

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 May 6, 2021 at 5:03pm.

Members present: Ms. Maldonado, Mr. Loyola, Ms. Nieves, and Ms. Hinson

Members absent: Ms. Figueroa and Ms. Lombardo

Also present: Dr. Conway, Mr. Helmbrecht and Ms. Phelan

The pledge to the flag was led by Dr. Conway

The meeting opened at 5:03pm 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. Hinson and seconded by Mr. Loyola that the Board of Trustees approve the regular minutes of the April 15, 2021.

Unanimously Approved

Open Public  
Comment

Motion by Ms. Hinson and seconded by Ms. Nieves that the Board of Trustees open the meeting to receive comment from the public present at 5:04pm.

Unanimously Approved

Close Public  
Comment

Motion by Ms. Hinson and seconded by Mr. Loyola that the Board of Trustees close the meeting for public comment and return to session at 5:05pm.  
Unanimously Approved

## BOARD SECRETARY/BUSINESS ADMINISTRATOR'S REPORTS:

### Cash Reconciliation Report

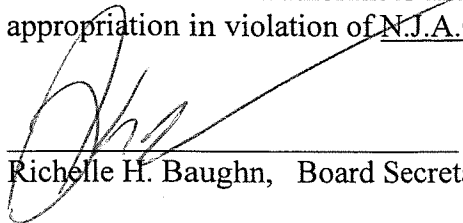
Cash  
Reconciliation  
Report

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 March 31, 2021. The Cash Reconciliation Report and Secretary's Reports are in agreement for the month of March 31, 2021. (See Pages 12751-12761)  
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 March 31, 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 12762-12777)

  
Richelle H. Baughn, Board Secretary

3/31/21  
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 Mr. Loyola that the Board of Trustees approve the following warrants: (See Pages 12778-12780)

- April Warrant, Food Service and Student Account

Unanimously Approved

Safety  
Grant

Motion by Ms. Hinson and seconded by Ms. Nieves that the Board of Trustees approve the 2021 NJSIG Safety Grant \$10,254.00. (See Pages 12781-12784)  
Unanimously Approved

Box Trucks

Motion by Ms. Nieves and seconded by Ms. Hinton that the Board of Trustees approve ARK & CCSN employees as drivers of the box trucks as presented.  
Unanimously Approved

Camden City  
Lifeguard

Motion by Mr. Loyola and second by Ms. Nieves that the Board of Trustees approve Camden City's use of the pool at 250 Federal street for lifeguard training. (See Page 12785)  
Unanimously Approved

## CHIEF SCHOOL ADMINISTRATOR'S REPORT

### Personnel

Resignations

Motion by Ms. Nieves and seconded by Ms. Hinson that the Board of Trustees accept the following resignations. (See Pages 12786-12787)

- |                 |         |                         |
|-----------------|---------|-------------------------|
| a. Ms. Martinez | Pride   | Effective June 15, 2021 |
| b. Ms. Virga    | Promise | Effective June 15, 2021 |

Unanimously Approved

Hiring

Motion by Ms. Nieves and seconded by Ms. Hinson that the Board of Trustees accept the hiring of Ms. Brinkman Phelan for a portion of her time from Camden's Charter School Network equivalent to .15 FTE at a rate of \$19,050 for purposes of administrative reporting requirements.  
Ayes – (4)  
Noes – (0)  
Abstain – (0)

Title  
Changes

Motion by Ms. Hinson and seconded by Mr. Loyola that the Board of Trustees approve the title changes as presented of administrative staff as well as the corollary organizational trees per campus. (See Pages 12788-12790)  
Unanimously Approved

Step Scale  
and  
Increment  
Withholding

Motion by Ms. Nieves and second by Mr. Loyola that the Board of Trustees accept the following Step scale and increment withholdings:

- |             |          |                                       |
|-------------|----------|---------------------------------------|
| Mr. Crozier | Pride    | Increment Withholding (performance)   |
| Mr. Hoag    | Rosedale | Increment Withholding (certification) |
| Ms. Rios    | Promise  | Increment Withholding (certification) |

Ayes – (4)  
Noes – (0)  
Abstain – (0)

Founder  
Contract  
(Second  
Read)

Motion by Ms. Nieves and seconded by Ms. Hinson that the Board of Trustees accept the second reading and approve the Founder Contract for Joseph Conway for the July 2021-June 2026 school years as presented. (See Page 12791-12800)  
Ayes – (4)  
Noes – (0)  
Abstain – (0)

Founder  
Coordinator  
Contract  
(First Read)

Motion by Ms. Hinson and seconded by Ms. Nieves that the Board of Trustees accept the seconding reading and approve the Founder Coordinator Contract for William Helmbrecht for the July 2021-June 2026 school years as presented. (See Pages 12801-12811)

Ayes – (4)

Noes – (0)

Abstain – (0)

Certified Staff  
Renewal/  
Nonrenewal

Motion by Ms. Hinson and seconded by Mr. Loyola that the Board of Trustees accept the renewal/nonrenewal of certificated staff for 2021-2022 school year. (See Pages 12812-12816)

Ayes – (4)

Noes – (0)

Abstain – (0)

Adjournment

Motion by Ms. Nieves and seconded by Mr. Loyola that the Board of Trustees adjourn at 6:22pm.

Unanimously Approved

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

**Camden's Promise Charter School**

All Funds  
For the Month Ending March 31, 2021

Cash Report					
FUNDS		(1) Beginning Cash Balance	(2) Cash Receipts This Month	(3) Cash Disbursements This Month	(4) Ending Cash Balances
	Governmental Funds	2,001,696.22	2,845,227.16	2,902,652.38	1,944,271.00
2	Special Revenue Fund - 20 (see page 2)	239,839.64	68,229.00	258,047.88	50,020.76
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)	2,241,535.86	2,913,456.16	3,160,700.26	1,994,291.76
6	Enterprise Fund Cafeteria	6,897.47	64,233.23	52,309.62	18,821.08
	Student Activities	31,069.77	2.69	0.00	31,072.46
7	Total Governmental & Enterprise Funds	2,279,503.10	2,977,692.08	3,213,009.88	2,044,185.30
	Payroll	3,467.56	1,087,792.39	1,086,258.60	5,001.35
10	Payroll Agency	195,846.16	1,013,551.38	1,169,085.04	40,312.50
11	Unemployment Trust	332.21	0.00	0.00	332.21
12	Total Trust & Agency Funds (Lines 9 thru 10)	199,645.93	2,101,343.77	2,255,343.64	45,646.06
13	Total All Funds (Lines 5, 6 and 10)	2,479,149.03	5,079,035.85	5,468,353.52	2,089,831.36

Prepared and Submitted By:

Elizabeth A. D. Puts

5/4/2021

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

Bank Name		TD Bank			
Account Number		3864386			
Statement Date		03/31/21			
Fund/Funds		WARRANT ACCOUNT			
1	Balance per Bank				2,071,734.80
	Reconciling Items				
	Additions				
	Deposits in Transit				
	from café	5,991.71			
2		5,991.71			
3	Total Additions			5,991.71	
	Deductions				
	Outstanding Checks				
4	(Attach List)		85,990.31		
6	Total Deductions			85,990.31	
7	Net Reconciling Items				(79,998.60)
8	Adjusted Balance per Bank as of 3/31/21 *				1,991,736.20
9	Balance per Board Secretary's Records as of 3/31/21 * *				1,994,291.76
	Reconciling Items				
	Additions				
10	Interest Earned				
	TDWM group deposit from 3/9	1,524.98			
11	Other (Explain)				
12	Total Additions			1,524.98	
	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				(2,555.56)
17	Adjusted Board Secretary's Balance as of 3/31/21 *				1,991,736.20

Prepared By:	e dipietro
Date:	05/04/21

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

List of Outstanding Checks

Warrant Account

3/31/2021

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
19527	12/11/20	Sean Stielow	500.00
19742	3/8/21	Chic FilA	100.00
19752	3/11/21	Barnes & Nobles	229.83
19758	3/11/21	Robonation, Inc.	6,454.00
19761	3/11/21	Steven Fuller	168.00
19771	3/16/21	Tajiddin Hill	60.00
19775	3/23/21	ARK	45,000.00
19778	3/23/21	Holcomb Commercial	842.01
19780	3/23/21	Kellie McDermott	112.48
19787	3/26/21	Constellation New Energy	13,063.47
19788	3/26/21	Educational Specialized :Assoc	600.00
19789	3/26/21	Holcomb Commercial	450.96
19790	3/26/21	Kaplan	6,000.00

total

85,990.31

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

Bank Name		TD Bank			
Account Number		3865292			
Statement Date		03/31/21			
Fund/Funds		Food Services			

1	Balance per Bank				24,812.79
	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	xfer back to warrant		5,991.71		
5					
6	Total Deductions			5,991.71	
7	Net Reconciling Items				(5,991.71)
8	Adjusted Balance per Bank as of 3/31/21 *				18,821.08

9	Balance per Board Secretary's Records as of 3/31/21 * *				18,821.08
	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 3/31/21 *				18,821.08

\* 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: 05/04/21

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

Bank Name		TD Bank			
Account Number		00-3864436			
For the Month Endi		03/31/21			
Fund/Funds		Student			
1	Balance per Bank				31,725.46
	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		3/31/21	*	31,072.46
9	Balance per Board Secretary's Records as of		3/31/21		31,072.46
	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		3/31/21	*	31,072.46
<p>* Line 8 MUST EQUAL line 17.</p> <p>* * If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.</p>					

Prepared By:		e dipietro
Date:		05/04/21

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

List of Outstanding Checks

Student Activities Account

3/31/2021

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		3/31/21			
Fund/Funds		Payroll			
1	Balance per Bank				37,556.29
	Reconciling Items				
	Additions				
	Deposits in Transit				
	Date	Amount			
	ck 15804 clrd 1 cent higher				
2b		0.01			
2c					
2d					
2	Total D.I.T.'s				0.01
3	Total Additions				0.01
	Deductions				
	Outstanding Checks				
4	(Attach List)				13,465.57
	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				33,441.45
7	Net Reconciling Items				(33,441.44)
8	Adjusted Balance per Bank as of 3/31/21 *				4,114.85
9	Balance per Board Secretary's Records as of 3/31/21 * *				5,001.35
	Reconciling Items				
	Additions				
11					
12	Total Additions				0.00
	Deductions				
	record ck 16663 on 4/15 PR				984.43
	Dec 20 - unknown				(36.00)
	Sep '18 unknown				(0.02)
14	Jul '18 unknown				(61.91)
15	Total Deductions				886.50
16	Net Reconciling Items				(886.50)
17	Adjusted Board Secretary's Balance as of 3/31/21 *				4,114.85
<p>* Line 8 MUST EQUAL line 17.</p> <p>* * If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.</p>					

Prepared By:	e dipietro
Date:	05/04/21

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

List of Outstanding Checks

Payroll Account

3/31/2021

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
16995	2/26/2021	Robert McGriff Jr	389.62
17003	3/15/2021	Michael Kerns	1,740.54
17004	3/15/2021	Cecelia Snow	1,944.82
17008	3/15/2021	Robert McGriff Jr	465.71
17014	3/31/2021	Melanie Conway	403.52
17015	3/31/2021	Michael Kerns	1,740.56
17016	3/31/2021	Michael Kerns	205.68
17017	3/31/2021	Michael Kerns	414.84
17018	3/31/2021	Michael Kerns	803.96
17025	3/31/2021	Robert McGriff Jr	808.06
17027	3/31/2021	Anthony Davenport	952.29
17028	3/31/2021	Gregory Young	1,954.98
17029	3/31/2021	Gregory Young	396.72
		Total	13,465.57

Camden's Promise Charter School  
Bank Reconciliation

Bank Name		TD Bank			
Account Number		00-3865284			
For the Month Ending		3/31/21			
Fund/Funds		Agency			

1 Balance per Bank						617,079.50
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)				576,816.99	
unlocated difference - immaterial						0.01
6	Total Deductions				576,817.00	
7	Net Reconciling Items					(576,767.00)
8	Adjusted Balance per Bank as of				3/31/21 *	40,312.50

9 Balance per Board Secretary's Records as of						3/31/21	40,312.50
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				3/31/21 *	40,312.50	

\* 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:	05/04/21

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

List of Outstanding Checks

Agency Payroll Account

3/31/2021

Page 13 (a)

Check #	Check Date	Amount	Payable To
3873	12/15/2019	383.78	US Dept of Education
4170	3/31/2021	299.53	KHEAA
4172	3/31/2021	295.98	Camden County Sheriff office
4175	3/31/2021	822.00	Allied Resources for Kids
4177	3/31/2021	42,048.34	Camden's Promise Charter School
4178	3/31/2021	1,722.60	Association of American Educators
4179	3/31/2021	243.56	Allstate Benefits
eft	3/31/2021	209,135.63	941.00
eft	3/31/2021	26,714.28	NJIT
eft	3/31/2021	1,491.50	PAIT
eft	3/31/2021	462.24	Delaware Division of Revenue
eft	3/31/2021	57,817.55	St of NJ 927
eft	3/31/2021	235,380.00	

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**576,816.99**


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Camden's Promise Charter School  
Bank Reconciliation

Bank Name		TD Bank			
Account Number		5883095			
For the Month Ending		3/31/21			
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 3/31/21 *				332.21
9	Balance per Board Secretary's Records as of 3/31/21				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 3/31/21 *				332.21
<p>* Line 8 MUST EQUAL line 17.</p> <p>* * If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.</p>					

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

Page 1 of 2  
05/03/21 12:27:62

Starting date 7/1/2020 Ending date 3/31/2021 Fund: 10 GENERAL FUND

Assets and Resources

**Assets:**

101	Cash in bank		\$1,944,271.00
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		\$1,160,471.23

**Accounts Receivable:**

132	Interfund	\$535,666.00	
141	Intergovernmental - State	\$7,418,044.53	
142	Intergovernmental - Federal	\$378.96	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$7,954,089.49

**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	(\$31,358,961.01)	(\$72,487.01)

**Total assets and resources**

**\$10,961,449.16**

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

Page 2 of 2  
05/03/21 12763

Starting date 7/1/2020 Ending date 3/31/2021 Fund: 10 GENERAL FUND

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		(\$2,016,959.05)
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$0.00
	Other current liabilities		\$151,242.00
	<b>Total liabilities</b>		<b>(\$1,865,717.05)</b>

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$7,659,625.31
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	(\$21,327,462.99)	
	Less: Encumbrances	(\$7,073,543.03)	(\$28,401,006.02)
	<b>Total appropriated</b>		<b>\$11,017,709.14</b>

Unappropriated:

770	Fund balance, July 1		\$1,782,072.92
771	Designated fund balance		\$0.00
303	Budgeted fund balance		\$27,384.15
	<b>Total fund balance</b>		<b>\$12,827,166.21</b>
	<b>Total liabilities and fund equity</b>		<b><u>\$10,961,449.16</u></b>

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

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Starting date 7/1/2020 Ending date 3/31/2021 Fund: 10 GENERAL FUND

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$31,259,089.85	\$28,401,006.02	\$2,858,083.83
Revenues	(\$31,286,474.00)	(\$31,358,961.01)	\$72,487.01
Subtotal	<u>(\$27,384.15)</u>	<u>(\$2,957,954.99)</u>	<u>\$2,930,570.84</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>(\$3,457,954.99)</u>	<u>\$3,430,570.84</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>(\$3,457,954.99)</u>	<u>\$3,430,570.84</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>(\$3,457,954.99)</u>	<u>\$3,430,570.84</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>(\$27,384.15)</u>	<u>(\$3,457,954.99)</u>	<u>\$3,430,570.84</u>

Prepared and submitted by : \_\_\_\_\_

Board Secretary

Date

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

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Starting date 7/1/2020 Ending date 3/31/2021 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	3,474,920		(11,768)
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	60,719		(60,719)
Total		37,072,835	(5,786,361)	31,286,474	31,358,961		(72,487)
Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
(Total of Accounts W/O a Grid# Assigned)		0	44,000	44,000	(2,757)	12,714	34,043
03200	TOTAL REGULAR PROGRAMS - INSTRUCTION	18,189,569	(2,308,669)	15,880,900	10,563,116	3,751,917	1,565,867
45300	Support Serv. - General Admin	4,290,400	(1,092,869)	3,197,531	2,368,217	481,746	347,568
46160	Support Serv. - School Admin	2,038,631	(835,000)	1,203,631	776,338	202,019	225,275
51120	Total Undist. Expend. – Oper. & Maint. O	6,122,952	(300,000)	5,822,952	4,100,852	1,712,957	9,143
52480	Total Undist. Expend. – Student Transpor	200,000	(82,930)	117,070	86,990	29,966	114
71260	TOTAL PERSONNEL SERVICES –EMPLOYEE	4,585,500	(92,494)	4,493,006	3,434,708	882,224	176,073
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	21,327,463	7,073,543	2,858,084

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

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Starting date 7/1/2020 Ending date 3/31/2021 Fund: 20 SPECIAL REVENUE FUNDS

Assets and Resources

**Assets:**

101	Cash in bank		\$50,020.76
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	(\$1,103,519.80)	\$3,259,319.20

**Total assets and resources**

**\$3,834,064.96**

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

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Starting date 7/1/2020 Ending date 3/31/2021 Fund: 20 SPECIAL REVENUE FUNDS

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		(\$3,462.76)
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$10,496.15
	Other current liabilities		\$532,922.99
	<b>Total liabilities</b>		<b>\$539,956.38</b>

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$1,688,449.57
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	\$4,966,704.92	
602	Less: Expenditures	(\$2,688,533.76)	
	Less: Encumbrances	(\$941,435.44)	(\$3,629,969.20)
	<b>Total appropriated</b>		<b>\$3,025,185.29</b>

Unappropriated:

770	Fund balance, July 1		\$872,789.21
771	Designated fund balance		\$0.00
303	Budgeted fund balance		(\$603,865.92)
	<b>Total fund balance</b>		<b>\$3,294,108.58</b>
	<b>Total liabilities and fund equity</b>		<b><u>\$3,834,064.96</u></b>

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

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Starting date 7/1/2020 Ending date 3/31/2021 Fund: 20 SPECIAL REVENUE FUNDS

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$4,966,704.92	\$3,629,969.20	\$1,336,735.72
Revenues	(\$4,362,839.00)	(\$1,103,519.80)	(\$3,259,319.20)
Subtotal	<u>\$603,865.92</u>	<u>\$2,526,449.40</u>	<u>(\$1,922,583.48)</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>\$2,526,449.40</u>	<u>(\$1,922,583.48)</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>\$2,526,449.40</u>	<u>(\$1,922,583.48)</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>\$2,526,449.40</u>	<u>(\$1,922,583.48)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$603,865.92</u>	<u>\$2,526,449.40</u>	<u>(\$1,922,583.48)</u>

Prepared and submitted by : \_\_\_\_\_  
Board Secretary Date

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

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05/03/21 12769

Starting date 7/1/2020 Ending date 3/31/2021 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	876,498	Under	1,005,625
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	1,103,520		3,259,319

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	1,086,569	510,452	698,928
84100	Local Projects	0	100,000	100,000	41,340	0	58,660
88740	Total Federal Projects	2,248,147	322,609	2,570,756	1,560,624	430,984	579,148
	Total	3,216,108	1,750,597	4,966,705	2,688,534	941,435	1,336,736

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

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05/03/21

Starting date 7/1/2020 Ending date 3/31/2021 Fund: 60 ENTERPRISE FUNDS

Assets and Resources

**Assets:**

101	Cash in bank		\$18,821.08
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	(\$414,945.65)	(\$414,945.65)

**Total assets and resources**

(\$276,782.91)

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

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05/03/21 12771

Starting date 7/1/2020 Ending date 3/31/2021 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
	<b>Total liabilities</b>		<b>\$3,096.33</b>

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$1,473,747.56	
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	(\$473,841.79)		
	Less: Encumbrances	(\$1,429,701.51)	(\$1,903,543.30)	(\$1,859,497.25)
	Total appropriated			(\$385,749.69)
	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			(\$279,879.24)
	<b>Total liabilities and fund equity</b>			<b><u>(\$276,782.91)</u></b>

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

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05/03/21 12772

Starting date 7/1/2020 Ending date 3/31/2021 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	(\$414,945.65)	\$414,945.65
Subtotal	<u>\$44,046.05</u>	<u>\$1,488,597.65</u>	<u>(\$1,444,551.60)</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>\$1,488,597.65</u>	<u>(\$1,444,551.60)</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>\$1,488,597.65</u>	<u>(\$1,444,551.60)</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>\$1,488,597.65</u>	<u>(\$1,444,551.60)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$44,046.05</u>	<u>\$1,488,597.65</u>	<u>(\$1,444,551.60)</u>

Prepared and submitted by : \_\_\_\_\_

Board Secretary

\_\_\_\_\_ Date

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

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05/03/21 12773

Starting date 7/1/2020 Ending date 3/31/2021 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	414,946		(414,946)
Total		0	0	0	414,946		(414,946)

Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
(Total of Accounts W/O a Grid# Assigned)		0	44,046	44,046	473,842	1,429,702	(1,859,497)
Total		0	44,046	44,046	473,842	1,429,702	(1,859,497)

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

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Starting date 7/1/2020 Ending date 3/31/2021 Fund: 95 STUDENT ACTIVITY FUNDS

Assets and Resources

Assets:

101	Cash in bank		\$31,072.46
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	(\$680.64)	(\$680.64)

**Total assets and resources**

**\$28,996.55**

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

Page 2  
05/03/21 12775

Starting date 7/1/2020 Ending date 3/31/2021 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)
	<b>Total liabilities</b>		<b>(\$7.00)</b>

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)
	<b>Total appropriated</b>		<b>(\$1,890.00)</b>

Unappropriated:

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

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

Page 2  
05/03/21 12776

Starting date 7/1/2020 Ending date 3/31/2021 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	(\$680.64)	\$680.64
Subtotal	<u>\$0.00</u>	<u>\$1,209.36</u>	<u>(\$1,209.36)</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>\$1,209.36</u>	<u>(\$1,209.36)</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>\$1,209.36</u>	<u>(\$1,209.36)</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>\$1,209.36</u>	<u>(\$1,209.36)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$0.00</u>	<u>\$1,209.36</u>	<u>(\$1,209.36)</u>

Prepared and submitted by : \_\_\_\_\_  
Board Secretary Date

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

Page 12777  
05/03/21

Starting date 7/1/2020 Ending date 3/31/2021 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	681		(681)
Total		0	0	0	681		(681)
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                      Camdens Promise Charter School  
 Rec and Unrec checks              Hand and Machine checks

Starting date 4/1/2021              Ending date 4/30/2021

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
001646	04/15/21		1230	SODEXO, INC & ASSOCIATES		42,810.10
001981	04/01/21		1261	AMERICAN RED CROSS		181.00
001982	04/01/21		1342	ANA CONWAY		456.54
001983	04/01/21		B151	AramSCO		1,914.33
001984	04/01/21		1532	CASA REPORTING SERVICE		2,535.95
001985	04/01/21		1868	CHIC FIL-A		1,155.70
001986	04/01/21		1719	CONSTELLATION NEW ENERGY		6,645.85
001987	04/01/21		Z159	Edward Rainey		127.00
001988	04/01/21		1461	HOLCOMB COMMERCIAL		392.19
001989	04/01/21		1404	IRON MOUNTAIN INFORMATION		991.69
001990	04/01/21		1749	LOTI		13,062.58
001991	04/01/21		1194	MARKET STREET PRINTING		495.00
001992	04/01/21		V892	Michael Napolsky		127.00
001993	04/01/21		1678	NJSIG		1,666.71
001994	04/01/21		U392	Phil DiMartino		127.00
001995	04/01/21		Y837	Ross E. Hagstoz		127.00
001996	04/01/21		1540	SCHOOL NURSE SUPPLY, INC		206.85
001997	04/01/21		2415	STAPLES ADVANTAGE		792.02
019827	04/13/21		2162	Amazon Capital Services		1,709.37
019828	04/13/21		1068	AT & T		542.51
019829	V 04/13/21	04/14/21	1425	BLICK ART MATERIALS		
019830	04/13/21		1346	CENTER FOR AQUATIC SCIENCES		5,120.00
019831	04/13/21		8190	Champion Team Wear		378.00
019832	04/13/21		0919	Cigna Health & Life Insurance Co.		18,137.94
019833	04/13/21		1328	CIGNA HEALTHCARE		393,800.55
019834	04/13/21		1819	FLEXFACTS		216.00
019835	04/13/21		2415	STAPLES ADVANTAGE		47.45
019836	04/13/21		9939	Volleyball USA		3,733.82
019837	H 04/15/21		1057	SAM'S CLUB		1,139.72
019838	04/21/21		1397	ANDREA LEBOO		800.00
019839	04/21/21		2046	CAMDEN CHARTER SCHOOL NETWORK		436,500.00
019840	04/21/21		1775	CAMDEN COUNTY ED. SERVICES		11,258.63
019841	04/21/21		1737	COLES MUSIC SERVICES		597.55
019842	04/21/21		1033	CONNER STRONG		1,249.00
019843	04/21/21		2291	COOPER UNIVERSITY PHYSICIANS		551.92
019844	04/21/21		L550	Ebony Victor		1,769.25
019845	04/21/21		1461	HOLCOMB COMMERCIAL		5,909.80
019846	04/21/21		1142	JW PEPPER & CO.		85.00
019847	04/21/21		2355	SAFEGUARD BUSINESS SYSTEMS		487.64

Check Journal  
Rec and Unrec checks

Camdens Promise Charter School  
Hand and Machine checks

Page 12779  
05/04/21 12:25

Starting date 4/1/2021 Ending date 4/30/2021

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
019848	04/21/21		2415	STAPLES ADVANTAGE		213.97
019849	04/21/21		1463	WEX BANK		2,995.73
019850	04/21/21		1168	XTEL COMMUNICATIONS		3,338.06
019851	04/23/21		1261	AMERICAN RED CROSS		320.00
019852	04/23/21		7986	Bruce VanDyke		126.00
019853	04/23/21		1719	CONSTELLATION NEW ENERGY		3,808.66
019854	04/23/21		2265	JIM CHUJHACKI		126.00
019855	04/23/21		J217	Ken Gillespie		127.00
019856	04/23/21		V892	Michael Napolsky		79.50
019857	04/23/21		9028	Parker McCay P.A.		1,225.00
019858	04/23/21		9564	Richard McBrearty		127.00
019859	04/23/21		H860	SPS PROS		8,970.00
019860	04/23/21		B461	Timothy J. Grimes		127.00
019861	04/23/21		9905	Todd Walker		127.00
019862	04/23/21		1719	CONSTELLATION NEW ENERGY		3,250.60
019863	H 04/27/21		1057	SAM'S CLUB		375.59
019864	H 04/29/21		1057	SAM'S CLUB	Refund tax with cash	666.61
019865	H 04/30/21		1057	SAM'S CLUB		845.44
019866	04/30/21		1068	AT & T		542.51
019867	04/30/21		F656	Beauty Kit Solutions		3,250.00
019868	04/30/21		1036	BECKERS SCHOOL SUPPLIES		388.67
019869	04/30/21		1425	BLICK ART MATERIALS		14.80
019870	04/30/21		T149	Camden City		10.00
019871	04/30/21		1532	CASA REPORTING SERVICE		424.20
019872	04/30/21		1868	CHIC FIL-A		2,860.00
019873	04/30/21		7011	DFX		6,562.50
019874	04/30/21		B831	Esther Coar		564.58
019875	04/30/21		1031	FEDERAL EXPRESS		85.42
019876	04/30/21		8911	G2 Performance Gear		475.00
019877	04/30/21		1152	HOME DEPOT		663.78
019878	04/30/21		1482	JC TOURS		3,058.99
019879	04/30/21		1400	JOSTENS		6,767.75
019880	04/30/21		J368	Neuron Fuel, Inc. dba Tynker		1,840.00
019881	04/30/21		1914	PURCHASE POWER		520.99
019882	04/30/21		1866	SCHOLASTIC MAGAZINE		2,318.30
019883	04/30/21		1540	SCHOOL NURSE SUPPLY, INC		308.95
019884	04/30/21		1348	WOLFINGTON BODY COMPANY		1,636.68
019885	04/30/21		T149	Camden City		10.00
019886	04/30/21		T149	Camden City		10.00

Check Journal  
Rec and Unrec checks

Camdens Promise Charter School  
Hand and Machine checks

Page 2 of 2  
05/04/21 12780

Starting date 4/1/2021

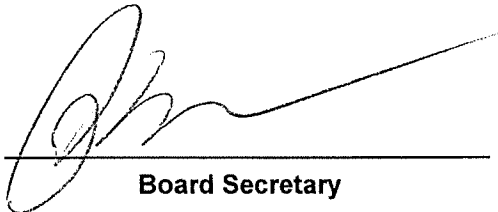
Ending date 4/30/2021

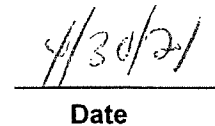
Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
019887	04/30/21		T149	Camden City		10.00
B34183	04/01/21		3984	TD Wealth Operations	Other EFT Payments	26,329.21
F34184	04/15/21		9999	PAYROLL VENDOR		902,303.69
F34213	04/30/21		9999	PAYROLL VENDOR		931,657.90

<b>Fund Totals</b>
--------------------

10	GENERAL FUND	\$105,089.21
11	GENERAL CURRENT EXPENSE	\$2,492,266.55
20	SPECIAL REVENUE FUNDS	\$224,754.22
60	ENTERPRISE FUNDS	\$55,201.76
Total for all checks listed		\$2,877,311.74

Prepared and submitted by:

  
Board Secretary

  
Date



**New Jersey Schools Insurance Group**  
 Safety Grant Program Application – 2021

Safety Grant allotments are a direct result of NJSIG's Underwriting Surplus for the previous program year. Grant disbursements will take place during the Fall of the application year. Grant applications must be completed by 11:59PM EDT on Tuesday, June 1, 2021

**Your Allotted Safety Grant is \$10254.00**

**Applicant District**

Camden's Promise Charter School

**Street Address**

879 Beideman Ave.

<b>City</b>	<b>County</b>	<b>State</b>	<b>ZIP Code</b>
Camden	Camden	NJ	08105

**Preferred Email Address**

rbaughn@camdencsn.org

**Business Administrator**

Richelle H. Baughn

**Business Administrator Phone**

(856) 365-1000

**Business Administrator Fax**

(856) 365-1005

**Business Administrator Email Address**

rbaughn@camdencsn.org

**Project Manager**

Richelle H. Baughn

**Project Manager Phone**

(856) 365-1000

**Project Manger Fax**

(856) 365-1005

**Project Manager Email Address**

rbaughn@camdencsn.org



## New Jersey Schools Insurance Group

### Safety Grant Program Application — 2021

Safety Grant allotments are a direct result of NJSIG's Underwriting Surplus for the previous program year. Grant disbursements will take place during the Fall of the application year. Grant applications must be completed by 11:59PM EDT on Tuesday, June 1, 2021



Please provide an overall outline of your project(s) for conceptualizing the planned use of funds. This narrative should illustrate the intention of the project(s). Be sure to include project goals, project implementations, how your project(s) will enhance safety, and estimated start and completion dates.

#### Project Description

Raptor School Security Software compares government-issued ID information to a database that contains registered sex offenders from 50 states as well as local flags placed into Raptor by a school site. In the event of a match, Raptor alerts designated school officials.



**New Jersey Schools Insurance Group**  
**Safety Grant Program Application – 2021**

Safety Grant allotments are a direct result of NJSIG's Underwriting Surplus for the previous program year. Grant disbursements will take place during the Fall of the application year. Grant applications must be completed by 11:59PM EDT on Tuesday, June 1, 2021

<b>Budget Category</b>	<b>Function &amp; Object Code</b>	<b>Grant Funds Requested</b>
<b>Support Services</b>		
Technical & Professional Services	200-300	0.00
Other Services	200-500	10254.00
Supplies & Materials	200-600	0.00
<b>Facilities Acquisition &amp; Construction Services</b>		
Professional & Technical Services	400-390	0.00
Construction Services	400-450	0.00
Noninstructional Equipment	400-732	0.00
<b>Total Budget</b>		<b>10254</b>

Was the 2020 safety grant used in accordance with the grant application submitted for the 2020 fiscal year?

Yes

If no, please provide the estimated completion date for the project(s).

If no, please provide a brief reason.

Is a signed board resolution or meeting minutes available at this time?

No

If no, please provide the anticipated meeting date when the use of the safety grant funds will be approved.

May 6th, 2021



A signed board resolution or meeting minutes that approves the project(s) and use of these funds must be provided before any disbursements can be made. If the requested document was unavailable at the time this application was completed you may upload the document when it becomes available by logging into the NJSIG Safety Grant Portal.



## New Jersey Schools Insurance Group

### Safety Grant Program Application – 2021

Safety Grant allotments are a direct result of NJSIG's Underwriting Surplus for the previous program year. Grant disbursements will take place during the Fall of the application year. Grant applications must be completed by 11:59PM EDT on Tuesday, June 1, 2021

#### **Complete and Accurate Information**

I certify that the information provided in this application is complete and accurate. I understand that failure to provide complete and accurate information could result in a delay or denial of this application at the sole digression of New Jersey Schools Insurance Group.

#### **Applicant Acknowledgments**

I certify that the use of any funds obtained through New Jersey Schools Insurance Group's Safety Grant Program by the applicant named in this application has been approved by the school board or equivalent group of trustees or elected or appointed officials.

I certify that the applicant named in this application has consented to submitting this application electronically with an electronic signature provided by a representative appointed by the school board or equivalent group of trustees or elected or appointed officials.

#### **Disbursement Requirements**

I certify that the applicant named in this application has acknowledged any disbursement of funds will not take place until this application has been approved and the applicant has provided a copy of the signed board resolution or meeting minutes that approves the project(s) and use of the funds.

#### **Signer Acknowledgments**

I certify that I have been authorized to provide an electronic signature on behalf of the applicant named in this application by the school board or equivalent group of trustees or elected or appointed officials.

Representative

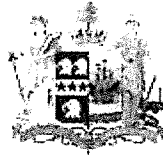
Richelle H Baughn

Representative Title

SBA

Electronic Signature Timestamp

Friday, April 30, 2021 10:40:28AM EDT



**CITY OF CAMDEN**  
**MAYOR FRANCISCO "FRANK" MORAN**  
**DEPARTMENT OF HUMAN SERVICES**

SENIOR & EMERGENCY SERVICES, BUREAU OF RECREATION & YOUTH SERVICES

\*Relocated to: Broadway Center, 713-715 Broadway, Camden, NJ 08103

Phone: (856) 757-7498 Fax: (856) 757-7336

April 20, 2021

Mrs. Richelle H. Baughn, Business Administrator  
 Camden's Promise Charter School Network  
 879 Beideman Avenue  
 Camden, New Jersey 08105

Dear Ms. Baughn:

The City of Camden's Aquatic's Training is fast approaching and we are seeking a local training physical in Camden, NJ to train our lifeguards. We anticipated training for May 10, 2021 to May 20, 2021. We would like to request use of your pool facility, (1) classroom & lavatory for the following:

Lifeguard training from at your facility May 10, 2021 to May 20, 2021 two times per week from 5:00 p.m. to 7:30 p.m. on Mondays and Thursdays

The City will extend our services to your organization by training your staff and potential lifeguards in first aide, CPR, water safety and swimming lessons to pass their lifeguard certification. Along with use of the City of Camden park & field for use for baseball practice, baseball games, and physical education during the 2020-2021 school year.

The review and approval of your office, and the Board of Directors, is needed as soon as possible so that appropriate plans and actions get initiated. We recognize your facility may not be available due to school construction plans or other activities. In the event that the timeframe is are not available to us please suggest alternates.

Should you or your staff have any questions regarding this matter please do not hesitate to contact Janean Gooden at (856) 968-6406 or Martin Hunter at (856) 968-6444. Thank you for your expeditious consideration in this matter, as working together we can ensure.

Sincerely,

*Janean Gooden*

Janean L. Gooden  
 Chief Com. Rel. Specialist

Cc:

Dr. Joseph Conway, Chief School Administrator  
 Board of Directors  
 Mr. Grochal, Athletic Director  
 Mr. Young

Evelin Martínez  
6725 Ridge Ave Apt #211  
Philadelphia, PA 19128

April 10, 2021

Joseph Conway  
Superintendent  
Camden's Charter School Network  
879 Beideman Ave  
Camden, NJ 08105

Dear Dr. Conway,

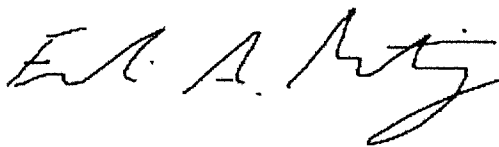
I am writing to notify you that I will be resigning from my position as a Kindergarten Teacher at Pride Elementary School at the end of this school year. My last day will be June 18, 2021.

After a month of consideration, I have decided to move back to my home state of Delaware. Although I am sad to be leaving, I have truly loved and appreciated my time teaching for the *carinoso y fuerte* community of Camden, NJ. I appreciate all of the opportunities, professional guidance and support you and Principal Hahn have provided me as it has allowed me to grow to be the educator I am today.

I wish you and the CCSN family all the best! If I can be of any assistance to you during the remainder of my term, please let me know. I'd be happy to help.

Sincerely,

Evelin A. Martinez

A handwritten signature in black ink, appearing to read 'E.A. Martinez', with a stylized flourish at the end.

April 30<sup>th</sup>, 2021

Dear Dr. Conway,

Please accept this letter as my formal notification of my resignation from my position of school social worker at Camden's Promise. I will fulfill my 2020-2021 contract and my last day will be the last day of school on June 18<sup>th</sup>, 2021.

Thank you for welcoming me into your staff these past two years. I have really enjoyed getting to know all of the students and staff and helping the students and families out to the best of my capabilities. This position has taught me so much about school social work that I will take with me throughout the remainder of my career.

Please let me know if there is anything I can do to make this transition easier.

Sincerely,  
Maddie Virga

**Title Changes**

Dr. Conway	Superintendent/Co Principal	Schools Wide/Promise
Ms. Arasim	Co-Principal	Promise
Helmbrecht	Asst Superintendent/Co Principal	School Wide/Academy
Ms. Ash	Co-Principal	Academy
Ms. Hahn	Principal /Co Principal	Pride/ Elementary
Ms. Pompei	Asst Principal	Shared Pride/KATZ
Ms. Brinkman	School Administrator	KATZ (.15 FTE of time)
Mrs. Conway	Principal/Co Principal	KATZ/Elementary
Ms. Smith	Acting Assistant Principal	Katz/Elementary
Dr. Farmer	Shared Services Principal	Creativity CoLab

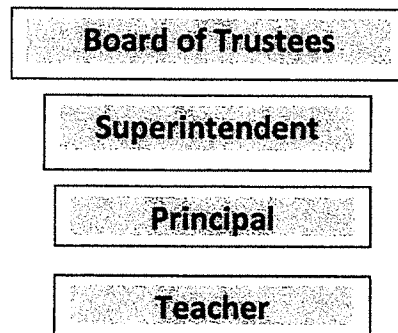
**10 Month or 11 Month to 12 Month or Vice Versa Positions**

Mr. Grochal	10 month to 12 month
Ms. Hamilton	11 month to 12 month
Ms. Marzan	10 month to 12 month
Ms. Quao	12 month to 10 month

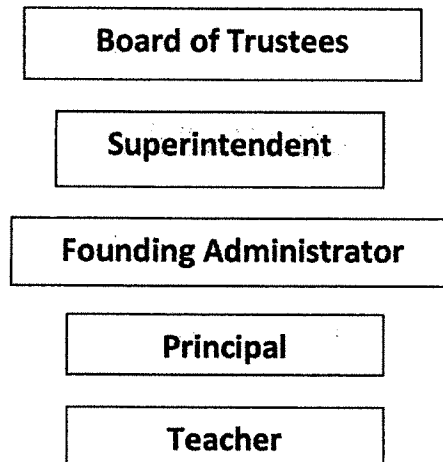
### Organizational Tree By Campus

Depending on the matter of grievance and the aggrieved party determines the level of intersection in the chain of command on each campus organizationally.

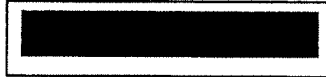
#### Pride



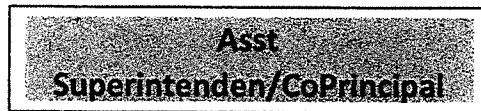
#### KATZ Dalsey



**Promise**



**Academy**



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

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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 1<sup>st</sup> and ending on June 30<sup>th</sup>.

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

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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 1<sup>st</sup> and ending on June 30<sup>th</sup>.

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:

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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.
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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

Camden's Promise Charter School Certified Staff 2021-2022											
NAME	POSITION	LOCATION	HIRE DATE	MONTHS	TENURE	CATEG	STEP	SAL SCALE	LONGEVITY	SAL ADJUST	SAL TOTAL
ALBERTO, ELIZABETH	TEACHERS	KATZ	8/20/2012	10 T		BA	10	61,000	3,000	-	64,000
ALBRIGHT, BROOKE	TEACHERS	PRIDE	8/17/2020	10 C		BA	2	53,000			53,000
ALBRIGHT, TYLER J	TEACHERS	ACADEMY	8/17/2015	10 C		BA	8	59,000	1,000	-	60,000
ALDEN, FREDERICK	TEAM LEADERS	PROMISE	6/16/1999	12 T		MA	25	78,000	12,000	18,000	108,000
ALI, NYKEA	TEACHERS	ACADEMY	12/17/2018	10 C		MA	8	61,000			61,000
ALIMARIO, ERICA A	CST	ALL	8/22/2011	10 T		MA	12	65,000	3,000	-	68,000
ALT, JASON	TEACHERS	PROMISE	8/12/2019	10 C		BA	4	55,000			55,000
ARASIM, JENNIFER	Co PRINCIPAL	PROMISE	8/28/1998	12 T		MA	14	109,000	-	20,000	129,000
ARDIS, PATRICK K	TEACHERS	ACADEMY	8/14/2017	10 C		BA	6	57,000	1,000	-	58,000
ASH, DARA	Co PRINCIPAL	ACADEMY	8/20/2001	12 T		MA	11	103,000	-	16,000	119,000
ATZINGER, CAITLYN	TEACHERS	PROMISE	8/12/2019	10 C		BA	5	56,000			56,000
BAUGHN, RICHELLE H	BUSINESS ADMINISTRAT	ALL	8/1/2004	12 T		MA		109,000	-	30,000	139,000
BEARD, WILLIAM H	TECH	ALL	2/1/2014	12 C				101,000	-	-	101,000
BENEDETTI, CORINA	TEACHERS	ACADEMY	1/30/2019	10 C		MA	8	61,000			61,000
BENIQUEZ-CUEVAS, NAZALIA	NURSE	PRIDE	6/1/2015	12 C		MA	18	71,000	-	-	71,000
BERMUDEZ, MELANIE	TEACHERS	KATZ	2/7/2019	10 C		BA	4	55,000			55,000
BOHN, SHARON	TEACHERS	PRIDE	8/20/2012	10 T		BA	14	65,000	3,000	-	68,000
BORRELLI, JOSHUA	TEACHERS	PROMISE	8/12/2019	10 C		BA	5	56,000			56,000
BRACISZEWSKI, RACHAEL (JULIANI)	TEACHERS	PRIDE	8/18/2014	10 T		MA	13	66,000	3,000	-	69,000
BRADLEY, KELLY (HOWARD)	TEACHERS	KATZ	3/15/2010	10 T		BA	12	63,000	5,000	-	68,000
BRANDT, ANDREW T	SITE LEADER	KATZ	8/18/2014	10 T		MA2	8	63,000	3,000	-	66,000
BRANNIGAN, VALERIE	TEACHERS	ACADEMY	10/1/2020	10 C		MA	12	65,000			65,000
BRNICH, TIFFANY L	TEACHERS	KATZ	2/2/2015	10 T		MA	8	61,000	1,000	-	62,000
BROWN, AARON L	LIBRARIAN	PROMISE	1/3/2001	12 T		MA	23	76,000	12,000	17,600	105,600
BROWN, EUGENE	TEACHERS	ACADEMY	12/1/2005	10 T		BA	21	72,000	8,000	-	80,000
BROWN, JULIE	TEACHERS	KATZ	8/18/2014	10 T		BA	9	60,000	3,000	-	63,000
BROWN-HARRIS, TAMIKA	TEAM LEADERS	PROMISE	8/21/2000	12 T		MA	22	75,000	12,000	17,400	104,400
BRYANT, LESLIE	TEACHERS	PRIDE	6/26/2017	10 C		BA	7	58,000	1,000	-	59,000
CACACE, FREDERICK	TEACHERS	PRIDE	8/12/2019	10 C		BA	2	53,000			53,000
CAFFEY, AMY M	TEACHERS	PROMISE	8/15/2016	10 C		BA	7	58,000	1,000	-	59,000
CANINO, MELISSA (GIRONDI)	TEACHERS	ACADEMY	8/20/2003	10 T		MA	20	73,000	8,000	-	81,000
CARABALLO, JESSICA F	TEACHERS	PROMISE	8/15/2016	10 T		MA	23	76,000	1,000	-	77,000
CARMODY, BRIGID	TEACHERS	PROMISE	8/13/2018	10 C		BA	3	54,000	1,000	-	55,000
CASPARRO, DEANNA V	TEACHERS	KATZ	8/23/2010	10 T		BA	12	63,000	5,000	-	68,000
CASSELL, HELEN S	SOCIAL WORKER	ALL	8/26/2008	10 T		MA	16	69,000	5,000	-	74,000
CASSIDY, KATHLEEN (BELL)	SITE LEADER	PRIDE	8/17/2015	10 C		BA	9	60,000	1,000	-	61,000
CHELLEW, JULIA (SENSKI)	TEACHERS	PRIDE	8/15/2016	10 C		BA	7	58,000	1,000	-	59,000
CIERVO, NATALIE	TEAM LEADERS	PROMISE	8/22/2011	12 T		MA	11	64,000	3,000	13,400	80,400
CLARK, KATHERINE	TEACHERS	PRIDE	12/13/2018	10 C		MA	4	57,000			57,000
CLOUD, VEDA L	SOCIAL WORKER	PRIDE	8/15/2016	10 T		MA	7	60,000	1,000	-	61,000
COAR, ESTHER R	TEACHERS	PROMISE	10/24/2011	10 T		BA	14	65,000	3,000	-	68,000
COFFIN, DANIEL	TEACHERS	PROMISE	8/22/2019	10 C		MA	9	62,000			62,000
CONWAY, ANA PAULA	PRINCIPAL	KATZ	9/1/2008	12 T		MA	5	91,000	-	10,000	101,000
CONWAY, JOSEPH V	SUPERINTENDENT/Co Principal	ALL/Promise	8/30/1998	12 T		DOC		171,750	-	-	171,750
COSSABOOM, ANDREW J	TEACHERS	KATZ	8/18/2014	10 T		BA	9	60,000	3,000	-	63,000
COSTA, JANE	TEACHERS	PROMISE	8/15/2003	10 T		MA	19	72,000	8,000	-	80,000
COTTO, MARCOS	TEACHERS	ACADEMY	9/29/2004	10 T		MA	20	73,000	8,000	-	81,000
CRAGIN, TAYLOR	TEACHERS	PROMISE	8/22/2013	10 T		BA	9	60,000	3,000	-	63,000
CROZIER, JAMES	TEACHERS	PROMISE	10/20/2005	10 T		MA	15	68,000	5,000	-	73,000

Camden's Promise Charter School Certified Staff 2021-2022											
NAME	POSITION	LOCATION	HIRE DATE	MONTHS	TENURE	CATEG	STEP	SAL SCALE	LONGEVITY	SAL ADJUST	SAL TOTAL
CRUZ, JAZIMINE	TEACHERS	KATZ	9/16/2019	10 C	MA		6	59,000			59,000
CRUZ, JONATHAN	TEACHERS	PROMISE	8/15/2016	10 C	BA		5	56,000	1,000	-	57,000
DEHEL-ANGELOZZI, LAUREN	TEACHERS	KATZ	3/1/2017	10 C	BA		6	57,000	1,000	-	58,000
DELANY, ALLISON	TEACHERS	KATZ	8/12/2019	10 C	BA		4	55,000			55,000
DELGADO, NANCY	NURSE	KATZ	8/18/2014	10 C	BA		14	65,000		-	65,000
DEMEDIO, CRYSTAL V	TEACHERS	KATZ	8/14/2017	10 C	BA		8	59,000	1,000	-	60,000
DESCHLER, ALLISON	TEACHERS	PROMISE	8/12/2019	10 C	MA		6	59,000			59,000
DESILVIO, HEATHER	TEACHERS	PROMISE	8/22/2019	10 C	BA		10	61,000			61,000
DIAZ, KAYLA M	TEACHERS	PRIDE	8/18/2014	10 T	BA		8	59,000	3,000	-	62,000
DIVELLO, LEA M	TEACHERS	KATZ	8/21/2006	10 T	BA		15	66,000	5,000	-	71,000
DONAHUE, MARYBETH	TEACHERS	KATZ	8/13/2018	10 C	MA		7	60,000	1,000		61,000
DONNELLY, GINA	TEACHERS	KATZ	8/12/2019	10 C	BA		4	55,000			55,000
DOWNES, EDWARD C, JR	TEACHERS	ACADEMY	6/17/2002	10 T	MA		25	78,000	12,000	-	90,000
DUNCAN, ANDREA D	TEACHERS	PROMISE	2/20/2014	10 T	MA		8	61,000	3,000	-	64,000
DZHURBIY, LILIYA V	TEACHERS	PROMISE	8/14/2017	10 C	BA		15	66,000	1,000	-	67,000
EASTERDAY, AMY (JOHNSON)	TEACHERS	PROMISE	1/13/2016	10 C	BA		7	58,000	1,000	-	59,000
EHNGOOD, TAMARA	TEAM LEADERS	PROMISE	8/22/2010	11 T	MA		12	65,000	5,000	7,000	77,000
EVERETT, VIVIAN	TEACHERS	ACADEMY	1/4/2021	10 C	MA		7	60,000			60,000
FAGNANI, CARLY M (DIGIOVANNI)	TEACHERS	KATZ	8/15/2016	10 C	BA		8	59,000	1,000	-	60,000
FARMER, GEORGE	PRINCIPAL	Shared C3	8/15/2016	12 C	DOC		9	92,000	-	-	92,000
FENNER, MADELINE A	TEACHERS	ACADEMY	8/15/2004	10 T	DOC		23	80,000	8,000	-	88,000
FENNING, CAITUN R	TEACHERS	ACADEMY	8/14/2017	10 C	BA		7	58,000	1,000	-	59,000
FLEIG, JOSHUA M	TECH	ALL	2/1/2014	12 T	MA			104,000	-	-	104,000
FLEMING, CHRISTINA (VARGAS)	TEACHERS	PROMISE	8/14/2017	10 C	MA		7	60,000	1,000	-	61,000
FREDERICO, ERICA	TEACHERS	PRIDE	8/12/2019	10 C	BA		8	59,000			59,000
GALBRAITH, SEAN	TEACHERS	KATZ	8/20/2012	10 T	BA		10	61,000	3,000	-	64,000
GARCIA, JOSE I	TEACHERS	ACADEMY	8/1/2002	10 T	MA		25	78,000	12,000	-	90,000
GARGIULE, MORRIS	TEACHERS	ACADEMY	9/15/2008	10 T	BA		15	66,000	3,000	-	69,000
GARLIC, KIMBERLY A	TEACHERS	PROMISE	11/12/2002	10 T	BA		20	71,000	8,000	-	79,000
Garvey, Meqan	TEACHERS	PRIDE	8/12/2019	10 C	MA		8	61,000			61,000
GEIGER, FRANK J	DEAN	ACADEMY	8/14/2017	10 C	BA		7	58,000	1,000	-	59,000
GENDRON, JILL	TEACHERS	KATZ	8/20/2012	10 T	BA		12	63,000	3,000	-	66,000
GILLETTE, BRITTNEY N	TEACHERS	PROMISE	8/15/2016	10 C	BA		7	58,000	1,000	-	59,000
GRAHAM, YOLANDA D	SOCIAL WORKER	PROMISE	9/30/2013	10 T	MA2		10	65,000	3,000	-	68,000
GREEN, JEANINE	TEACHERS	PROMISE	1/16/2020	10 C	BA		8	59,000			59,000
GREENE, JASMINE	TEACHERS	ACADEMY	8/13/2018	10 C	MA		13	66,000	1,000		67,000
GROCHAL, ROBERT L	TEACHERS	ACADEMY	8/20/2003	12 T	BA		19	70,000	8,000	15,600	93,600
GUZMAN-CABA, YUDERQUIS	SOCIAL WORKER	KATZ	8/14/2017	10 C	MA		8	61,000	1,000	-	62,000
HADDAD, KIMBERLY	TEACHERS	ACADEMY	8/13/2018	10 C	MA		10	63,000	1,000		64,000
HAHN, CHRISTA	PRINCIPAL	PRIDE	8/18/2008	12 T	MA		6	93,000	-	8,000	101,000
HAMILTON, SHELYN L	DEAN	ACADEMY	12/17/2007	12 T	MA2		12	67,000	5,000	14,400	86,400
HANSON, HENRIETTA Y	TEACHERS	PRIDE	8/17/2015	10 C	BA		6	57,000	1,000	-	58,000
HARRIS, NICOLE Y	TEAM LEADERS	PROMISE	9/17/2001	12 T	MA		22	75,000	12,000	17,400	104,400
HELMBRECHT, WILLIAM D	Asst SUPERINTENDENT/Co Principa	ALL/Academy	8/29/1998	12 T	MA			161,750	-	-	161,750
HIGINBOTHAM, RICKY	TEACHERS	ACADEMY	8/1/2002	10 T	MA		20	73,000	12,000		85,000
HINLUCKY, JULIA	TEACHERS	PRIDE	8/12/2019	10 C	BA		3	54,000			54,000
HINTON, LAURA W	TEACHERS	PROMISE	11/30/2015	10 C	BA		13	64,000	1,000	-	65,000
HINTON, SAMANTHA	TEACHERS	KATZ	1/4/2021	10 C	BA		7	58,000			58,000
HOAG, ALISON	TEACHERS	KATZ	8/31/2020	10 C	BA		2	53,000			53,000

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NAME	POSITION	LOCATION	HIRE DATE	MONTHS	TENURE	CATEG	STEP	SAL SCALE	LONGEVITY	SAL ADJUST	SAL TOTAL
HOAGLAND, FELICIA	TEACHERS	PROMISE	7/6/1999	10 T	BA	25	76,000	12,000	-	-	88,000
HOCKO, MELUSSA D	CST	ALL	8/19/2013	12 T	MA2		93,000		7,500		100,500
HONG, ALEX	TEACHERS	PROMISE	8/13/2018	10 C	BA	4	55,000	1,000			56,000
IANNUZZI, FRANCIS A	TEACHERS	ACADEMY	8/15/2002	10 T	BA	20	71,000	12,000	-		83,000
ILLUMINATI, VALERIE D	TEACHERS	ACADEMY	8/15/2016	10 C	MA	9	62,000	1,000	-		63,000
IVEY, JOLENE N	TEACHERS	PRIDE	8/18/2009	10 T	BA	14	65,000	5,000	-		70,000
JACKSON, RONALD	TEACHERS	ACADEMY	8/24/2009	10 T	MA	16	69,000	5,000	-		74,000
JOFFE, DANIELLE K (SHAW)	TEACHERS	PRIDE	8/17/2015	10 C	BA	8	59,000	1,000	-		60,000
JOHNSON, DEAN	TEACHERS	ACADEMY	8/1/2002	10 T	MA	26	78,000	12,000	-		90,000
KACZOR, CAMERON	TEACHERS	PROMISE	8/17/2020	10 C	BA	1	52,000				52,000
KALITAN-GREENBERG, KIMBE	TEACHERS	PROMISE	6/26/2017	10 C	MA	8	61,000	1,000	-		62,000
KELLEHER, ROBERT J	TEACHERS	PRIDE	8/15/2016	10 C	BA	7	58,000	1,000	-		59,000
KELLY, JOHN	TEACHERS	PROMISE	8/22/2011	10 T	MA	11	64,000	3,000	-		67,000
KELLY, VICTORIA A (SKILL)	TEACHERS	PRIDE	5/7/2012	10 T	MA	10	63,000	3,000	-		66,000
KERNS, MICHAEL	TEACHERS	ACADEMY	8/13/2018	10 C	BA	8	59,000	1,000			60,000
KLEINMAN, JENNA L	TEACHERS	PRIDE	8/15/2016	10 C	BA	7	58,000	1,000	-		59,000
KOHLER, KATHERINE M	TEACHERS	KATZ	8/15/2016	10 C	BA	10	61,000	1,000	-		62,000
KOPP, LISA M	TEACHERS	PROMISE	8/20/2012	10 T	MA2	12	67,000	3,000	-		70,000
KOPPEN, JENNIFER L	TEACHERS	PROMISE	8/14/2017	10 C	BA	14	65,000	1,000	-		66,000
LANTSMAN, ALLA A	TEACHERS	ACADEMY	8/24/2009	10 T	BA	15	66,000	5,000	-		71,000
LARACUENTE, NADIA	TEACHERS	PRIDE	8/15/2016	10 C	BA	7	58,000	1,000	-		59,000
LEONELLI-CLARK, LISA M	TEACHERS	KATZ	8/17/2015	10 T	BA	19	70,000	1,000	-		71,000
LEVAY, KELLI	TEACHERS	KATZ	8/13/2018	10 C	BA	4	55,000	1,000			56,000
LORIUSTE-GONZALEZ, MARIE	GUIDANCE COUNSELOR	ACADEMY	8/22/2005	12 T	MA2	16	71,000	8,000	15,800		94,800
MADDONNI, BARBARA	TEACHERS	KATZ	8/20/2012	10 T	MA2	16	71,000	3,000	-		74,000
MAHON, CARLY A (PRICKITT)	TEACHERS	KATZ	8/22/2017	10 C	BA	9	60,000	1,000	-		61,000
MAINES, AARON	TEACHERS	PROMISE	8/21/2006	10 T	BA	17	68,000	8,000	-		76,000
MAJOR, MARCUS	TEACHERS	ACADEMY	7/5/2005	10 T	MA	20	73,000	8,000			81,000
MALDONADO, ANA	TEACHERS	KATZ	2/26/2018	10 C	BA	9	60,000	1,000			61,000
MALONEY, LIANNE (BENEVENTO)	TEACHERS	PRIDE	8/17/2015	10 C	BA	8	59,000	1,000	-		60,000
MARCEL, SARA	TEACHERS	KATZ	8/17/2020	10 C	BA	1	52,000				52,000
MARINO, JOANNA	TEACHERS	PROMISE	8/12/2019	10 C	BA	3	54,000				54,000
MARTINEZ, EVELIN	TEACHERS	Pride	8/13/2018	10 C	BA	4	55,000	1,000			56,000
MARTINEZ, GABRIELLE D	TEACHERS	ACADEMY	8/18/2014	10 T	MA	9	62,000	3,000	-		65,000
MARZAN-SHEPHARD, CHRISTI	DEAN	ACADEMY	1/2/2014	12 C	BA	11	62,000	3,000	13,000		78,000
MASSARO, SOFIA	SOCIAL WORKER	ACADEMY	9/9/2019	10 C	BA	6	57,000				57,000
MASSEY, KIMBERLY	SOCIAL WORKER	PROMISE	8/13/2018	10 C	MA	8	61,000	1,000			62,000
MATTEI, RAUL	TEACHERS	KATZ	8/12/2019	10 C	BA	11	62,000				62,000
MATTEI, TANIA	TEACHERS	KATZ	8/13/2018	10 C	BA	11	62,000	1,000			63,000
MAZZAREH, SAMAR	TEACHERS	ACADEMY	1/26/2009	10 T	BA	18	69,000	5,000	-		74,000
MAZZARELLA, BRENDA	TEACHERS	PRIDE	11/7/2005	10 T	MA	15	68,000	8,000	-		76,000
MCCALL, LOUIS C	TEACHERS	PROMISE	8/17/2015	10 C	MA	7	60,000	1,000	-		61,000
MCDERMOTT, KELLIE	TEACHERS	PROMISE	8/17/2020	10 C	BA	1	52,000				52,000
MCDUGALD, KEVIN	TEAM LEADERS	PROMISE	8/20/2012	12 T	BA	20	71,000	3,000	14,800		88,800
MCDUGALD, NEIL	TEACHERS	ACADEMY	8/20/2001	10 T	MA	21	74,000	12,000	-		86,000
MCKEEVER, KELLY A	TEACHERS	KATZ	8/17/2015	10 T	BA	7	58,000	1,000	-		59,000
MEDORI, GINA	TEACHERS	PRIDE	8/22/2011	10 T	MA	13	66,000	3,000	-		69,000
MENDEZ, YANITZA	TEACHERS	PRIDE	2/14/2020	10 C	BA	2	53,000				53,000
MERRIGAN, AMBER	TEACHERS	PROMISE	1/29/2001	10 T	BA	22	73,000	12,000	-		85,000

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NAME	POSITION	LOCATION	HIRE DATE	MONTHS	TENURE	CATEG	STEP	SAL SCALE	LONGEVITY	SAL ADJUST	SAL TOTAL
METZ, ERIN	TEACHERS	PRIDE	8/17/2020	10 C	BA	8A	3	54,000			54,000
MILLS, JESSICA R	TEACHERS	ACADEMY	8/14/2017	10 C	BA	BA	8	59,000	1,000	-	60,000
MINNES, KIERSTEN (FUCHS)	TEACHERS	PROMISE	8/23/2019	10 C	MA	MA	3	56,000			56,000
MITCHELL (BONFIGLIO), LA	TEACHERS	PRIDE	2/1/2017	10 C	BA	BA	7	58,000	1,000	-	59,000
MITCHELL, BENJAMIN	TEACHERS	Pride	8/12/2019	10 C	BA	BA	2	53,000			53,000
MITCHELL, NICHOLAS A	TEACHERS	PROMISE	8/17/2015	10 C	MA	MA	7	60,000	1,000	-	61,000
MONJACK, JEFF	TEACHERS	Academy	8/12/2019	10 C	BA	BA	8	59,000			59,000
MORALES, ROBERTO	TEACHERS	PROMISE	4/30/2018	10 C	MA	MA	4	57,000	1,000		58,000
MORRISON, JOSEPH R	TEACHERS	ACADEMY	8/21/2006	10 T	BA	BA	18	69,000	8,000	-	77,000
MURRAY, BRIGID K	TEACHERS	PRIDE	8/18/2014	10 T	BA	BA	8	59,000	3,000	-	62,000
MUZYK, SCOTT	TEACHERS	Pride	9/3/2019	10 C	BA	BA	3	54,000			54,000
MYERS, CHRISTINA	TEACHERS	PROMISE	8/24/2009	10 T	MA	MA	13	66,000	5,000	-	71,000
NAYLOR, MATTHEW G	TEACHERS	ACADEMY	8/21/2006	10 T	BA	BA	22	73,000	8,000	-	81,000
NECKONCHUK, COURTNEY	TEACHERS	KATZ	8/18/2014	10 T	BA	BA	8	59,000	3,000	-	62,000
NEWS, MARY KATHERINE	TEACHERS	KATZ	2/1/2021	10 C	BA	BA	1	52,000			52,000
NIGRO, CARMINE	DEANS	ACADEMY	8/24/1998	12 T	MA	MA	25	78,000	12,000	18,000	108,000
NOP, ALEXIS	TEACHERS	KATZ	10/15/2019	10 C	BA	BA	3	54,000			54,000
NOP, BRIAN	TEACHERS	PROMISE	8/22/2016	10 C	BA	BA	4	55,000	1,000		56,000
NOVOA, MARY	TEACHERS	KATZ	8/20/2012	10 T	BA	BA	12	63,000	3,000	-	66,000
O'BRIEN, BRITTANY	SOCIAL WORKER	ACADEMY	8/13/2018	10 C	MA	MA	7	60,000	1,000		61,000
O'BRIEN, KYRA	GUIDANCE COUNSELOR	ACADEMY	8/18/2003	12 T	MA1	MA1	19	74,000	8,000	16,400	98,400
PAYTON, CHRISTINA S	TEACHERS	PROMISE	8/14/2017	10 C	MA	MA	5	58,000	1,000	-	59,000
PEISCHL, LORETTA E.	TEACHERS	KATZ	2/4/2013	10 T	MA	MA	10	63,000	3,000	-	66,000
PETTEWAY, CYNTHIA	TEACHERS	PROMISE	7/2/2018	10 C	BA	BA	5	56,000	1,000		57,000
PETHYNG, JESSICA	TEACHERS	ACADEMY	10/20/2014	10 T	BA	BA	13	64,000	1,000	-	65,000
PHILLIPS, EDWIN	TEACHERS	ACADEMY	8/18/2008	10 T	BA	BA	22	73,000	5,000	-	78,000
POLANCO, ANGELICA	TEACHERS	KATZ	12/12/2018	10 C	BA	BA	4	55,000			55,000
POLLARD, ASIA-LI S	TEACHERS	PROMISE	3/7/2014	10 T	BA	BA	8	59,000	3,000	-	62,000
POMPEI, BREANNE R	Asst Principal	PRIDE	8/18/2014	12 T	MA	MA	1	83,000	-	-	83,000
PULASKI, CHRISTINA	TEACHERS	PROMISE	8/12/2019	10 C	MA	MA	4	57,000			57,000
QUAO, TAMIKA	DEANS	ACADEMY	3/15/2010	10 T	MA2	MA2	20	75,000	5,000		80,000
RAMBO, ERIN N	TEACHERS	PRIDE	8/14/2017	10 C	BA	BA	7	58,000	1,000	-	59,000
RANKIN, MICHAEL P	TEACHERS	PROMISE	8/15/2016	10 C	BA	BA	7	58,000	1,000	-	59,000
RASH, CAROLINE B	TEACHERS	ACADEMY	8/22/2016	10 C	MA	MA	9	62,000	1,000	-	63,000
RATHGEBER, SUSAN P	TEACHERS	ACADEMY	6/26/2017	10 C	BA	BA	19	70,000	1,000	-	71,000
REED, HAROLD	TEACHERS	PROMISE	8/21/2000	10 T	MA	MA	22	75,000	12,000	-	87,000
REILLY, JUSTIN	TEACHERS	KATZ	8/19/2013	10 T	MA1	MA1	9	64,000	3,000	-	67,000
REITER, BRIAN	TEACHERS	PRIDE	9/1/2010	10 T	BA	BA	13	64,000	5,000	-	69,000
REPICI, MEGHAN (DOUGHTY)	TEACHERS	KATZ	8/13/2018	10 C	BA	BA	4	55,000	1,000		56,000
REYES-HERNANDEZ, STEPHANIE	TEACHERS	KATZ	9/10/2020	10 C	BA	BA	1	52,000			52,000
RIBEIRA, CATARINA	TEACHERS	KATZ	8/13/2018	10 C	BA	BA	4	55,000	1,000		56,000
RICKERT, JENNIFER	TEACHERS	PROMISE	8/12/2019	10 C	BA	BA	10	61,000			61,000
RIESS, KATHLEEN F (BURKE)	TEACHERS	KATZ	8/18/2014	10 T	MA	MA	9	62,000	3,000	-	65,000
RIO, HEYDIE Y	TEACHERS	PROMISE	8/14/2017	10 C	MA	MA	6	59,000	1,000	-	60,000
ROBINSON, ANDREA	TEACHERS	ACADEMY	08/22/2001	10 C	MA	MA	14	67,000			67,000
ROSENBERG, JESSICA	TEACHERS	PROMISE	8/12/2019	10 C	BA	BA	6	57,000			57,000
ROSS, KEANNA M	CST	ALL	8/15/2016	10 C	MA1	MA1	7	62,000	1,000	-	63,000
ROSSI, LOUETTA	TEACHERS	PROMISE	2/18/2014	10 T	MA	MA	31	80,000	3,000	-	83,000
SANTIAGO, NATASHA B	TEACHERS	PRIDE	8/14/2017	10 C	MA	MA	5	58,000	1,000	-	59,000

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NAME	POSITION	LOCATION	HIRE DATE	MONTHS	TENURE	CATEG	STEP	SAL SCALE	LONGEVITY	SAL ADJUST	SAL TOTAL
SANTONE, THOMAS	TEACHERS	PROMISE	8/14/2017	10 C	DOC		12	69,000	1,000	-	70,000
SATCHELL, DANEEN J	TEAM LEADERS	PROMISE	8/1/2002	12 T	MA		24	77,000	12,000	17,800	106,800
SCHOONMAKER, JUSTIN	TEACHERS	PROMISE	8/1/2002	10 T	MA		21	74,000	12,000	-	86,000
SHIVELY, PHOEBE	TEACHERS	PROMISE	8/17/2020	10 C	BA		1	52,000			52,000
SHUTE, THOMAS	TEACHERS	ACADEMY	12/9/2019	10 C	BA		5	56,000			56,000
SINGH, SIMRIT K	TEACHERS	PRIDE	8/14/2017	10 C	BA		8	59,000	1,000	-	60,000
SMITH, CAROLINE	Acting Ass Principal	KATZ	8/19/2013	12 T	MA		1	83,000	-	4,000	87,000
SMITH, THOMAS	TEACHERS	PROMISE	12/1/2005	10 T	BA		21	72,000	5,000	-	77,000
SNELL, MARIEL A (SMITH)	TEACHERS	PRIDE	8/18/2008	10 T	BA		14	65,000	5,000	-	70,000
SNOW, CECELIA	TEACHERS	KATZ	2/22/2021	10 C	BA		2	53,000			53,000
SPRINGER, JAMIE L	TEACHERS	KATZ	8/18/2014	10 T	BA		8	59,000	3,000	-	62,000
STEINER (NICOSIA), AMAND	TEACHERS	KATZ	8/26/2015	10 T	BA		9	60,000	1,000	-	61,000
Stielow, Sean	TEACHERS	PROMISE	8/17/2020	10 C	BA		1	52,000			52,000
STOVALL, AMBER	TEACHERS	Prde	8/13/2018	10 C	BA		4	55,000	1,000		56,000
SWARTZ, JESSICA	TEACHERS	PRIDE	8/17/2009	10 T	BA		13	64,000	5,000	-	69,000
TAMAGNI, MICHAEL	TEACHERS	PROMISE	8/22/2005	10 T	DOC		21	78,000	8,000	-	86,000
TAVEL, ERIK P	TEACHERS	ACADEMY	8/17/2015	10 T	MA		8	61,000	1,000	-	62,000
THOMAS, ROSEMARIE D	TEACHERS	PRIDE	8/15/2016	10 T	BA		8	59,000	1,000	-	60,000
THOMPSON, ALLISON	TEACHERS	ACADEMY	8/13/2018	10 C	BA		4	55,000	1,000		56,000
THOMPSON, JOJI A	TEACHERS	ACADEMY	8/17/2015	10 T	MA		22	75,000	1,000	-	76,000
THORNE, ROBIN F	CST	ALL	8/22/2005	10 T	MA1		18	73,000	8,000	-	81,000
THORNTON, NATASHA	TEACHERS	PROMISE	8/12/2019	10 C	MA		4	57,000			57,000
TRAAGER, ADAM I	TEACHERS	KATZ	8/18/2008	10 T	BA		14	65,000	5,000	-	70,000
TREUSCH, REBECCA	TEACHERS	KATZ	8/17/2015	10 T	MA		7	60,000	1,000	-	61,000
VEGA (TRAN), JENNIFER K	TEACHERS	KATZ	8/15/2016	10 T	BA		12	63,000	1,000	-	64,000
VELEZ, WANDA P	DEAN	ACADEMY	3/27/2017	12 C	MA		18	71,000	1,000	14,400	86,400
VENKATRAMAN, SURYA	TEACHERS	ACADEMY	8/24/2020	10 C	BA		3	54,000			54,000
VILLANUEVA, ARLENE	SOCIAL WORKER	ACADEMY	8/14/2017	11 C	MA		11	64,000	1,000	6,500	71,500
VIRGA, MADDIE	TEACHERS	PROMISE	10/15/2019	10 C	MA		4	57,000			57,000
WAGGONER, EVAN	TEACHERS	PROMISE	4/13/2017	10 C	MA		1	53,000			53,000
WAGNER, JILLIAN E (STONAKER)	TEACHERS	PRIDE	8/15/2016	10 C	BA		7	58,000	1,000	-	59,000
WAGNER, REBECCA A	TEACHERS	PRIDE	8/15/2016	10 C	MA		7	60,000	1,000	-	61,000
WALLER, SHARON M	TEACHERS	ACADEMY	9/28/2016	10 C	BA		7	58,000	1,000	-	59,000
WALLOWITCH, JOSHUA P	TEACHERS	PROMISE	8/14/2017	10 C	BA		5	56,000	1,000	-	57,000
WARREN, ANTHONY	TEACHERS	ACADEMY	2/12/2018	10 C	BA		4	55,000	1,000	-	56,000
WASHINGTON, TANGIER	TEACHERS	PROMISE	9/14/2011	12 T	BA		12	62,000	3,000	13,000	78,000
WATSON, NORMAN L	COUNSELOR	ACADEMY	7/1/2015	12 T	BA		32	79,000	1,000	16,000	96,000
WEBSTER, MEGAN	TEACHERS	KATZ	08/12/2001	10 C	BA		3	54,000			54,000
WEINERT, CHRISTIE	NURSE	ALL	12/20/2010	10 T	BA		10	61,000		20,000	81,000
WELLS, KELCI (FLYNN)	TEACHERS	PRIDE	8/13/2018	10 C	BA		4	55,000	1,000		56,000
WHOMSLEY, SARAH L	TEACHERS	KATZ	8/17/2015	10 T	BA		8	59,000	1,000	-	60,000
WILSON, ASHLEY M	TEACHERS	PRIDE	8/15/2016	10 T	BA		9	60,000	1,000	-	61,000
WINFREY, OMAR	TEACHERS	PROMISE	7/2/2018	10 C	BA		12	63,000	1,000		64,000
ZAKRZEWSKI, WALTER	TEACHERS	ACADEMY	9/24/2018	10 C	BA		3	54,000			54,000
ZAYAS, SAMANTHA (VILLARINI)	TEACHERS	PROMISE	4/29/2019	10 C	BA		3	54,000			54,000