X _____

*Parent/Guardian Signature**Date*

X _____

X _____

*The Salvation Army Witness**Date*

BOOKING, CANCELATIONS, AND GENERAL POLICIES

- Each trip includes 2 hours access to the water park
- Bookings must be made 2 weeks in advance of planned trip
- Children must be 48" tall to ride the large slide.
- Children 5 years and under must have an adult in the water within arm's reach at all times.
- Photo Release: I grant permission for the Kroc Center to take photographs and/or make visual recordings of all individuals present at the Kroc Center for its responsible use in marketing or promotion materials.
- The Salvation Army is not responsible for the loss or damages of any equipment, supplies or property belonging to the Renter or attendees.
- All trash must be properly disposed of and tables and chairs returned to their original position.
- Please note that swim trips book 4-6 weeks in advance. A 25% deposit is required in order to book a trip. Full payment is required one week in advance of the trip date.
- No refunds are given unless the trip is cancelled by The Salvation Army Kroc Center; if the trip is cancelled by the Kroc Center, you will be given the choice of a full credit or a full refund.
- If person booking the trip cancels, he/she forfeits the deposit made at the execution of the booking agreement and any other monies paid until the date of cancellation.












In consideration of the privilege of using The Salvation Army's property at 1865 Harrison Ave, Camden, NJ 08105 we agree to assume the risk of any injuries, including death, that may be sustained by members of our organization or any person invited as part of our group in connection with the use of the said premises. Further, we agree to indemnify, hold harmless, assume liability for and defend The Salvation Army, its trustees, officers, members and agents from all costs and expenses including, but not limited to, attorney's fees, reasonable investigative and discovery costs, court costs and any other sums which The Salvation Army, its trustees, officers, members and agents may pay or become obligated to pay for injury, including death, to persons or damage to property resulting from our use of said premises or from our actions or omissions and arising from any cause, including vehicles, except for matters caused by the negligence or willful misconduct of The Salvation Army or its trustees, officers, members and agents while acting within the scope of duties of such relationship to The Salvation Army. I hereby certify that I have read and agree to the above conditions and that I have the authority to execute this agreement thus binding the organization identified above.

Printed Name of Primary Contact

Signature of Primary Contact

Date

Naviance Course Offerings

 Career Planning and Assessments <i>Duration: 2 hours</i>	<p>This course provides you with an overview of the Career Planning tools in Naviance. These tools allow students to realize their goals, skills, knowledge, values, constraints and interests to help them make better academic decisions and gain a clear understanding of the academic preparation required to pursue careers that are likely to be fulfilling to them.</p>
 Collaborative Tools <i>Duration: 2 hours</i>	<p>This course introduces participants to the collaborative tools available in Naviance and Naviance Student. These tools include journals, surveys, e-mail, and documents. Using these tools improves communication and allows you to track important correspondence and documents from students and parents.</p>
 College Application Tools <i>Duration: 2 hours</i>	<p>This course provides participants with an overview of the college application process as it's managed in Naviance. Naviance brings the common tasks involved with college planning into one system. When you use Naviance to manage the college application process, it keeps an electronic record of college application materials.</p>
 College Research Tools <i>Duration: 2 hours</i>	<p>This course provides you with an overview of the college research tools available in Naviance and Naviance Student. Become familiar with college research tools in Naviance Student which assist students in finding colleges that are the right fit. Learn about the tools in Naviance that allow you to create the framework for students' college research and customize the college research process for students.</p>
 Configuring Naviance <i>Duration: 1 hour</i>	<p>This course teaches you how to configure the Naviance platform, including importing data, creating user accounts, and managing preferences so you can set up Naviance for school users. This is an important first step in a successful implementation of Naviance.</p>
 Configuring Naviance Student <i>Duration: 1 hour</i>	<p>This course provides you with an overview of the tools and features that you can manage in Naviance Student for students and parents. Learn how you can create a custom experience, by grade level, to provide students and parents with relevant information and resources in your Naviance Student account.</p>
 Course Planner: Configuration <i>Duration: 2 hours</i>	<p>This course provides you with an overview of Course Planner configuration, including data imports, creating plans of study, and building career pathways. After Course Planner is configured, students can create Plans of Study in Naviance Student that will help them realize their post-secondary career or college goals.</p>
 Course Planner: Managing Student Course Plans <i>Duration: 2 hours</i>	<p>This course provides you with an overview of Student Course Plans. You will learn how students can browse your course catalog, favorite courses, build plans of study in Naviance Student and more. The course planning capabilities in Naviance provide a wide range of tools to help students develop long-range course plans that not only meet graduation requirements but prepare students for life after high school.</p>
 Introduction to Naviance <i>Duration: 2 hours</i>	<p>This course provides you with an overview of the Naviance platform. You will be introduced to the planning dimensions found in Naviance and how they work together to increase engagement, improve academic performance, and encourage workplace and college readiness. This course also familiarizes you with the student folder in Naviance, the student experience in Naviance Student, and reporting.</p>
 Naviance Curriculum <i>Duration: 1 hour</i>	<p>This course is designed to help you understand how students and staff work with the Naviance Curriculum. Learn about the self-paced lessons that cover topics such as financial literacy, college planning, career planning, success skills and self-discovery. In addition, the course covers the planning and configuration steps needed to get started.</p>
 Naviance	<p>This course provides you with an in-depth look at Naviance eDocs, an electronic college application tool,</p>

Naviance Online Learning | Anytime Training, Anywhere



This school year, more than ever, schools and districts are facing many challenging and unforeseen circumstances. With many schools starting the academic year in a distance learning environment, schools have needed to adjust how they train their counselors and teachers. Gathering all required school and district staff to participate in live, hands-on training to learn about Naviance can be challenging when time is extremely limited and participants are not in the school building. We know that schools are eager to find alternate ways to train their staff in order to fully leverage Naviance to collaborate with and support their students on key college and career planning activities.

Naviance Online Learning addresses the challenges schools face by providing school and district users with **just-in-time training** to support their learning needs during these unprecedented times. This form of training supplements live instruction and enables schools to train users who may be new to Naviance, missed the live course, or need to learn at their own pace at a time convenient to them. This self-paced instruction offers more than 5 hours of instructional content for all staff users on features of Naviance such as assessments, career planning, Naviance Student, configuration, college research, success planning and more!

Benefits of Naviance Online Learning



Self-paced and intuitive: Users can learn at a pace that is convenient to them. The lessons are easy to navigate for users to learn in any order and revisit topics and simulations to refresh their knowledge. This method of learning allows you to meet the learning needs of all levels of school and district users.



Flexible and scalable: Users can access a lesson as long as they want, as often as they want. There is no time limit or limit to the number of users who can access the training. As new Naviance users join your school, you can easily onboard them through online training.



Convenient and consistent: Users can learn at a time that is convenient to them from the comfort of their own home. No longer do users have to juggle their calendars to fit in professional development, they can now do it when it makes sense for them. Online training provides you with the ability to reach all users with the same curriculum ensuring consistency in how you train your staff.



Interactive and engaging: The online lessons provide “need to know” learning, covering the most relevant content for the users. Small duration learning sessions address learning fatigue to ensure information be easily retained and applied by all levels of users. Even without a live instructor, users are still engaged through interactivity, simulations and quizzes.



Online Learning Overview

Features



Pay once



Unlimited access



Unlimited users



Need to know content
at your own pace



Short durations to
ensure comprehension



Reinforcement
through quizzes



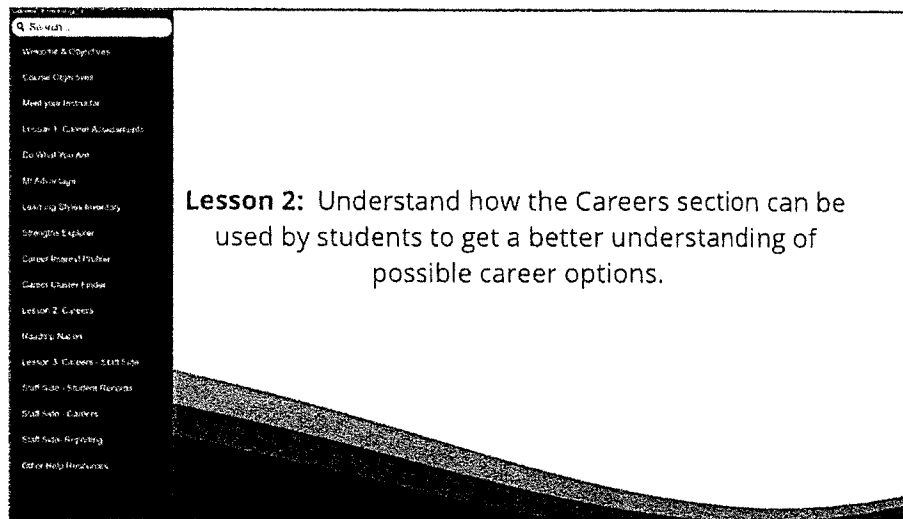
Easy access with no
additional set up
required



Supplements live
instructor-led training



Naviance Online learning consists of more than 7 learning modules with each module containing lessons covering the features and functionality of Naviance. At any time, users can navigate to the Table of Contents within each learning module to view all lessons and topics and quickly jump to a topic of choice. Each lesson takes 10 to 20 minutes to complete depending on the complexity of the topic and the user experience level. Topics consist of a series of learning points with interactive simulations and quizzes to reinforce learning.



Let us get you started

Contact your Naviance Account Manager today to schedule a live session with a Naviance expert or to learn more on how your users can access this alternate form of training for the 2020-2021 school year.

HOBSON'S

hobsons.com/naviance

Hobsons helps students identify their strengths, explore careers, create academic plans, match to best-fit educational opportunities, and reach their education and life goals. Through our solutions, we enable thousands of educational institutions to improve college and career planning, admissions and enrollment management, and student success and advising. Hobsons works with more than 15,000 schools, colleges, and universities and serves more than 19 million students.

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Diversity and Inclusion Proposal for Day of Silence and June Pride Month

The Diversity and Inclusion Committee proposes to celebrate the Day of Silence in support of the silencing of LGBTQ+ voices in schools. Students who would like to stand in solidarity with LGBTQ classmates will be encouraged to wear a purple shirt on Friday, April 23rd. There will be a short video played during first period that engages students in the concept of identity. At the end of the day we would like to do a virtual "Break the Silence/Night of Noise" activity for interested students who participated in the day either at 11:30 am or 1:30 pm. This would be in the style of a virtual vibes dance party this year. Our hope is that this would also have the effect of providing a safe community space for students who identify as LGBTQ+.

- [Link to explanation of Day of Silence](#)
- Furthermore, we would like to celebrate Pride Month in June with daily recognition slides of people who have been important to the LGBTQ+ movement.
- We will close out the year with lunch time roundtable affinity group discussions in June with affinity groups including: Black young men, Latino young men, Black young women, Latino young women (should we break this down further by country of origin?), LGBTQ+ students, students living with grandparents or relatives other than parents, students whose parents speak only Spanish, Charter community member (this would be the other category).
- Here is a link to an [explanation of affinity groups](#)

Possible Questions for discussion:

- What is your favorite part about being (insert identity/identities)
- What does it look and feel like for these identities to be validated, seen, heard, etc?
- What has been/was your experience navigating Charter with this identity/collection of identities?
- What is one thing you want people to know about how you experience this identity/collection of identities?