

Hatikvah International Academy Charter School

7 Lexington Avenue

East Brunswick, NJ

MEETING Minutes

October 23, 2025

7:00 P.M. Meeting

Meeting called to order by Daniel Gresack at 6:58 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 Asbury Park Press and the Courier-Post.

Name	Title	Voting/Non -Voting	Present	Absent
Mr. Daniel Gresack	President	Voting	X	
Mr. Harish Hathiramani	Vice President	Voting		X
Mr. Marc Herman	Trustee	Voting	X	
Ms. Shawntell Manning	Trustee	Voting	X	
Mr. Arie Behar	Trustee	Voting	X-joined at 7:01	
Dr. Dake Zhang	Trustee	Voting		X
Ms. Cristal Sharma	Trustee	Voting	X	
Ms. Amanda Rosenberg	Director; Ex Officio	Non-voting	X	
Dr. Marcia Grayson	SBA; Ex Officio	Non-voting	X	
Ms. Claudia Fiel	Teacher Representative; Recording Secretary	Non-voting		X
Mr. Jeffrey Villanueva	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.

HIB Investigations:

25260909	HIB Confirmed
25260911	HIB Confirmed
25260912	Non-HIB

Director's Report: Congratulations to Sharon Dauber, our Tiger Save Promise Club advisor, for securing \$500 through the Sandy Hook Promise Sustainability Supports. During Week of Respect, Sharon and Heather Winder led impactful lessons on kindness, empathy, and the HIB law. Heather also hosted a high school options info session for 7th grade parents last week. Jordan Oran and Lauren Logan successfully led Student Council elections. Parent visitations are underway, offering families a glimpse into life at Hatikvah.

SBA Report:

Fundraising up to more than \$19,000.00 with about 30% parent participation.

Public Discussion: This portion of the meeting is open to members of the public for the purpose of addressing resolutions on this agenda or other matters. Members of the public who have requested to speak prior to the meeting will be recognized by the chair first. Each speaker will be given three (3) minutes, for a period of fifteen (15) minutes; and then time permitting, other public comment limited to three (3) minutes per speaker will be allowed, until the fifteen (15) minute period transpires. All speakers are asked to state their full name, spell their last name, group affiliation, if appropriate, and provide their address. **Issues raised by members of the public may or may not be responded to by the Board.** All comments will be considered, and a response will be forthcoming if and when appropriate. The Board asks that members of the public be courteous and respectful of the rights of other individuals when speaking. Specifically, comments regarding students and employees of the Board are discouraged, and the Board and the Administration will not respond to them. Students and employees have specific legal rights afforded to them by the laws of New Jersey. The Board is not responsible and is not liable for any comments made by members of the public. Members of the public should consider their comments in light of the legal rights of those affected or identified in their comments. Members of the public are reminded that they are legally responsible and liable for their comments.

One member of the public present.

BOARD OF TRUSTEES COMMITTEES

Financial Committee:

Chairperson: Mr. Daniel Gresack and Mr. Marc Herman
Administrative Liaison: Dr. Marcia Grayson

Education Committee:

Chairperson: Dr. Dake Zhang
Administrative Liaison: Mrs. Amanda Rosenberg

Fundraising Committee:

Chairperson: Ms. Shawntell Manning
Administrative Liaison: Dr. Marcia Grayson

Nominating Committee:

Chairpersons: Ms. Shawntell Manning and Mr. Marc Herman

Congratulations by Trustee, Marc Herman, on the Niche ratings of becoming the #1 Charter School in the State of NJ.

PRESENTATIONS:

THE FY24 AUDIT BY OLUBENGA OLABINTIN, CPA

THE ANNUAL STATE TESTING DATA PRESENTATION (NJSLA 2024)

THE ANNUAL MULTILINGUAL LEARNERS DATA PRESENTATION

ITEM 1: Motion to accept the Annual Financial Report (CAFR) and Auditor's Management Report (AMR) for FY2025 as presented by Mr. Olubenga Olabintin, CPA.

Motion: Shawntell Manning

Second: Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 2: Motion to approve the minutes from the September 25, 2025 meeting.

Motion: Daniel Gresack

Second: Shawntell Manning

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee			X	
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee			X	
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 3-0; 2 abstentions; 2 absent.

ITEM 3: Motion to approve the payrolls listed on the bills list dated from 07/26/2025 to 09/18/2025, tabled from the September 25, 2025 meeting.

Motion: Marc Herman

Second: Daniel Gresack

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X

Cristal Sharma	Trustee	X			
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Passed 5-0; no abstentions; 2 absent.

ITEM 4: Motion to approve the bills list dated from 09/19/2025 to 10/16/2025 in the amount of \$1,093,085.02; to approve the Secretary's Reports dated 09/30/2025; and to approve the budget transfers from 09/01/2025 through 09/30/2025.

Motion: Marc Herman

Second: Cristal Sharma

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 5: Motion to approve a \$10.00 per day increase in the daily rate for per diem substitute teachers and substitute paraprofessionals, effective as of 10/27/2025.

Motion: Cristal Sharma

Second: Shawntell Manning

Board Member	Voting	Yes	No	Abstain	Absent
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Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 6: Motion to approve the following personnel items:

Substitutes:

Jennyfer Carreras, substitute teacher.

Change in Status:

Jacquelyn Markus from Receptionist/Recruitment Specialist to Receptionist/Recruitment Specialist/Bookkeeper at an annual increase of \$8,091.00 prorated for 25-26 when Mrs. Marcus returns from a leave of absence.

Gajalakshmi Sakthivel from long-term replacement receptionist to full-time paraprofessional at an annual salary of \$28,026 which will be prorated from the start date of on or about November 19, 2025.

Phyllis Dalton, long-term replacement paraprofessional to an end date of employment from on or about November 24, 2025, to June 30, 2026, at the same salary.

Motion: Cristal Sharma

Second: Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
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Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 7: Motion to replace Community Complaints and Inquiries policy, 1312, with Grievance Procedures Policy, 1312.

Motion: Marc Herman

Second: Shawntell Manning

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 8: Motion to approve the transfer of funds from revenue source Fund 11, General Fund, in the amount of \$30,392.23 to Fund 60, Food Services, to reimburse the deficit in the lunch program.

Motion: Arie Behar

Second: Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 9: Motion to accept the Sandy Hook Promise contribution of \$500.00 for the Tiger Save Promise club.

Motion: Marc Herman

Second: Daniel Gresack

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			

Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 10: Motion to change the December board meeting date from December 18, 2025, at 7:00 PM to December 11, 2025, at 7:00 PM.

Motion: Daniel Gresack

Second: Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 11: Motion to approve the revised 2025-2026 school calendar to accommodate a change in the date for parent teacher evening conferences, shifting them to December 11, 2025, from December 18, 2025; and move the Report Card release date to December 11, 2025, from December 12, 2025.

Motion: Marc Herman

Second: Daniel Gresack

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 12: Motion to identify the employees eligible for a retention increase to salaries after completing each consecutive five-year period of service in the school:

1. Full-time and part-time certified faculty with a regular annual contract (Eligibility does not apply to certified faculty who are working on long-term or replacement substitute contracts or who are paid based on hourly time sheet submissions).
2. Full-time paraprofessionals who teach world language or other disciplines under the supervision of a certified supervisor (Eligibility does not apply to teachers/paraprofessionals working on a visa).
3. Full-time and part-time certified administrators.
4. Full-time non-certified staff with a regular annual contract defined as receptionist, secretary, bookkeeper, assistant to the business administrator, data-management specialist, and maintenance custodial staff (Eligibility does not apply to staff who are working on long-term or replacement substitute contracts or who are paid based on hourly salaries).
5. Full-time nurse/nurse assistant (does not apply to nurses paid per diem).

And, to award a \$1,000.00 bonus to full-time and part-time classroom and nutrition assistants who were hired on or after August 2021 and have completed each five-year consecutive period of service in the school. The bonus will be paid in October during the sixth year, the eleventh year, and so forth.

Motion: Daniel Gresack

Second: Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 13: Motion to retroactively approve to pay System Soft Technologies bills electronically through ACH.

Motion: Daniel Gresack

Second: Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			

Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.

ITEM 14: Motion to adjourn at 8:10 PM.

Motion: Shawntell Manning

Second: Marc Herman

Board Member	Voting	Yes	No	Abstain	Absent
Daniel Gresack	Trustee	X			
Marc Herman	Trustee	X			
Harish Hathiramani	Trustee				X
Shawntell Manning	Trustee	X			
Arie Behar	Trustee	X			
Dr. Dake Zhang	Trustee				X
Cristal Sharma	Trustee	X			

Passed 5-0; no abstentions; 2 absent.