

# **Department of Talent & Labor Relations**

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**\* Legend:**

**Schools** – Alfred Cramer CPL School – Cramer; Brimm Medical Arts High School – BMAHS; Camden Big Picture Learning Academy HS – BPLA HS; Camden Big Picture Learning Academy MS – BPLA MS; Camden High School – CHS; Cooper’s Poynt Family School – Cooper’s Poynt; Creative Arts Morgan Village Academy – CAMVA; Dr. Henry H. Davis Family School – Davis; Early Childhood Development Center – ECDC; Forest Hill School – Forest Hill; H.B. Wilson Family School – H.B. Wilson; Harry C. Sharp Family School – Sharp; Octavius V. Catto Family School – Catto; Pride Academy – Pride; Riletta Twyne Cream Early Childhood Center- R.T. Cream/ECDC; Thomas H. Dudley Family School – Dudley; U.S. Wiggins College Preparatory Lab Family School – Wiggins; Veterans Memorial Family School – Veterans; Woodrow Wilson High School – WWHS; Yorkship Family School – Yorkship

**Terminology** – Incl. = including or inclusive of; LOA = Leave of Absence; RTW = Return to Work; w/o = without

**A. Appointments – (8)**

All appointments are contingent upon available funds and compliance with the prerequisites for public school employment under law and District policy.

The Department of Talent and Labor Relations hereby makes the following representations:

Upon information and belief

- DTLR has verified that all persons listed in the Appointments section currently possess, and possessed as of the effective date, the requisite, valid, appropriate certificates and licenses, where applicable.
- DTLR has verified that all persons listed in the Appointments section have passed the requisite criminal background check and are not disqualified from employment according to the Criminal History Review Unit, before the effective date.
- DTLR has verified that all persons listed in the Appointments section meet the minimum requirements stated in the job description and are eligible for employment in the position they hold.
- DTLR has received the written approvals from the Superintendent or school administrator certificate holder designee prior to the submission of offer letters and the start date for all persons listed in the Appointments section.

Prior to this meeting, the State Superintendent has approved in writing the appointment of the individuals listed in the Appointments section, as well as, the effective date, title and salary of such persons.

It is recommended that the following individuals be appointed for the 2020-2021 school year to the assignment and at the rate indicated:

**Professional, Certificated– (5)**

Eff. Date	First Name	Last Name	Title	Location	Account #	Salary
10/22/2020	Gionna	Botto-Malecki	Psychologist	CHS	11-000-219-104-000-00	\$80,085.60
9/24/2020	John	Hager	Teacher, HS English	Pride	15-140-100-101-000-46	\$54,887.00
11/2/2020	Sharee	Huff	Teacher, Health/PE	BPLA HS	15-140-100-101-000-05	\$71,703.00
10/28/2020	Christopher	Proulx	Teacher, Music	ECDC	20-218-100-101-000-00	\$57,603.00
10/28/2020	Lisa	Scicchitano	Teacher, Elementary	Cream / ECDC	20-218-100-101-000-00	\$69,003.00

**Professional, Non-Certificated– (3)**

Eff. Date	First Name	Last Name	Title	Location	Account #	Salary
12/1/2020	Maureen	Dougherty	Senior Manager, Procurement	Central Office	11-000-251-100-000-00	\$100,313.00
11/9/2020	Tracy	Mahan	Specialist, Staffing	Central Office	11-000-251-100-000-00	\$61,750.00
11/9/2020	Michelene	Stargell	Manager, Recruitment & Staffing	Central Office	11-000-251-100-000-00	\$83,550.00

**B. Promotions – (No Items at this time)**

- C. **Transfers – (No Items at this time)**
- D. **Substitute Personnel – (No Items at this time)**
- E. **Resignations – (3)**

For staff who previously received a formal letter indicating that the Superintendent accepted their resignation, the official acceptance of the resignation shall be deemed as of the date of the acceptance letter.

Effective at the end of the day on the date indicated:

Resignation Date	First Name	Last Name	Position Title	Location
1/6/2020	Richard	Abram	Teacher, Math	BMAHS
12/31/2020	David	Parsons	Teacher, Science	Veterans
12/26/2020	Philip	Verespy	Teacher, Music	R.T. Cream

- F. **Retirements – (2)**

For staff who previously received a formal letter indicating that the Superintendent accepted their retirement, the official acceptance of the retirement shall be deemed as of the date of the acceptance letter.

Effective at the end of the day on the date indicated:

Retirement Date	First Name	Last Name	Position Title	Location	Years of Service
11/30/2020	Karen	Campbell	Senior Director of Grants	Central Office	1.75
11/13/2020	Kevin	Farrington	Custodian A	Pride	27

- G. **Terminations – (No Items at this time)**
- H. **Separations by Mutual Agreement – (No Items at this time)**
- I. **Suspensions – (No Items at this time)**
- J. **Returns from Suspensions – (No Items at this time)**
- K. **Administrative Leaves – (1)**

The following individual been placed on administrative leave per the effective date listed below:

Eff. Date	First Name	Last Name	Position Title	Location	Status
11/10/2020	Terrance	Pace	Security Officer	WWHS	With Pay

- L. **Returns from Administrative Leaves – (No Items at this time)**
- M. **Leaves of Absence – (17)**

It is recommended the following requests be granted and/or accepted in accordance with District policy. (All leaves are with pay unless specified as “unpd”). All leaves are subject to review by the Department of Talent and Labor Relations for compliance with contract, policy, and law.

First Name	Last Name	Position Title	Location	LOA Dates
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Janelle	Adams	Teacher ESL	Cramer	FMLA 10/20/20 - 11/19/20 unpd 11/20/20 - 1/29/21
Kathleen	Adams	Teacher MS Math	Sharp	FMLA 10/9/20 - 12/31/20
Winston	Brown	Custodian C	Yorkship	Int FMLA 20/21 SY
Anniello	Burke	Teacher, SPED- ICR	Cramer	FMLA 9/28/20 - 10/2/20
Anniello	Burke	Teacher, SPED- ICR	Cramer	Int FMLA 10/2/20 -6/30/20
Carolyn	Dambalas	Teacher, MS Math	Cooper's Poynt	FMLA 10/28/20 - 12/01/20
Louis	Fair	Psychologist	Pride	FMLA 10/6/20 -10/13/20
Michael	Gallagher	Teacher, HS English. LAL	BMAHS	FMLA 10/21/20 - 12/21/20
Erin	Garrity	Teacher MS Social Studies	Cooper's Poynt	FMLA 10/8/20 - 11/20/20
Gregory	King	Manager Student Information Systems	Central Office	Int FMLA 20/21 SY
Delores	McCarrin	Paraprofessional A, 1 on 1	Cramer	FMLA 10/21/20 - 12/18/20
Malcolm	Morton	Custodian C	WWHS	FMLA 7/30/20 - 8/5/2020
Steven	Murray	Teacher, Health/PE	BMAHS	FMLA 10/22/2020 - 2/5/2021
Waleska	Rivera	Paraprofessional A, Kindergarten	Forest Hill	FMLA 10/14/20 - 11/30/20
Briana	Smith-Gibbs	Family & Operations Coordinator	Pride	FMLA 10/3/20 - 10/14/20
Bernadette	Strong	Paraprofessional A, SPED-AUT	Forest Hill	FMLA 9/29/20 -10/12/20
Clementine	Williams	Teacher, MS English/LAL	Catto	FMLA 11/9/20 - 12/8/20 unpd 12/9/20 - 12/11/20

**N. Non-FMLA/Personal Leave of Absence – (2)**

The following leaves are here for memorialization purposes only. They are not approved under FMLA or NJFLA. They have been reviewed and approved by the District or the State District Superintendent.

First Name	Last Name	Position Title	Location	Personal Leave Date
Catherine	Knopp	Teacher, Art	Pride	Non-FMLA 9/21/20 - 10/13/20 unpd 10/14/20 - 10/31/20
Edwin	Ortiz	Custodian C	CHS	Non-FMLA unpd 4/22/20 - 8/11/20

**O. Approval to Return – (9)**

It is recommended that approval be granted for the following individuals to return from leave of absence, as indicated (appropriate documentation has been received and is on file with DTLR):

First Name	Last Name	Position Title	Location	Return to Work Date
Larry	Blake	Teacher, MS Social Studies	Sharp	10/14/20
Felix	Bowman	Security Officer	CAMVA	11/2/20
Smith-Gibbs	Briana	Family & Operations Coordinator	Pride	10/15/20
Lidia	Duran	Custodian C	Veterans	10/27/20

Louis	Fair	Psychologist	Pride	10/14/20
Catherine	Knopp	Teacher, Art	Pride	11/2/20
Maria	Martinez-Lithgow	Teacher, Bilingual	Catto	11/2/20
Malcolm	Morton	Custodian C	WWHS	8/10/20
Grace	Ogbonna	Teacher SPED-ICR	CAMVA	10/19/20

**P. Withholding of Increment and Raises – (No items at this time)**

**Q. Rescissions – (No items at this time)**

**R. Corrections – (7)**

On the September 2020 Superintendent's Report, Larry Blake was listed in the Leave of Absence section, page 7 with the following information:

First Name	Last Name	Position Title	Location	LOA Dates
Larry	Blake	Teacher, MS Social Studies	Sharp	FMLA 9/1/20 - 10/22/20

This information should have read per the following details:

First Name	Last Name	Position Title	Location	LOA Dates
Larry	Blake	Teacher, MS Social Studies	Sharp	FMLA 9/1/20 - 10/13/20

On the August 2020 Superintendent's Report, Shannon Brown was listed in the Leave of Absence section, page 8 with the following information:

First Name	Last Name	Position Title	Location	LOA Dates
Shannon	Brown	Sr. Manager, Staffing	Central Office	FMLA 7/22/20 - 9/10/20 unpd 9/11/20 - 10/9/20

This information should have read per the following details:

First Name	Last Name	Position Title	Location	LOA Dates
Shannon	Brown	Sr. Manager, Staffing	Central Office	FMLA 7/22/20 - 11/20/20

On the September 2020 Superintendent's Report, Lidia Duran was listed in the Leave of Absence section, page 7 with the following information:

First Name	Last Name	Position Title	Location	LOA Dates
Lidia	Duran	Custodian C	Veterans	FMLA 9/8/20 - 10/27/20

This information should have read per the following details:

First Name	Last Name	Position Title	Location	LOA Dates
Lidia	Duran	Custodian C	Veterans	FMLA 9/8/20 - 10/26/20

On the October 2020 Superintendent's Report, Maria Martinez-Lithgow was listed in the Leave of Absence section, page 5 with the following information:

First Name	Last Name	Position Title	Location	LOA Dates
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Maria	Martinez-Lithgow	Teacher, Bilingual	Catto	FMLA 9/9/20 - 11/6/20
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This information should have read per the following details:

First Name	Last Name	Position Title	Location	LOA Dates
Maria	Martinez-Lithgow	Teacher, Bilingual	Catto	FMLA 9/9/20 9/17/20, unpd 9/18/20 - 11/1/20

On the September 2020 Superintendent's Report, Grace Ogonna was listed in the Leave of Absence section, page 7 with the following information:

First Name	Last Name	Position Title	Location	LOA Dates
Grace	Ogonna	Teacher SPED-ICR	CAMVA	FMLA 9/1/20 - 11/17/20

This information should have read per the following details:

First Name	Last Name	Position Title	Location	LOA Dates
Grace	Ogonna	Teacher SPED-ICR	CAMVA	FMLA 9/1/20 - 10/16/20

On the October 2020 Superintendent's Report, Maurice Clark was listed in the Seasonal Coaches section, page 7 with the following information:

First Name	Last Name	Location	Amount	Position Title
Maurice	Clark	WWHS	\$4,523	Boys Basketball Assistant

This information should have read for the 2019-2020 SY with following details:

First Name	Last Name	Location	Amount	Position Title
Maurice	Clark	CHS	\$4,523	Boys Basketball Assistant

On the October 2020 Superintendent's Report, Harvey Mills was listed in the Seasonal Coaches section, page 7 with the following information:

First Name	Last Name	Location	Amount	Position Title
Harvey	Mills	WWHS	\$4,523	Girls Basketball Assistant

This information should have read for the 2019-2020 SY with the following details:

First Name	Last Name	Location	Amount	Position Title
Harvey	Mills	CHS	\$4,523	Girls Basketball Assistant

#### S. Recalls – (2)

The following individuals were previously impacted by a reduction-in-force however, they have been "recalled" in accordance with rules and regulations set forth by law, District policy, and contract.

Eff. Date	First Name	Last Name	Position Title	Location
11/2/2020	Richard	Marshall	Custodian C	Board Warehouse
11/2/2020	Richard	Mosley	Custodian C	Davis

**T. Changes and Salary Adjustments – (1)**

The following individuals will have their salary adjusted per the details displayed in the table below:

<b>Eff. Date</b>	<b>First Name</b>	<b>Last Name</b>	<b>Position Title</b>	<b>Location</b>	<b>Salary</b>
9/1/2020	Kelly	Monoky	Teacher, Special Education	Sharp	\$53,887.00

**U. Death Notices – (No items at this time)**

**V. Special Compensation – (No items at this time)**

**W. Seasonal Coaches – (No items at this time)**

**X. Salary Advancements/Stipends – (5)**

**1. Salary Advancements – (5)**

It is recommended that the salary advancement for the individuals below be approved for the 2020-2021 school year.

<b>Eff. Date</b>	<b>First Name</b>	<b>Last Name</b>	<b>Position Title</b>	<b>Location</b>	<b>New Salary</b>	<b>Previous Salary</b>
9/1/2020	Chenene	Kelly	Teacher, SPED-ICR	ECDC	\$55,987.00	\$52,987.00
9/1/2020	Suzanne	Platt	Teacher, SPED-ICR	WWHS	\$53,987.00	\$52,987.00
1/1/2020	Vince	Ross	Teacher, JROTC Instructor	CHS	\$100,779.00	\$96,430.00
9/1/2020	Felicia	Santer	Teacher, Elementary	Forest Hill	\$54,387.00	\$52,387.00
9/1/2020	Natasha	Taylor	Teacher, SPED	ECDC	\$72,703.00	\$71,703.00

**Y. Federal Funds – (No items at this time)**

**Z. Declinations – (No items at this time)**

**AA. Black Seal/Boiler/Locksmith/Welding License – (No items at this time)**

**BB. Temporary Service Employees / Internships – (No items at this time)**

**CC. Commercial Driver’s License – (No items at this time)**

**DD. Reinstatement – (No items at this time)**

**EE. Miscellaneous – (No items at this time)**

**FF. Renewals – (Non-Tenured) – (No items at this time)**

**GG. Non- Renewals – (Non-Tenured) – (No items at this time)**



**HH. Reappointments of Certificated and Non-Certificated Staff Serving in Tenurable Positions – (No items at this time)**

**II. Reassignment – (No items at this time)**

**JJ. Terminations with Reassignment – (No items at this time)**

**KK. School Placements – (No items at this time)**

**LL. Hearing Decisions – (No items at this time)**

**\*\*\*END OF REPORT\*\*\***