

## Hatikvah International Academy Charter School

7 Lexington Avenue

East Brunswick, NJ

**MEETING Minutes**

**August 27, 2020**

7:00 P.M. Meeting

Meeting called to order by Daniel Gresack at 7:03 PM.

Sunshine Law Notice: 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 Hatikvah International Academy Charter School has caused notice of this meeting to be published by having the date, time, and place thereof posted in the Home News Tribune and the East Brunswick Sentinel.

This meeting is taking place on a conference call. The public was informed of the participation number on the school's website and on the front door of the building.

Name	Title	Voting/Non-Voting	Present	Absent
Mr. Daniel Gresack	President	Voting	X	
Mr. Harish Hathiramani	Vice President	Voting	X	
Mr. Eli Schaap	Trustee; Chair of Finance Committee; Nominating Committee	Voting	X	
Mr. Marc Herman	Trustee	Voting	X	
Ms. Shawntell Manning	Trustee	Voting	X	
Mr. Arie Behar	Trustee	Voting	X	
Dr. Marcia Grayson	Director; Ex Officio	Non-voting	X	
Mrs. Kathy Mone	SBA; Ex Officio	Non-voting		X
Ms. Claudia Fiel	Teacher Representative; Recording Secretary	Non-voting	X	
Mrs. Nicole Disporto	Alternate Teacher Representative	Non-voting	X	

**Pledge of Allegiance:** I pledge allegiance to the flag of the United State of America and to the Republic for which it stands, one Nation, under God, indivisible, with liberty and justice for all.

**Public Discussion:** A 15-minute period is provided for the public to ask questions on agenda items or to make statements to the Board of Trustees. If there are many speakers, the chair will ask for a 3-minute speaking limit per speaker. The board may extend the public comment portion if necessary.

Public present.

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**BOARD OF TRUSTEES COMMITTEES**

**Education Committee:** Given the added demands of entry procedures to the school and the anticipated technical factors for each classroom, the teachers are working with the Leadership team to modify the school’s Curriculum Map, focusing only on the most essential standards for learning and eliminating learning activities that are not critical to student progress. For physical education, music, and Modern Hebrew, since singing has been eliminated and contact sports are prohibited, further modifications will be made in these areas.

Administrative Liaison: Dr. Marcia Grayson  
Committee Members: Mrs. Hindie Weissman

**Financial Committee: no report.**

Chairperson: Mr. Eli Schaap  
Administrative Liaison: Dr. Marcia Grayson  
Committee Member: Mr. Daniel Gresack

**Fundraising Committee: no report.**

Chairperson: Shawntell Manning  
Administrative Liaison: Dr. Marcia

**Nominating Committee: no report.**

Chairperson: Mr. Eli Schaap  
Administrative Liaison: Dr. Marcia Grayson

**Director’s Report:** Professional development for all faculty and staff began this past week. In addition to mandatory training, all of the time this year is being spent on planning in order to have at least two weeks of materials prepared for parent pick-up for remote and hybrid students as well as to learn new procedures for safety. Please see the demographic report exhibiting that this past Sunday, 42% of the total population is comprised of East Brunswick students with the kindergarten at 57%. Since this report was prepared, we increased the school’s population to 550 students including two that are out of district; our largest population to date and the first year that we have met the full enrollment with approximately 548 students on the waiting list.

**SBA: Mrs. Kathy Mone: no report.**  
**Acknowledgement of Correspondence: no report.**

ITEM 1: Motion to approve the minutes from July 23, 2020 meeting.

**Motion:** Daniel Gresack

**Second:** Marc Herman

<b>Board Member</b>	<b>Voting</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 2: Motion to approve the bills list dated 7/21 to 8/21 2020 in the amount of \$88,977.06 except for ITEM 7815 in the amount of \$79,583.33; and to approve the Secretary’s Report dated August 21, 2020.

**Motion:** Eli Schaap

**Second:** Marc Herman

<b>Board Member</b>	<b>Voting</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 3: Motion to approve ITEM 7815 in the amount of \$79,583.33 on the bills list dated 7/21 to 8/21 2020.

**Motion:** Daniel Gresack

**Second:** Marc Herman

<b>Board Member</b>	<b>Voting</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee			X	
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 5-0; 1 abstention.

ITEM: 4: Motion to readopt Hatikvah’s policy manual for the 2020-2021 school year with modifications to the following policies:

- 1250 Visitors
- 3510 Operation and Maintenance Plant
- 3541.33 Transportation Safety
- 5141.2 Illness
- 5141.3 Policy, Health Examinations, and Immunizations with Exhibit for screening purposes
- 6173.1 Remote Learning

Readopt: 5131.1 Harassment, Intimidation and Bullying (revised and reapproved in October 2018) and reappoint Heather Winder as the school’s Anti-bullying coordinator and specialist.  
 5131 Conduct and Discipline with the Hatikvah Student Parent Handbook for 2020-2021  
 2224: Nondiscrimination/Affirmative Action and reappoint Heather Winder as the school’s Affirmative Action officer, Title IX officer, and substitute 504 officer.  
 Reappoint Chevy Speiser as the 504 officer.

**Motion:** Marc Herman

**Second:** Arie Behar

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 5: Motion to approve the following personnel items regarding faculty/staff for the 2020-2021 school year:

**Medical Leave:** Employee Local ID: 82117174 to leave on or about November.

**Non-certificated:**

- Jared Badalamenti, part-time Title I assistant with an annualized salary of \$1,890.00.
- Eleonora Mushailov, part-time assistant at an annualized salary of \$7,300.00.

Avima Darnov, part-time assistant at an annualized salary of \$8,000.00.

**Adjustments in contracts:**

Reduce Stacy Greenblatt’s Title I contract from \$7,680.00 to \$2,671.00 at employee’s request for a reduction of hours.

Reduce Inna Beck’s contract from \$34,151.00 to \$22,767.00 at employee’s request for a reduction of hours.

**Independent Contractor:** Leave-Replacement Psychologist, Helaine Conti, \$300.00 per evaluation; \$60.00 an hour for meetings prorated for any portion of the hour for on or about October 2020 through on or about April 2020.

**Motion:** Eli Schaap

**Second:** Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 6: Motion to approve increasing the Title I technology allocation from \$26,102.00 to \$29,221.00 with the increase attributable to the Title I staffing change.

**Motion:** Daniel Gresack

**Second:** Eli Schaap

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			

Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 7: Motion to reapprove the Employee Handbook with the addition of COVID leave policies.

**Motion:** Marc Herman

**Second:** Shawntell Manning

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 8: Motion to approve the school's Self-Assessment for Determining Grades under the HIB Anti-bullying Act.

**Motion:** Shawntell Manning

**Second:** Harish Hathiramani

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 9: Motion to reapprove the school’s teacher evaluation system without changes for 2020-2021 and to approve evaluations using remote classroom access.

**Motion:** Daniel Gresack

**Second:** Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 10: Motion to approve continuation with the following contracts for 2020-2021:

1. Equitable offering faculty/staff 403 (b) options.
2. Van Palmer Group, L.L.C. for Delta Dental Plans.
3. Austin & Company Inc. for Aetna Medical Insurance plan representative.

**Motion:** Eli Schaap

**Second:** Marc Herman

<b>Board Member</b>	<b>Voting</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 11: Motion to approve offering faculty and staff an additional option of 403B self-elected contributions to Vanguard's self-selection program; employees would need to pay 100% of the associated fees which appear to be \$60.00 per year.

**Motion:** Daniel Gresack

**Second:** Eli Schaap

<b>Board Member</b>	<b>Voting</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			



Passed 6-0; no abstentions.

ITEM 12: Motion to reapprove/adopt the school’s K-8 curriculum aligned with the NJ Student Learning Standards in the following disciplines: English Language Arts, Math, Science, Social Studies, World 6 Languages (for Modern Hebrew and Spanish), Technology, Visual and Performing Arts, Comprehensive Health, and PE, and for MYP, Design and Service-Learning.

**Motion:** Arie Behar

**Second:** Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 13: Motion to re-approve the Business Office Manual (standard operating procedures); use of NJ approved rates for reimbursement to staff for travel.

**Motion:** Eli Schaap

**Second:** Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			

Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 14 : Motion to approve employee contributions to health insurance as follows: 5% increase based on last year’s contribution rates with a 6% increase to the Board’s contribution; and following the State of NJ’s required contribution formula (which may require more than a 5% increase), for any employee who is contributing 25% of premium or lower as per the State schedule. For any employee contributing above 25% through 35%, the rate of contribution will be based on the State’s schedule of contribution. For new employees, the rate of contribution will be based on the new rates (10% increased rates) as well as the State’s guidelines for contribution.98

**Motion tabled (Vote that follows is for the Motion to Table)**

**Motion:** Daniel Gresack

**Second:** Arie Behar

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.

ITEM 15: Motion to adjourn at 7:42 PM.

**Motion:** Daniel Gresack

**Second:** Marc Herman

<b>Board Member</b>	<b>Voting</b>	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Daniel Gresack	Trustee	X			
Eli Schaap	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee	X			
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			

Passed 6-0; no abstentions.