

# **Department of Talent & Labor Relations Report for October 2021**

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**\* Legend:**

**Schools** – Brimm Medical Arts High School – Brimm; Camden Big Picture Learning Academy – BPLA; Camden High School – CHS; Cooper’s Poynt Family School – Cooper’s Poynt; Creative Arts Academy – CAA; 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; Morgan Village Middle School – Morgan Village; Octavius V. Catto Family School – Catto; Pride Academy Transitional – Pride; Riletta Twyne Cream Early Childhood Development Center- Cream; SOAR Academy at Woodrow Wilson High School – SOAR WWHS; Thomas H. Dudley Family School – Dudley; 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; unpd = Unpaid

**A. Appointments – (11)**

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 2021-2022 school year, respectively to the assignment and at the rate indicated:

**1. Professional, Certificated – (7)**

Eff. Date	First Name	Last Name	Title	Location	Account #	Salary
9/27/2021	Shannon	Bartlett	Teacher, Art	Forest Hill	15-120-100-101-16-0000	\$51,887.00
10/11/2021	JoAnn	Berkley	Deputy Chief, Student Supports	Central Office	11-000-221-102-00-0000	\$144,425.00
9/7/2021	Joao	Diogo	Teacher, PreK	Cream	20-218-100-101-00-0000	\$76,203.00
10/11/2021	LaShawnda	McKenzie	Teacher, Reading Interventionist	Catto	15-120-100-101-36-0000	\$72,503.00
9/10/2021	Iran	Mercado	Teacher, HS English / LAL	CAA	15-140-100-101-06-0000	\$55,087.00
10/2/2021	Eileen	Ramos	Part Time Senior Director of Grants	Central Office	20-236-200-100-00-0000	\$59.95 an hour
10/6/2021	Dannette	Stevens	Teacher, Elementary (Co-Teacher)	Dudley	15-120-100-101-15-0000	\$65,503.00

**2. Professional, Non- Certificated – (4)**

Eff. Date	First Name	Last Name	Title	Location	Account #	Salary
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9/16/2021	Kenyetta	Conway	Family & Operations Coordinator	ECDC	20-218-200-105-00-0000	\$57,172.50
9/22/2021	John	Morella	Senior Director, Transportation	Central Office	11-000-251-100-00-0000	\$109,938.00
10/1/2021	Sahr	Musa	Manager, Talent Data and Tools	Central Office	11-000-251-100-00-0000	\$83,070.00
10/4/2021	Bradley	Ruggles	Part Time Worker, Human Resources, Staff & Wellness Safety	Central Office	11-000-231-100-00-0000	\$22.00 an hour

**B. Promotions – (2)**

All promotions 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:

- DTLR has verified that all persons listed in the Promotions 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 Promotions 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 Promotions 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.

It is recommended that the following individual be promotion for the 2021-2022 school year to the assignment and at the rate indicated:

**1. Professional, Certificated – (1)**

Eff. Date	First Name	Last Name	New Title	New Location	Account #	Salary	Prior Title
9/17/2021	Ericka	Okafor	Director, Bilingual Education	Central Office	11-000-221-104-00-0000	\$142,185.00	Supervisor, Bilingual Education

**2. Professional, Non - Certificated – (1)**

Eff. Date	First Name	Last Name	New Title	New Location	Account #	Salary	Prior Title
11/8/2021	Tyra	Jenkins	Manager, Recruitment and Staffing	Central Office	11-000-251-100-00-0000	\$84,362.00	HR Coordinator

**C. Transfers – (1)**

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

- DTLR has verified that all persons listed in the Transfers section currently possess, and possessed as of the effective date, the requisite, valid, appropriate certificates and licenses, where applicable, for the position/location in which they are transferred.
- DTLR has verified that all persons listed in the Transfers 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 Transfers 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 transfer of the staff member.

It is recommended that the following individuals be appointed for the 2021-2022 school year to the assignment and at the rate indicated:

**Professional, Certificated– (1)**

Eff. Date	First Name	Last Name	Position Title	Previous Location	New Location	Account #
9/29/2021	Yvonne	Moore-Knox	Teacher, Art	Forest Hill	Cooper's Poynt	15-121-100-101-12-0000

**D. Substitute Personnel – (No Items at this time)**

**E. Resignations – (17)**

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
12/7/2021	Fatihah	Abdur-Rahman	Principal	Forest Hill
9/24/2021	Terri	Allen	Part Time Senior Director of School Safety	Central Office
10/4/2021	Daniel	Bradley	Senior Director Safety/Security	Central Office
12/31/2021	Frederick	Cuneo	Teacher, SPED - ICR	Veterans
12/13/2021	Adrienne	Delany	Pre-Kindergarten Intervention and Referral Team	Central Office
12/3/2021	Valaida	Doyle-Smith	Teacher, Business Education	CHS
11/26/2021	Brittany	Haley	Family & Operations Coordinator	H.B Wilson
12/10/2021	Crystal	Houliaras	Teacher, SPED - ICR	Forest Hill
1/3/2022	Jacqueline	Iannacone	Teacher, Cosmetology	WWHS
10/21/2021	Larry	James	Part Time Worker	Central Office
11/4/2021	Chanel	Petersen	Senior Manager, Special Projects/School Support	Central Office
12/7/2021	Nikole	Pimentel	Teacher, SPED - AUT	Dudley
10/1/2021	Eileen	Ramos	Senior Director, Grants	Central Office
12/3/2021	Linda	Rizzo	Teacher, SPED - Pull Out	Forest Hill
11/19/2021	Jasmin	Rodriguez	LDTC	Cream
11/24/2021	Dominique	Satterfield-Brown	Teacher, HS English / LAL	WWHS
10/15/2021	Alyssa	Wilds	Family & Operations Coordinator	Central Office

**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
6/30/22	Abigail	Ramos	Manager, Transportation	Central Office	30
11/30/2021	Sally	Robinson	Clerk, IIB	Pride	31

**G. Terminations – (1)**

The following individual employment with the Camden City School District was terminated effective at the end of the day on the date indicated:

Eff. Date	First Name	Last Name	Position Title	Location
9/1/2021	James	Ennis	Teacher, SPED	WWHS

**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)**

It is recommended the following individuals be placed on administrative leave per the effective date indicated:

Eff. Date	First Name	Last Name	Position Title	Location	Status
10/21/2021	Samuel	Harrison	Teacher, MS Science	Cooper’s Poynt	With Pay

**L. Return from Administrative Leaves – (No Items at this time)**

**M. Leaves of Absence – (30)**

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
Digna	Abreu	Teacher, Spanish	Catto	FMLA 9/1/21 - 9/17/21
Cynthia	Adams-Buffaloe	Lead Educator	CHS	Int FMLA 7/1/21 - 6/30/22
Deborah-tif	Bell	Teacher, SPED - ICR	Dudley	FMLA 9/17/21 - 10/25/21, unpd 10/26/21 - 12/20/21
Raymond	Domenech	Teacher, ESL	Veterans	FMLA 10/4/21 - 10/8/21
Shannon	Errig	Teacher, PreK	ECDC	FMLA 9/20/21 - 11/3/21
Quincy	Fletcher	Nightwatcher	Security	FMLA 10/28/21 - 12/9/21

Kelly	Gardiner	Teacher, SPED - Deaf/Hard of Hearing	H.B Wilson	FMLA 9/27/21 - 10/8/21
Caryn	Glass	Teacher, PreK	Cream	Int FMLA 9/1/21 - 3/1/22
Wayne	Goldman	Facilities Manager, Custodial Services	Facilities	FMLA 9/28/21 - 10/10/21
Milagros	Gonzalez-Rivera	Clerk, III Bilingual	Yorkship	FMLA 9/29/21 - 10/17/21
Raquel	Gracia-Wade	Lead Educator	ECDC	FMLA 8/26/21 - 9/10/21
Nicole	Hall	Lead Educator	CHS	FMLA 9/15/21 - 11/7/21
Leona	Jackson	Guidance Counselor	Morgan Village	Int FMLA 9/21/21 - 6/30/22
Mary	Johnson	Teacher, SPED - ICR	Davis	FMLA 9/1/21 - 10/31/21
Leon	Jones	Mechanic E	Facilities	FMLA 9/8/21 - 10/1/21
Jodi	Kratchman	Teacher, SPED - LDS	H.B Wilson	Int FMLA 9/1/21 - 6/30/22
Rachel	Leo	Teacher, SPED - ICR	Cream	FMLA 9/1/21 - 9/10/21
Kimberly	Locke	Teacher, MS Science	Veterans	FMLA 9/9/21 - 9/19/21
Janell	MacAdams	Teacher, ESL	Davis	FMLA 9/28/21 - 10/15/2, unpd 10/16/21 - 10/26/21
Kathleen	Murphy	Teacher, SPED - LDS	Cooper's Poynt	FMLA 9/20/21 - 10/29/21
Donita	Nero	Teacher, HS English / LAL	SOAR WWHS	FMLA 9/1/21 - 11/7/21
Lauren	Nuss	Teacher, MS Math	Morgan Village	FMLA 9/20/21 - 9/29/21
Josephine	Parr	Teacher, MS English / LAL	Morgan Village	FMLA 9/10/21 - 10/1/21
Rose	Price	Teacher, Kindergarten	H.B Wilson	FMLA 10/2/21 - 10/31/21
Kiana	Roman	Security Officer	Veterans	FMLA 10/26/21 - 11/30/21
Lashana	Standard	Paraprofessional A, 1 on 1	BMAHS	FMLA unpd 10/5/21 - 10/6/21
Cecelia	Suarez	Custodian, C	Catto	FMLA 7/12/21 - 10/7/21
Theresa	Thoulouis	Climate & Culture Coordinator	WWHS	FMLA 9/7/21 - 9/17/21
Iris	Turner	Paraprofessional A, SPED - AUT	Dudley	FMLA 9/20/21 - 10/5/21
Grace	Woods	Teacher, Elementary	Veterans	FMLA 9/7/21 - 9/17/21

**N. Non-FMLA/Personal Leave of Absence – (1)**

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 Dates
Pleasha	Duncan	Paraprofessional A, PreK	ECDC	Non- FMLA 9/14/21 - 9/30/21

**O. Approval to Return – (8)**

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
Tracey	Allen	Family & Operations Coordinator	Cream	9/22/21
Deneen	Anderson	Custodian, C	WWHS	10/1/21
Ruth	Gonzalez	Teacher, PreK	Veterans	10/1/21
Kim	Holland	Custodian, C	Cream	10/4/21
Lauren	Nuss	Teacher, MS Math	Morgan Village	9/30/21
Josephine	Parr	Teacher, MS English / LAL	Morgan Village	10/4/21
Lashana	Standard	Paraprofessional A, 1 on 1	BMAHS	10/7/21
Iris	Turner	Paraprofessional A, SPED - AUT	Dudley	10/6/21

**P. Rescissions – (No Items at this time)**

**Q. Corrections – (10)**

1. On the September 2021 Superintendent’s Report, the following Coaches were listed in the Seasonal Coaches section, page 11 for the Fall Season with the incorrect amounts. The information should read per the following details:

First Name	Last Name	Location	Amount	Position Title	Correct Amount
Michael	Avery	CHS	\$3,153.00	Volleyball Assistant Coach	\$4,154.00
Ira	Bradley	CHS	\$4,523.00	Football Assistant Coach	\$7,400.00
Tyron	Harris	CHS	\$4,523.00	Football Assistant Coach	\$7,400.00
Luther	Howard	CHS	\$4,697.00	Football First Assistant Coach	\$7,500.00
Robert	Ivone	CHS	\$5,790.00	Volleyball Head Coach	\$6,790.00
Shamar	Maddrey	CHS	\$4,523.00	Football Assistant Coach	\$7,400.00
Avis	Satterfield	CHS	\$2,230.00	Boys Cross Country Head Coach	\$3,230.00
Dwayne	Savage	CHS	\$7,622.00	Football Head Coach	\$11,000.00
Erica	Stypinski	CHS	\$2,230.00	Girls Cross Country Head Coach	\$3,230.00

2. On the August 2021 Superintendent’s Report, Patricia Benavides was listed in the Appointment section, page 3 with the following information:

Eff. Date	First Name	Last Name	Position Title	Location	Account #	Salary
9/1/21	Patricia	Benavides	Teacher, Elementary	Davis	15-240-100-101-000-14	\$79,903.00

This information should have read per the following details:

Eff. Date	First Name	Last Name	Position Title	Location	Account #	Salary
9/1/21	Patricia	Benavides	Teacher, ESL	Dudley	15-240-100-101-000-14	\$79,903.00



**R. Recalls – (4)**

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.

<b>Eff. Date</b>	<b>First Name</b>	<b>Last Name</b>	<b>Position Title</b>	<b>Location</b>
9/24/2021	Mary	Burton-Newbill	Attendance Officer	Central Office
10/19/2021	Ronald	Corbett	Attendance Officer	Central Office
10/4/2021	Desmond	Newbill	Attendance Officer	Central Office
9/21/2021	Carmen	Ruiz	Attendance Officer	Central Office

**S. Changes and Salary Adjustments – (No items at this time)**

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

**U. Special Compensation – (27)**

It is recommended special compensation be paid to the individuals listed for the reasons indicated. All recommendations for special compensation are based on the current CEA contract.

**1. Mentor Teacher Stipends – (27)**

It is recommended that the following mentor teachers be paid for serving as mentors for Novice Teachers during the 2020 - 2021 School year. The New Jersey Department of Education Provisional Teacher Program (PTP) mandates mentoring. Funds to pay mentor teachers are collected through the payroll deductions of the novice teacher (mentee) and are paid at the completion of the mentoring relationship or at the termination of the employment relationship.

<b>Novice Teacher</b>	<b>CE/CEA</b>	<b>Mentor Fee</b>	<b>Mentor Teacher</b>
Brenda Afanador	CEA	\$1,000	Danielle Purdy
Shannon Bartlett	CEA	\$1,000	Douglas Leeds
Katelyn Burns	CEA	\$1,000	Iris Perez
Kimberly Chambers	CEA	\$550	Kathleen Kimbrough
Rocco Creel	CEA	\$550	Tracy Brown
Elizabeth Drees	CEA	\$550	Georgeann Swartz
Christopher Fleming	CEA	\$550	Larry Blake
Timothy Fleming	CEA	\$550	Nicole Brodie
Nicole Furman	CEA	\$550	Diana Luppino
Thelma Hernandez	CEA	1,000	Mary Suarez-colon
Gabrielle Hus	CEA	\$550	Kathleen Fanelli
Kyra Jones-Terrell	CEA	\$550	Nakia James
Stephanie Joy Naling	CEA	\$550	Christine Reardon
Christopher Kuncken	CEA	\$1,000	Andrea Thompson
Christopher Lee	CEA	\$550	Raeshell Carter
Jennifer McAllister	CEA	\$550	Dominique Satterfield-Brown
Paul Mongillo	CEA	\$550	Brian Gannon
Lauren Neach	CEA	\$1,000	Carey Hiatt
Karen ODonnell	CEA	\$1,000	Lisa Robinson
Angela Parkell	CEA	\$1,000	Latisha Fields
Danielle Polk	CEA	\$1000	John Adams
Lee Scholefield	CEA	\$550	Matthew Bass
Daniel Smith	CEA	\$1,000	Brad Fisher
Ken Stein	CEA	\$550	Jaime Sia

Brittany Sweigart	CEA	\$550	Nyree Noel
Hugh Thomas	CEA	\$550	Jami Evans
Jasmin Warner	CEA	\$1,000	Samuel Colon

- V. Seasonal Coaches – (No items at this time)
- W. Salaries Paid with Federal Funds – (No items at this time)
- X. Declinations – (No items at this time)
- Y. Black Seal/Boiler/Locksmith/Welding License – (No items at this time)
- Z. Temporary Service Employees / Internships – (No items at this time)
- AA. Commercial Driver’s License – (No items at this time)
- BB. Reinstatement – (No items at this time)
- CC. Miscellaneous – (No items at this time)
- DD. Non- Renewals – (Non-Tenured) – (No items at this time)
- EE. Reappointments of Certificated and Non-Certificated Staff Serving in Tenurable Positions – (No items at this time)
- FF. Reassignment – (No items at this time)
- GG. Terminations with Reassignment – (No items at this time)
- HH. School Placements SY 2021 – 2022– (2)

First Name	Last Name	Position Title	Location
Tamira	Barr	Teacher, Elementary	Dudley
Diana	Russell	Paraprofessional A, 1 on 1	CAA

- II. Hearing Decisions – (No items at this time)

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