

Hatikvah International Academy Charter School

7 Lexington Avenue

East Brunswick, NJ

MEETING Minutes

August 21, 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:

24250529	Non-HIB
24250530A	HIB Confirmed
24250530B	HIB Confirmed
24250606B	HIB Confirmed

24250606C	HIB Confirmed
24250616	HIB Confirmed
24250619	Non-HIB

Director's Report: Amanda Rosenberg reporting on the leadership transition. Summer highlights include the successful Summer Acceleration Academy, strong operational readiness for the new school year, and upcoming targeted professional development. Preliminary NJSLA results indicate strong student performance, with a full data presentation to come in the fall. The school is fully staffed with a talented team of new educators aligned with the school's mission.

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.

1 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: Dr. Marcia Grayson

Fundraising Committee:

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

Nominating Committee:

Chairpersons: Ms. Shawntell Manning and Mr. Marc Herman

Strategic Planning Committee:

Chairperson: Mrs. Cristal Sharma
Administrative Liaison: Mrs. Amanda Rosenberg and Dr. Marcia Grayson

ITEM 1: Motion to approve the minutes from the June 12, 2025 meeting.

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 3-0; 2 abstentions; 2 absent.

ITEM 2: Motion to approve the bills list dated from 06/09/2025 to 06/30/2025 in the amount of \$128,205.79 and from 07/01/2025 to 07/25/2025 in the amount of \$560,837.69; and to approve the Secretary's Reports dated 06/30/2025.

Motion: Shawntell Manning

Second: Arie Behar

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 3: Motion to approve the following personnel items:

Certificated Personnel:

Barbara Reiss, teacher, at an annual salary of \$65,000.00.

Anna Kim, teacher, at an annual salary of \$63,500.

Non-certificated Personnel:

Priyanka Taribagil, part-time School Nutrition Assistant, from 9/2/25 to 6/30/25 with approximately 11 hours of paid training in August 2025 at a rate of \$15.50 per hour (estimated to be approximately \$12,000 annually adjusted by timesheets of actual hours worked).

Substitutes:

Klaudia Tlepshev, Substitute Teacher, at a rate of \$125.00 per diem.

Samantha Arambles, Substitute Teacher, at a rate of \$125.00 per diem.

Independent Contractor:

System Soft Technologies, LLC, for Sateesh Nayakam for IT work (software, hardware, and network) at a rate of \$50.00 per hour (estimated to be approximately 20 hrs. per week and paid using a timesheet) and a signing bonus of \$1,000.00 paid out over the first four months of payments.

Stipends:

	Type of Work	Amount (paid out over 10 months)
Jeffrey Villanueva	MYP Coordinator	\$2,000
Rachel Rozett	8th Grade Hebrew Zoom Class	\$3,000
Christopher Lynch	Gas for driving around building	\$500
Lauren Logan	Student Council	\$2,000
Jordan Oran	Student Council	\$2,000

Rebecca Cruz	Yearbook Club	\$1,000
Susan Patterson	Yearbook Club	\$1,000

Resignation:

Sagi Katzir, part time School Nutrition Assistant, effective as of 06/19/2025 for personal reasons.

Madhavi Manne, part time School Nutrition Assistant, effective as of 06/19/2025 for personal reasons.

Mindy Billowitz, part-time speech and language pathologist, effective as of 9/5/2025.

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 4: Motion to approve the school's Mentoring Handbook and the 2025-2026 Professional Development Plan.

Motion: Harish Hathiramani

Second: Arie Behar

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 5: Motion to approve the following snow removal and lawn care contracts as recommended for 2025-2026 school year:

Company Name	Landscaping Quote Received	Snow Removal Quote Received	Award to
Intelliscape	\$10,800 per year	Received 6/3 1-1.99": \$ 1490.00 2.00-3.99": \$ 2033.50 4.00-5.99": \$ 2440.00 6.00-7.99": \$ 2890.75 8.00-9.99": \$ 3540.00 over 10" : \$345.00/in. Salt application: \$550.00 Calcium: \$625.00	
Above All Landscaping Inc.	\$8,100.00 per year	declined	X for landscaping
Atlantic Landscape Solutions	\$12,250 per year	Received 6/13 0.1-1.99": \$ 1300.00 2.00-3.99": \$ 1650.00 4.00-5.99": \$ 2150.00 6.00-7.99": \$ 2650.00	X for snow

		8.00-9.99": \$ 2950.00 10-11.99" : \$ 3550.00 12" : \$3950.00 + \$750 per inch over 12" Salt application: \$1000.00 Calcium: \$575.00	
Conover Building Maintenance	emailed 5/2 declined to quote	emailed 5/2 declined to quote	
JCW, INC. dba Natural Green Lawn Care	ESCNJ emailed 5/2 - no response	ESCNJ emailed 5/2 - no response	
Fisher & Son Company, Inc	ESCNJ emailed 5/2 - no response	ESCNJ emailed 5/2 - no response	
A. Guzzo Landscaping	Monmouth emailed 5/2 - no response	Monmouth emailed 5/2 - no response	

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
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Passed 4-0; 1 abstention; 2 absent.

ITEM 6: Motion to accept Hatikvah’s Assessment Calendar for 2025-2026 and to readopt the school's NJSLS aligned curriculum in the following disciplines: English Language Arts, Math, Science, Social Studies, World Languages (for Modern Hebrew and Spanish), Technology, Visual and Performing Arts, Comprehensive Health, and PE, and for MYP, Design and Service-Learning.

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 7: Motion to reapprove the school’s Student Parent Handbook for 2025-2026 and the school’s Personnel Handbook for 2025-2026.

Motion: Marc Herman

Second: Harish Hathiramani

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 8: Motion to reapprove the school's International Baccalaureate Middle Years Programme policies and practices: Hatikvah Assessment Guidelines; Hatikvah Language Policy; Inclusion/Special Education Needs Guidelines; and Academic Honesty Guidelines and to reapprove Jeffrey Villanueva, teacher, as the MYP Coordinator.

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 5-0; no abstentions; 2 absent.

ITEM 9: Motion to re-approve the teacher evaluation rubrics; the Director's evaluation tool; and the Board of Education's evaluation tool for use in 2025-2026.

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 5-0; no abstentions; 2 absent.

ITEM 10: WHEREAS, the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A. 52:34-7 and N.J.S.A. 18A:18A-3 (b) has increased the bid threshold amount for school districts whose School Business Administrator does not possess a Qualified Purchasing Agent Certificate, from \$32,000, to **\$39,000**, effective July 1, 2025;

WHEREAS, the Hatikvah International Academy Charter School would like to take advantage of the maximum statutory bid threshold amount of **\$39,000**;

NOW, THEREFORE BE IT RESOLVED that the Hatikvah International Academy Charter School, pursuant to N.J.S.A. 18A:18A-3 (a), establishes and sets the bid threshold amount of **\$39,000** for the school, and further authorizes the School Business Administrator to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed the aggregate of the newly established bid threshold amount.

Furthermore, for contracts in the aggregate that are less than the bid threshold but fifteen (15%) or more of the amount, the School Business Administrator shall award contracts after soliciting at least two competitive quotations.

The School Business Administrator, pursuant to N.J.S.A. 18A:18A-37 (c), is authorized to award contracts that are in the aggregate less than fifteen (15%) percent of the bid threshold without soliciting competitive quotations.

Motion: Daniel Gresack

Second: Arie Behar

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 submission of a grant reimbursement request for the 2020-2021 Preschool and Charter Security Grant in the amount of \$8,106 to partially cover Purchase Order P202300146 which has been previously approved in the amount of \$10,830.00.

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 12: Motion to approve the transfer of funds from revenue source Fund 11, General Fund, in the amount of \$140,121.38 to Fund 60, Food Services, to reimburse the deficit in the lunch program for the following fiscal years 23, 24, 25 (Detail of total amount of transfer: FY2023 - \$33,170.28, FY2024 - \$26,289.57, FY2025 –\$ 80,661.53).

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 13: Motion to approve the school's grievance committee:

Neeraj Manaktala, Stela Moldovan, Ashish Borgaonkar, Larisa Perlovsky, Alexis Scheiman, and Rachelle Tilbor

Motion: Harish Hathiramani

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 14: Motion to approve the Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for July 1, 2024 through June 20, 2025 as presented.

Motion: Daniel Gresack

Second: Arie Behar

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 15: Motion to move into a Closed Session at 7:39 PM.

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 5-0; no abstentions; 2 absent.

ITEM 16: Motion to move back into Open Public Session at 8:11 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 5-0; no abstentions; 2 absent.

ITEM 17: Motion to adjourn at 8:11 PM.

Motion: Marc Herman

Second: Arie Behar

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.