Department of Talent & Labor Relations Report	

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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 -(7)

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 – (4)

Eff. Date	First Name	Last Name	Title	Location	Account #	Salary
					15-120-	
			Teacher Health /	Cooper's	100-101-	
12/14/2021	Heather	Clark	PE	Poynt	12-0000	\$51,887.00
					15-110-	
			Teacher		100-101-	
12/13/2021	Nicole	Eaddy	Elementary	Dudley	15-0000	\$86,972.00
					11-000-	
					219-104-	
1/3/2021	Joseph	Hogan	LDTC	Veterans	00-000	\$89,972.00
					15-140-	
			Teacher, HS		100-101-	
12/8/2021	Harvey	Mills	Social Studies	BPLA	05-0000	\$51,887.00

2. Professional, Non- Certificated – (2)

Eff. Date	First Name	Last Name	Title	Location	Account #	Salary
					15-000-	
					240-105-	
11/22/2021	Judith	Mota	Clerk III Bilingual	Dudley	15-0000	\$30,638.00
					20-231-	
				Central	200-100-	
12/6/2021	Jocelyn	Spiller	Specialist Grants	Office	00-0000	\$69,929.00

3. Support – (1)

Eff. Date	First Name	Last Name	Title	Location	Account #	Salary

			Paraprofessional,		20-218-100-	
10/27/2021	Lauren	Watley	PreK	Cream	106-00-0000	\$21,934.00

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, Non - Certificated - (2)

Eff. Date	First	Last	New Title	New	Account	Salary	Prior Title
	Name	Name		Locati	#		
				on			
			Specialist,		11-000-		
			Data	Central	211-100-		
9/1/2021	Betty	Rivera	Analytics	Office	00-0000	\$66,693.00	Clerk IV
					11-000-		
				Central	251-100-		
12/20/2021	Chavon	Terry	HR, Specialist	Office	00-0000	\$67,311.00	HR, Coordinator
			Senior				
			Director,				Senior Manager,
			Family &		11-000-		Family &
			Community	Central	251-100-	\$121,648.0	Community
12/1/2021	Ebony	Hinson	Engagement	Office	00-0000	0	Engagement

2. Professional- Certificated

Eff. Date	First	Last	New Title	New	Account	Salary	Prior Title
	Name	Name		Location	#		
			Deputy Chief,		20-483-		Teaching &
		Reed-	Coaching and	Central	200-100-		Learning
1/01/2021	Tracey	Thompson	Leadership	Office	00-0000	\$146,825.00	Officer
				Veterans	15-000-		
10/27/21-			Acting	Memorial	221-110-	\$35.77 per	Lead
11/19/2021	Rosa	Martinez	Principal	School	07-0000	day	Educator
				Forest Hill	15-000-		
11/22/2021-			Acting	Elementary	221-110-	\$35.77 per	Lead
6/30/2021	Darrell	Staton	Principal	School	16-0000	day	Educator

- C. Transfers (No Items at this time)
- D. Substitute Personnel (No Items at this time)
- E. Resignations (6)

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
1/28/2022	Stacey	Bethea-Kane	Teacher, SPED-ICR	ECDC
1/13/2022	Ashley	Campana	Paraprofessional A, 1 on 1	Dudley
1/24/2022	John	Hager	Teacher, HS English / LAL	Pride
1/14/2022	Branden	Millan	Teacher, Preschool	Dudley
1/31/2022	Erin	Murray	Teacher, PreK	Cream
12/10/2021	Lameira	Stephens	Paraprofessional A, PreK	ECDC

F. Retirements – (1)

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
12/1/2021	Ana	Rivera-Jaquez	Paraprofessional A, Bilingual	Dudley	29
6/30/2022	Christine	Spearman- Smith	Teacher, MS English/LAL	Morgan Village	30

- G. Terminations (No Items at this time)
- H. Separations by Mutual Agreement (*No Items at this time*)
- I. Suspensions (1)

The following individual is suspended per the effective date indicated:

Eff. Date	First Name	Last Name	Position Title	Location	Status
11/30/2021	Richard	Wilder	Teacher, HS English / LAL	CHS	Without Pay

- J. Returns from Suspensions (No Items at this time)
- K. Administrative Leaves (*No Items at this time*)
- L. Return from Administrative Leaves (No Items at this time)

M. Leaves of Absence – (22)

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
		Teacher,		
Elizabeth	Aron	Elementary	Davis	FMLA 12/6/21 - 1/4/22
		Teacher, HS		
Anjana	Awadhiya	Science	Pride	FMLA 11/17/21 - 11/29/21
		Teacher, SPED -		
Stephanie	Bailey	ICR	CHS	FMLA unpd 11/29/21 - 1/4/22
		Paraprofessional A,		FMAL 11/16/21 - 11/28/21, unpd
Magda	Caba	1 on 1	Cooper's Poynt	11/29/21 - 12/3/21
		Paraprofessional A,		
Angela	Feliciano	PreK	Cream	FMLA 11/3/21 - 11/14/21
		Teacher,		FMLA 11/8/21 - 12/5/21, unpd
Tiombe'	Gibson	Kindergarten	Forest Hill	12/6/21 - 2/14/22
Susan	Grajewski	Nurse - PreK	Cooper's Poynt	Int FMLA 11/23/21 - 6/30/22
		Teacher,		
Christine	Hallinan	Elementary	H.B Wilson	FMLA 11/29/21 - 12/7/21
		Paraprofessional A,		
Angel	Hamilton	PreK	Cream	FMLA 11/29/21 -12/3/21
		Pre-Kindergarten		
		Intervention and		
Shana	Herman	Referral Team	Central Office	FMLA 11/17/21 - 2/13/22
		Teacher, ESL -		
Henry	Kelsey	English	WWHS	FMLA unpd 12/1/21 - 12/31/21
				FMLA 10/8/21 - 12/7/21, unpd
Angela	Lance	Payroll, Specialist	Central Office	12/8/21 - 1/20/22
		Paraprofessional A,		
Nancy	Lopez	1 on 1	Davis	FMLA 11/19/21 - 12/17/21
Janell	MacAdams	Teacher, ESL	Davis	FMLA unpd 10/27/21 - 1/2/22
		Health & Social		
		Services		
Teresa	Newman	Coordinator	Davis	Int FMLA 12/3/21 - 12/3/22
		Teacher,		
Rose	Price	Kindergarten	H.B Wilson	FMLA 12/1/21 -12/3/21
		Teacher,		
		Structured Learning		
Lisa	Rhodan	Experience	CAA	FMLA 12/3/21 - 12/31/21
		Family &		
		Operations		
Elizabeth	Rodriguez	Coordinator	Catto	FMLA unpd 11/19/21 - 11/21/21
Kiana	Roman	Security Officer	Veterans	FMLA 12/1/21 - 12/6/21
		Paraprofessional A,		
Yvette	Rudd	1 on 1	Dudley	FMLA 11/8/21 - 12/31/2021
Danette	Sapowsky	Principal	Veterans	FMLA 10/27/21 - 11/19/21
		Paraprofessional A,		
Agernette	Valentine	1 on 1	Forest Hill	FMLA 9/1/21 - 12/20/21

N. Non-FMLA/Personal Leave of Absence – (3)

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	Position Title Location	
Cornell	Brown	Security Officer	CAA	11/30/21
		Teacher, Bilingual -	Teacher, Bilingual -	
Juana	Chavarria	Sheltered	Sheltered Davis	
		Teacher, SPED -		Non-FMLA 9/15/21 -
Angelina	Dixon	ICR	Pride	11/30/21

O. Approval to Return – (13)

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
		Paraprofessional A,		
Haneefa	Anderson-Hornsby	PreK	Cooper's Poynt	11/15/21
		Teacher, HS		
Anjana	Awadhiya	Science	Pride	12/2/21
		Paraprofessional A,		
Magda	Caba	1 on 1	Cooper's Poynt	12/6/21
		Teacher, SPED -		
Angelina	Dixon	ICR	Pride	12/1/21
		Guidance		
Marie-Michel	Francois	Counselor, Bilingual	Veterans	11/29/21
Milagros	Gonzalez-Rivera	Clerk, III Bilingual	Yorkship	11/22/21
Nicole	Hall	Lead Educator	CHS	11/8/21
		Paraprofessional A,		
Angel	Hamilton	PreK	Cream	12/6/21
		Teacher,		
Yolanda	Jenkins	Elementary	Yorkship	11/22/21
		Teacher,		
Diane	Mroz	Elementary	Cooper's Poynt	11/15/21
		Family &		
		Operations		
Elizabeth	Rodriguez	Coordinator	Catto	11/22/21
Danette	Sapowsky	Principal	Veterans	12/1/21
		Paraprofessional,		
Cherie	Wilson	SPED - BD	Yorkship	11/15/21

P. Rescissions – (1)

The following individual has rescinded their resignation.

First Name	Last Name	Position Title	Location
Earl	Whaley	Mechanic E, Plumber	Central Office

Q. Corrections – (3)

1. On the November 2021 Superintendent's Report, Cornell Brown was listed in the Leave of Absence section, page 7 with the following information:

First Name	Last Name	Position Title	Location	Leave Date
				FMLA 9/1/21 - 12/14/21,
Cornell	Brown	Security Officer	CAA	unpd 12/15/21 - 1/2/22

This information should have read per the following details:

First Name	Last Name	Position Title	Location	Leave Date
Cornell	Brown	Security Officer	CAA	FMLA 9/1/21 - 9/3/21

2. On the November 2021 Superintendent's Report, Shannon Errig was listed in the Approval to Return section, page 9 with the following information:

First Name	Last Name	Position Title	Location	Return to Work Date
				11/8/2021
Shannon	Errig	Teacher, PreK	ECDC	

This information should have read per the following details:

First Name	Last Name	Position Title	Location	Return to Work Date
Shannon	Errig	Teacher, PreK	ECDC	Has not returned to work

3. On the October 2021 Superintendent's Report, the following individuals were listed in the Special Compensation, Mentor Teacher Stipends section, page 9 with the following incorrect Mentor Teachers listed, the correct mentors have been added as New Mentors:

Novice Teacher	CE/CEA	Mentor Fee	Mentor Teacher	New Mentor Teacher
Christopher Fleming	CEA	\$550	Larry Blake	Christina Griffoni
Jennifer McAllister	CEA	\$550	Dominique Satterfield-Brown	Dia'Mia Streater
Angela Parrkell	CEA	\$1,000	Latissha Fields	Christina Campanero
Daniel Smith	CEA	\$1,000	Brad Fisher	Jacquelyn Shinn
Jasmin Warner	CEA	\$1,000	Samuel Colon	Neysha Parker

- R. Recalls (No items at this time)
- S. Changes and Salary Adjustments (No items at this time)
- T. Death Notices (No items at this time)
- U. Special Compensation (11)

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. Department Chairperson - (10)

It is recommended special compensation be given to the individuals listed below for serving as Department Chairperson. All amounts to be pro-rated, if necessary. All stipends are paid at the rate of four tenths (4/10ths) in December and six tenths (6/10ths) in June:

First Name Last Name Location Amount Department

Veronica	Baez	WWHS	\$1,500.00	Foreign Language
Robyn	Conte	WWHS	\$1,500.00	ESL
Wanda	Cruz	WWHS	\$1,500.00	Science
David	Donohue	WWHS	\$1,500.00	Fine and Performing Arts
William	Maldonado	WWHS	\$1,500.00	Physical Education
Daniel	Montes	WWHS	\$1,500.00	CTE
Suzanne	Platt	WWHS	\$2,027.00	Special Education
Jamie	Sia	WWHS	\$1,500.00	Social Studies
Patricia	Silpe-Pinzino	WWHS	\$2,027.00	Mathematics
Di'mia	Streater	WWHS	\$1,500.00	English

2. Mentor Teacher Stipends - (1)

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.

Novice Teacher	CE/CEA	Mentor Fee	Mentor Teacher
Caitlin Riccardi	CEA	\$550.00	Susan Bowman

V. Seasonal Coaches – (No items at this time)

W. Salaries Advancements/Stipends – (No items at this time)

First Name	Last Name	Position Title	Amount	Reason
		Specialist, Data		
Betty	Rivera	Analytics	\$3,282.17	Additional duties

X. Declinations – (No items at this time)

Y. Black Seal/Boiler/Locksmith/Welding License – (75)

It is recommended that the following employees receive: (1) A \$1,500 stipend for obtaining a Black Seal/Boiler License pursuant to the terms of the CWA Contract, Article XXVI, Paragraph J; OR (2) A \$2,500 stipend for performing the duties of Locksmith and Welder for the Board pursuant to the terms of the CWA Contract, Article XXVI, Paragraph L:

First Name	Last Name	Position Title	Amount	Reason
Hector	Acevedo	Custodian C	\$1,500.00	Boiler License
Jerry	Allen	Custodian C	\$1,500.00	Boiler License
Deneen	Anderson	Custodian C	\$1,500.00	Boiler License
Brulan	Arroyo	Head Custodian	\$1,500.00	Boiler License
DuShawn	Badie	Custodian C	\$1,500.00	Boiler License
Alfred	Bentley	Custodian C	\$1,500.00	Boiler License
Jai	Boggs	Custodian C	\$1,500.00	Boiler License
Terry	Brown	Head Custodian	\$1,500.00	Boiler License
Winston	Brown	Custodian C	\$1,500.00	Boiler License
Ramona	Caba	Custodian C	\$1,500.00	Boiler License
Clinton	Coleman	Custodian C	\$1,500.00	Boiler License

Ana	Collazo	Custodian C	\$1,500.00	Boiler License
Darryl	Corley	Custodian C	\$1,500.00	Boiler License
John	Cosby	Mechanic E	\$1,500.00	Boiler License
Anthony	David	Head Custodian	\$1,500.00	Boiler License
Frank	Davis	Custodian C	\$1,500.00	Boiler License
Gina	De Leon	Head Custodian	\$1,500.00	Boiler License
Rochelle	Donckers	Head Custodian	\$1,500.00	Boiler License
Lidia	Duran	Custodian C	\$1,500.00	Boiler License
Geovanny	Estremera	Custodian C	\$1,500.00	Boiler License
Deswa	Evans	Head Custodian	\$1,500.00	Boiler License
Jason	Ferguson	Head Custodian	\$1,500.00	Boiler License
Sanddy	German	Custodian C	\$1,500.00	Boiler License
Cheri	Gizzie	Mechanic E	\$1,500.00	Boiler License
Cheri	Gizzie	Mechanic E	\$2,500.00	Locksmith
Norris	Green	Custodian C	\$1,500.00	Boiler License
Steven	Green	Head Custodian	\$1,500.00	Boiler License
Denise	Hayes	Custodian C	\$1,500.00	Boiler License
Bruce	Hicks	Head Custodian	\$1,500.00	Boiler License
Kim	Holland	Custodian C	\$1,500.00	Boiler License
Brian	Huntley	Custodian C	\$1,500.00	Boiler License
Marcus	Johnson	Custodian C	\$1,500.00	Boiler License
Bruce	Jones	Custodian C	\$1,500.00	Boiler License
Leon	Jones	Mechanic E	\$1,500.00	Boiler License
Briston	Kenyon	Custodian C	\$1,500.00	Boiler License
Oscar	Lisboa	Head Custodian	\$1,500.00	Boiler License
Ramon	Lisboa	Custodian C	\$1,500.00	Boiler License
Richard	Marshall	Head Custodian	\$1,500.00	Boiler License
Miledy	Santana	Custodian C	\$1,500.00	Boiler License
Theodore	Mitchell	Head Custodian	\$1,500.00	Boiler License
Luis	Molina	Custodian C	\$1,500.00	Boiler License
Miguelito	Montanez	Custodian C	\$1,500.00	Boiler License
Nidia	Montanez	Head Custodian	\$1,500.00	Boiler License
Dwight	Moore	Custodian C	\$1,500.00	Boiler License
Denise	Mosby	Custodian C	\$1,500.00	Boiler License
Richard	Mosley	Custodian C	\$1,500.00	Boiler License
Jean	Mulatre	Head Custodian	\$1,500.00	Boiler License
Edwin	Ortiz	Custodian C	\$1,500.00	Boiler License
Virgen	Ortiz	Custodian C	\$1,500.00	Boiler License
William	Queen	Mechanic E	\$1,500.00	Boiler License
Tanya	Redd	Custodian C	\$1,500.00	Boiler License
Basilda	Rivera	Custodian C	\$1,500.00	Boiler License
Ramon	Rodriguez	Custodian C	\$1,500.00	Boiler License
George	Rodriguez	Custodian C	\$1,500.00	Boiler License
Saulo	Rogers	Custodian C	\$1,500.00	Boiler License
Anibal	Roman	Custodian C Custodian C	\$1,500.00	Boiler License Boiler License
Jose		Custodian C Custodian C		
	Santiago		\$1,500.00	Boiler License
Zulma	Santos	Head Custodian	\$1,500.00	Boiler License
Adolph	Saxton	Custodian C	\$1,500.00	Boiler License
Raphael	Shields	Custodian C	\$1,500.00	Boiler License
Jose	Silva	Mechanic E	\$1,500.00	Boiler License
Gary	Simmons	Custodian C	\$1,500.00	Boiler License
Keinyatta	Smith	Head Custodian	\$1,500.00	Boiler License
Pablo	Solano	Head Custodian	\$1,500.00	Boiler License

Leo	Spearman	Custodian C	\$1,500.00	Boiler License
Melissa	Sturgis	Custodian C	\$1,500.00	Boiler License
Cecelia	Suarez	Custodian C	\$1,500.00	Boiler License
John	Thompson	Head Custodian	\$1,500.00	Boiler License
Albert	Watson	Custodian C	\$1,500.00	Boiler License
Gloria	Whitaker	Custodian C	\$1,500.00	Boiler License
Shamonique	Whitaker-Eaddy	Custodian C	\$1,500.00	Boiler License
Lenworth	Whyles	Custodian C	\$1,500.00	Boiler License
Prentis	Williams	Mechanic E	\$1,500.00	Boiler License
Roger	Williams	Custodian C	\$1,500.00	Boiler License
Malcom	Wright	Custodian C	\$1,500.00	Boiler License

- Z. Declinations (No items at this time)
- AA. Temporary Service Employees / Internships (No items at this time)
- BB. Commercial Driver's License (No items at this time)
- CC. Reinstatement (No items at this time)
- DD. Miscellaneous (No items at this time)
- EE. Non- Renewals (Non-Tenured) (No items at this time)
- FF. Reappointments of Certificated and Non-Certificated Staff Serving in Tenurable Positions (No items at this time)
- GG. Reassignment (No items at this time)
- HH. Terminations with Reassignment (No items at this time)
- II. School Placements (No items at this time)
- JJ. Hearing Decisions (No items at this time)

END OF REPORT