

Hatikvah International Academy Charter School

7 Lexington Avenue

East Brunswick, NJ

MEETING Minutes

November 20, 2025

7:00 P.M. Meeting

Meeting called to order by Daniel Gresack at 7:01 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
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:

25261022	Non-HIB
25261023	Non-HIB
25261024	HIB Confirmed
25261110	HIB Confirmed

25261112	HIB Confirmed
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Director’s Report: NJSLA-A Field Testing concluded successfully last week thanks to Samantha Passo’s leadership. Marcia Grayson and Amanda Rosenberg had the honor of attending the Blue-Ribbon Ceremony on November 5 during which the Commissioner and State Board of Education presented Hatikvah with the National Blue-Ribbon award. Parents came to classrooms to lead joyous activities during last week’s PTO Day of Thanks. Wishing everyone a wonderful Thanksgiving celebration with families and friends.

SBA Report: Fundraising at \$23,192.00. Generator pad installed, wiring installed, and inspections approved; generator installation is dependent upon receipt of generator; tentatively scheduled in March 2026.

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.

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

ITEM 1: Motion to approve the minutes from the October 23, 2025 meeting.

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; 1 abstention; 1 absent.

ITEM 2: Motion to approve the bills list dated from 10/17/2025 to 11/13/2025 in the amount of \$1,061,481.35; to approve the Secretary's Reports dated 10/31/2025; and to approve the budget transfers from 10/01/2025 through 10/31/2025.

Motion: Marc Herman

Second: Dr. Dake Zhang

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 6-0; no abstentions; 1 absent.

ITEM 3: Motion to approve the following personnel items:

Certificated Personnel:

Kathryn Mattson, part-time teacher, at a rate of \$40.00 per hour to assist with middle school grading and feedback retroactively effective as of October 31, 2025 to on or about June 15, 2026.

Stacy Weissman, nurse, part-time, at a per diem rate of \$360.00, effective January 5, 2026 through June 30, 2026. The employee may work, at her discretion, two to three days per week.

LaShonda Dockery, Assistant School Business Administrator, at a rate of \$75.00 per hour, and an estimated 2-3 hours per week of work (timesheet dependent) beginning on January 5, 2026 through June 30, 2026.

Substitutes:

Amir Puder Ben-Naim, substitute teacher (previously employed by Hatikvah).

Independent Contractors:

Sally Weisbrot, Physical Therapist, DPT, at the rate of \$450.00 per evaluation, including the report and follow-up meeting, retroactively effective for the period beginning on or about 09/16/2025 and ending on or about 06/30/2026.

Resignation:

Jennyfer Carreras, part-time School Nutrition Assistant, effective at the end of the day of 11/25/2025 for personal reasons.

Dorothy Demetor, part-time School Nurse, effective as of 01/01/2026 for personal reasons.

Motion: Cristal Sharma

Second: Harish Hathiramani

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 6-0; no abstentions; 1 absent.

ITEM 4: Motion to approve the 2025 Annual Fiscal Questionnaire as presented.

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 6-0; no abstentions; 1 absent.

ITEM 5: RESOLUTION AUTHORIZING THE SALE OF SURPLUS TECHNOLOGY AND OFFICE EQUIPMENT

WHEREAS, the Board of Trustees of Hatikvah International Academy Charter School (HIACS) has determined that certain technology equipment and office furniture is no longer necessary for school purposes and has been deemed obsolete and/or surplus to the needs of the School; and

WHEREAS, pursuant to **N.J.S.A. 18A:18A-45**, the Board of Trustees may authorize the sale or disposition of personal property no longer required for school purposes by any means that ensures fair and open competition, including but not limited to public auction, online auction, or negotiated sale as permitted by law; and

WHEREAS, the Board of Trustees recognizes that proper disposal of surplus technology equipment must comply with all applicable state and federal laws and regulations, including but not limited to data security and environmental requirements; and

WHEREAS, the School Business Administrator/Board Secretary is responsible for establishing and implementing procedures for the disposition of surplus property and for ensuring compliance with all laws and regulations governing such sales;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of HIACS hereby authorizes the sale or disposition of surplus technology equipment and office furniture in accordance with **N.J.S.A. 18A:18A-45**, through public auction, online auction, or other means permitted by law, as determined to be in the best interest of the School; and

BE IT FURTHER RESOLVED that the School Business Administrator/Board Secretary is hereby authorized to develop and execute all necessary procedures, agreements, and documentation to carry out the sale or disposition of said equipment and to ensure compliance with all applicable laws and regulations.

BE IT FURTHER RESOLVED that the proceeds, if any, from the sale of such surplus property shall be remitted to the General Fund of the School in accordance with applicable accounting procedures.

NOTE: the current surplus includes two computer charging stations to sell on govdeals.com.

Motion: Marc Herman

Second: Harish Hathiramani

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 6-0; no abstentions; 1 absent.

ITEM 6: Motion to move into Closed Session at 7:23 PM to discuss a FERPA protected student matter and potential litigation; and another matter with potential litigation.

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			
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Passed 6-0; no abstentions; 1 absent.

ITEM 7: Motion to move back into Open Public Session at 8:12 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 6-0; no abstentions; 1 absent.

ITEM 8: Motion to approve a contract as presented, pending attorney review, between the National Association of Charter School Development, Inc. Health and Welfare Plan Voluntary Employees' Beneficiary Association (VEBA) for the school's health insurance (Aetna PPO cost shared by law with employees), dental insurance (Delta Dental-paid fully by Hatikvah), and optional vision insurance (voluntary and paid fully by the employee). This is a direct partnership between the school and the VEBA. (NOTE: The school priced health insurance through its agent, and in this capacity, the current Cigna plan increase was to be a negotiated 19.6% after an initial 30% increase. Also, through the agent, Aetna and Horizon would not provide rates since their rates could not be more competitive than the Cigna increase. Under the VEBA, the school is realizing a significant budgetary savings and employees are being offered a health plan with a zero deductible; an out of pocket max, in the Aetna network, of

\$500/\$1,000; plus \$10/\$15 doctor copays; and \$5 to \$40 prescriptions co-pays with a number of additional savings.).

Marc Herman’s Comment:

In closed session, the board discussed that the school is being presented with an alternative health insurance plan to the current carrier. The school has engaged the services of ERISA attorneys to provide guidance on this health insurance plan from a legal perspective. In closed session in addition to the discussion of legal concerns, there was a discussion whether or not the trustees feel, from a financial point of view, that we can proceed because this alternative health insurance product would result in substantial cost savings. The trustees agreed that if the school receives a favorable review by the ERISA counsel to proceed.

Motion: Cristal Sharma

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; 1 abstention; 1 absent.

ITEM 9: Motion to adjourn at 8:16 PM.

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 6-0; no abstentions; 1 absent.