

**MINUTES OF THE REGULAR MEETING OF THE GOLDEN DOOR CHARTER SCHOOL BOARD OF TRUSTEES HELD WEDNESDAY, FEBRUARY 28, 2024 AT 5:35 PM IN THE MAIN FLOOR CONFERENCE ROOM OF THE ADMINISTRATIVE BUILDING**

**I. CALL TO ORDER**

This meeting has been publicized in accordance with Section 5, Ch 231, PL 1975, and Open Public Meeting Law by notification of the Jersey Journal and Hudson Reporter within the legal time required. Time may be allotted for public comment at this meeting.

**II. FLAG SALUTE**

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

**III. OUR MISSION**

The Golden Door Charter School was founded on the simple convictions that a first-rate education is the birthright of every individual, that all children can learn, and that every child should be challenged to reach his or her full potential. The overarching goals of the school are to:

- Demonstrate the benefits of academic achievement that public school students can routinely attain when the advantages of charter school governance are coupled with ambitious new academic standards
- Offer Jersey City families rich new choices in public education
- Create new professional settings for teachers that permit them to succeed, free from debilitating work, financial constraints, and excess regulations.

**IV. ROLL CALL**

Board Members (voting):

Danielle Downs (President)	<u>Present</u>
Tonya Keyes (Vice President)	<u>Present</u>
Jessica Cappadona	<u>Absent</u>
Paresh Patel	<u>Present</u>
Tiehia Schonberger	<u>Absent</u>

Additional attendees (non-voting):

Tabitha Madera (Chief School Administrator)	<u>Present</u>
Paul Velelis (Business Administrator / Board Secretary)	<u>Present</u>

Note: Board members (voting) participated via Zoom teleconference while the non-voting attendees were on-site in order to allow for any interested public participation or comment.

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**V. MINUTES**

Motion by Ms. Downs and second by Mr. Patel to approve the following minutes by unanimous voice vote (3-0):

- Board Meeting minutes of **January 24, 2024**

**VI. CHIEF ACADEMIC OFFICER REPORT**

Chief Academic Officer, Ms. Tabitha Madera, reviewed the following items for the Board:

- CAO report provided and discussed at meeting.

**VII. PRESENTATION**

- None

**VIII. PUBLIC COMMENT**

Board President invites members of the public to present comments to the Board. **Public participation** shall be governed by the following rules: **(1)** A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation; **(2)** Each statement made by a participant shall be limited to three minutes' duration; **(3)** No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard; **(4)** All statements shall be directed to the presiding officer; no participant may address or question Board members individually; **(5)** The presiding officer may: Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive or obscene.

- No comments made at this time.

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***The Chief Academic Officer recommends the following resolutions for approval.***

**IX. FINANCE**

Motion by Ms. Keyes and second by Mr. Patel to approve Items A through J. Carried by unanimous voice vote (3-0).

- A. Resolved that the Board of Trustees *rejects* the **New Boiler Replacement Bids** and agrees to re-bid the project due to material defect on the low bidder as well as a material defect on the second bidder as per attached architect recommendation letter.
- B. Resolved that the Board of Trustees *rejects* the **Roof Repair & Replacement Bids** and agrees to re-bid the project due to only bid being overbudget as per attached architect recommendation letter.
- C. Resolved that the Board of Trustees *agrees* to re-bid the **Stairwell Replacement** project due to no bids received at the time of the bid opening.
- D. Resolved that the Board of Trustees approves the **E-rate 470 bid selections** upon approval by USAC effective for the 2024-2025 school year as follows (Note: E-rate pays 80% based on our school's free lunch counts):
  - a. Category 2 → Data Network Solutions (i.e. DNS) for internal connections/basic maintenance @ \$26,109.00 for 12-months
- E. Resolved that the Board of Trustees approves the **Payroll Report for January 15, 2024** in the amount of \$255,433.22.
- F. Resolved that the Board of Trustees approves the **Payroll Report for January 30, 2024** in the amount of \$227,798.08.
- G. Resolved that the Board of Trustees approves the **Bills List for February 2024** in the amount of \$343,777.09.
- H. Resolved that the Board of Trustees approves the **List of Transfers** for January 2024 where applicable.
- I. Resolved that the Board of Trustees approves the Board of Trustees's Monthly Certification of Financial Status: Pursuant to N.J.A.C. 6:23-2.11 (a) 4, the members of Golden Door Charter School Board of Trustees certify that as of January 31, 2024 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 account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.11(a) 3 and that sufficient funds are available for the remainder of the fiscal school year.

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- J. Resolved that the Board of Trustees approves the Board Secretary's Report and Treasurer's Report: The Golden Door Charter School Board of Trustees accepts the Report of the Secretary and Treasurer's Report which said reports are in agreement for the month ending January 31, 2024.

**X. PERSONNEL**

Motion by Ms. Keyes and second by Ms. Downs to approve Items A through I. Carried by unanimous voice vote (3-0).

- A. **WHEREAS**, a Memorandum of Agreement is hereby entered into between Golden Door Charter School Board of Trustees (hereinafter, the "Board") and The Golden Door Charter School Education Association (hereinafter, the "Association") as follows:

**BE IT RESOLVED**, on or before June 30, 2024, the Board will pay a one-time bonus in the amount of \$5,000.00 to any eligible teacher who is on the teacher salary guide. In order to be considered eligible, teachers must meet the following conditions:

1. The teacher must have been hired prior to January 1, 2024.
2. The teacher must hold a New Jersey Department of Education Standard, CEAS or CE certification.
3. The teacher must be offered a renewal contract by May 15, 2024.
4. The teacher must be employed in a full-time position at GDCS through June 30, 2025.
5. In the event of a leave of absence, the teacher must work more than half of the 2024-2025 school year. If the teacher does not work at least the half the days during the 2024-2025 school year, the teacher will be required to return the full retention bonus amount of \$5,000.00 within sixty (60) days of their last day at GDCS.
6. In the event the teacher resigns prior to June 30, 2025, the teacher will be required to return the full retention bonus amount of \$5,000.00 within sixty (60) days of their last day worked at GDCS.
7. Teachers can opt-out of the bonus by notifying the Business Administrator, in writing, prior to May 31, 2024.

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**BE IT FURTHER RESOLVED**, on or before June 30, 2024, the Board will pay a one-time bonus of \$2,000.00 to any eligible employee who is placed on any non-teacher salary guide. In order to be considered eligible, non-teachers must meet the following conditions:

1. The employee must have been hired prior to January 1, 2024.
2. The employee must be offered a renewal contract by May 15, 2024.
3. The employee must be employed in a full-time position at GDCS through June 30, 2025.
4. In the event of a leave of absence, the employee must work more than half of the 2024-2025 school year. If the employee does not work at least half the days during the 2024-2025 school year, the employee will be required to return the full retention bonus amount of \$2,000.00 within sixty (60) days of their last day at GDCS.
5. In the event the employee resigns prior to June 30, 2025, the employee will be required to return the full retention bonus amount of \$2,000.00 within sixty (60) days of their last day worked at GDCS.
6. Employees can opt-out of the bonus by notifying the Business Administrator, in writing, prior to May 31, 2024.

**B. WHEREAS**, the Board and Association have an obligation, pursuant to NJSA 34:13A-1 et seq. to negotiate with respect to the terms and conditions of employment: and **WHEREAS**, the parties have reached certain understandings which they desire to confirm in this Agreement;

**BE IT RESOLVED**, in consideration of the mutual covenants, it is hereby agreed that the **collective bargaining agreement** between the Golden Door Charter School Board of Trustees AND the Golden Door Charter School Education Association (GDCSEA) shall be implemented between the period(s) of *July 1, 2024 to June 30, 2028* in accordance with the attached document.

**BE IT FURTHER RESOLVED**, in consideration of the mutual covenants, it is hereby agreed that the current **collective bargaining agreement** between the Golden Door Charter School Board of Trustees AND the Golden Door Charter School Education Association (GDCSEA), for the period July 1, 2021 through June 30, 2025, shall be rescinded and replaced in its entirety as of July 1, 2024.

**C. Resolved** that the Board of Trustees approves the following **teacher hire(s)** for the 2023-2024 school year (Note: Salaries will be *prorated* accordingly for anyone who do not start on the first day of school).

<b>Name</b>	<b>Position</b>	<b>Start Date</b>	<b>Step</b>	<b>Salary</b>	<b>Account #</b>
<b>Janine Burge</b>	Special Education Teacher	03-04-24	Step 9 MA	\$60,854	11-204-100-101-000-043
<i>*Note: Includes \$5,000 sign on bonus</i>					

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- D. Resolved that the Board of Trustees approves the following **teacher hire(s)** for the **2024-2025 school year** (Note: Salaries will be *prorated* accordingly for anyone who do not start on the first day of school).

<b>Name</b>	<b>Position</b>	<b>Start Date</b>	<b>Step</b>	<b>Salary</b>	<b>Account #</b>
<b>Rebecca Amador</b>	Pre-K	09-01-24	Step 2 BA	\$56,328	20-218-100-101-000-091
<i>*Note: Includes \$5,000 sign on bonus</i>					
<b>Hatice Koydengoctu</b>	6 <sup>th</sup> Grade Math	09-01-24	Step 15 MA	\$74,181	11-130-100-101-000-043
<i>*Note: Includes \$5,000 sign on bonus</i>					

- E. Resolved that the Board of Trustees accepts the following **resignation(s)**:
1. Brittany Flaherty as Long-Term Substitute for Theater effective on 02-07-24
  2. Skylar Beecher as Long-Term Substitute for PE/Health effective on 02-07-24
- F. Resolved that the Board of Trustees accepts the following **termination(s)**:
1. Robert Giannotti as PE/Health Teacher effective on 02-26-24
- G. Resolved that the Board of Trustees approves the following **substitutes** as needed at a daily rate of \$150.00 a day.
1. Swati Singh
- H. Resolved that the Board of Trustees approves the following **long-term substitutes** with lesson planning duties at a daily rate of \$200.00 a day.
1. Ivan Perez, PE/Health
- I. Resolved that the Board of Trustees approves the following **student teacher(s)** for the 2023-2024 school year.
1. Jessie Snoke

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**XI. CURRICULUM**

Motion by Ms. Keyes and second by Mr. Patel to approve Items A through D. Carried by unanimous voice vote (3-0).

- A. Resolved that the Board of Trustees accepts/approves the **SEMI waiver** for the 2024-2025 school year.
- B. Resolved that the Board of Trustees approves the **submission of the ARP ESSER grant amendment** for the project period dated from 3/13/2020 through 9/30/2024.
- C. Resolved that the Board of Trustees approves the **submission of the ESEA grant amendment** for the 2023-2024 school year (Note: Submission inclusive of additional/carryover funds).
- D. Resolved that the Board of Trustees approves the **submission of the IDEA grant amendment** for the 2023-2024 school year (Note: Submission inclusive of additional/carryover funds).

**XII. GOVERNANCE**

Motion by Ms. Keyes and second by Mr. Patel to approve Items A through C. Carried by unanimous voice vote (3-0).

- A. Resolved that the Board of Trustees approves the **second (and final) reading** for the following policies:
  - 1. P#5240 – Tardiness
- B. Resolved that the Board of Trustees approves the **first reading** for the following policies:
  - 1. P#7424 - Bed Bugs
  - 2. P#1140 - Affirmative Action Program
  - 3. P#1523 - Comprehensive Equity Plan
  - 4. P#1530 & R#1530 - Equal Employment Opportunities and EEOC
  - 5. P#1550 - Equal Employment/Anti-Discrimination Practices
  - 6. R#2200 - Curriculum Content
  - 7. P#2260 & R#2260 - Equity in School and Classroom Practices
  - 8. P#2411 - Guidance Counseling
  - 9. P#2423 & R#2423 - Bilingual Education
  - 10. P#2431.4 & R#2431.4 - Prevention and Treatment of Sports-Related Concussions and Head Injuries (M)
  - 11. P#3211 - Code of Ethics
  - 12. R#5440 - Honoring Student Achievement
  - 13. P#5570 - Sportsmanship

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14. P#5750 - Equitable Educational Opportunity (M)
15. P#5841 - Secret Societies
16. P#5842 - Equal Access of Student Organizations
17. P#7610 & R#7610 - Vandalism
18. P#9323 - Notification of Juvenile Offender Case Disposition

C. Resolved that the Board of Trustees approves the **abolishment** for the following policies:

1. P#5755 - Equity in Educational Programs and Services (M)

**XIII. ADJOURNMENT**

Motion by Mr. Patel and second by Ms. Downs to adjourn at 6:10 PM.  
Carried by a unanimous voice vote.

Respectfully submitted,



Paul Velelis  
School Business Administrator/Board Secretary