



PHILIP D. MURPHY
Governor

State of New Jersey
DEPARTMENT OF EDUCATION

Camden County Office of Education
Regional Emergency Training Center
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Blackwood, NJ 08012
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KEVIN DEHMER
Commissioner

TAHESHA L. WAY
Lt. Governor

CARMEN G. RODRIGUEZ, Ed.S.
Interim Executive County Superintendent

July 9, 2025

Mr. Scott Kipers, School Business Administrator
Black Horse Pike Regional School District
580 Erial Road
Blackwood, NJ 08012

Dear Mr. Kipers:

I am in receipt of the certified board resolution whereby the Black Horse Pike Regional School District Board of Education has certified that the merit goal established for Dr. Brian Repici, Superintendent for the 2024-25 school year has been achieved and the board wishes to award financial compensation for this goal.

The goal as originally approved by the Board is as follows:

QUALITATIVE: STEAM Academy- 2.5% = \$5,545.00

The Superintendent will develop and design plans for future learning academies in Black Horse Pike Regional School District.

Evidence for the 2024-2025 school year included:

- Partnership planning meetings with Curriculum Supervisors, School Administrators, and Students.
- A systems plan to revamp current learning academies, the plan to develop new academies, and the plan to incorporate trades and apprenticeships in the district moving forward.

QUANTITATIVE: Educational Foundations- 3.33%=\$7,385.00

The Superintendent will work with District Staff, Board of Education, and community members to research and establish an educational foundation.

Evidence for the 2024-2025 school year included:

- Partnership planning meetings with alumni, members of the Board of Education, Board Attorney, and other stakeholders.
- A list of trustees
- Incorporation filings
- By-Laws of the Educational Foundation

I have reviewed the merit goals and find that this goal has been completed in a satisfactory manner for the 2024-25 school year. This letter will serve as my authorization for the district to financially compensate Dr. Brian Repici for the completion of the goals. His compensation has been adjusted accordingly to reflect his current salary for the 2024-25 school year Qualitative (2.5%=\$5,545.00) and Quantitative (3.33%=\$7,385.00). No further action is necessary by the Board of Education.

Sincerely,

A handwritten signature in black ink, reading "Carmen G. Rodriguez". The signature is fluid and cursive, with the first name "Carmen" being more prominent and the last name "Rodriguez" following in a similar style.

Carmen G. Rodriguez
Interim Executive County Superintendent

CGR: aa

c: Dr. Brian Repici, Superintendent

Camden County Merit Goal Payment Submittal Form | 2024-2025

Black Horse Pike Regional School District
District Name

Brian Repici, Superintendent
Name/Title

Essential Elements

(1) For payment, merit goal submissions must include:

- a. a completed Payment Submittal Form;
- b. evidence of attainment; and
- c. a certified BOE resolution that features:
 - i. statements delineating each goal and attesting to each goal's completion and
 - ii. percentages and dollar values for each goal.

(2) Upon receipt of payment approval by ECS, the BOE shall execute a resolution authorizing payment for goal completion. A certified copy of same is to be forwarded to the County Office for inclusion in the employee's contract file.

Goal #1

Quantitative	Qualitative
% Dollar Value 2.5% \$5,545.00	APPROVED GOAL STATEMENT: The Superintendent will develop and design plans for future learning academies in Black Horse Pike Regional School District. This will involve a comprehensive plan to revamp the current STEAM Academy, the plan to develop new academies, and the plan for trades and apprenticeships in the district moving forward. This goal relates directly to the board and district goals of academic excellence. It is essential that BHPRSD stay current and cutting edge in our educational options. To this end, there requires a revamping of current academies and development of new academies to support our students. It is also imperative that we develop a systems plan to incorporate trades and apprenticeships. This will allow our district to compete with technical and private schools. This goal exceeds the superintendent's core responsibilities and will be executed primarily by the Superintendent. This goal is specific as it focuses on the systems process regarding learning academies, trades, and apprenticeships. This goal is measurable by the

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	existence of the systems plan. This goal is relevant as it directly relates to the educational impact of our high school. This goal is time bound to the 2024-2025 school year. Over the course of the 2024-2025 school year, the Superintendent will work towards the successful completion of the goal described above. Evidence will include: 1. Partnership planning meetings with Curriculum Supervisors, School Administrators, and Students 2. A systems plan to revamp current learning academies, the plan to develop new academies, and the plan to incorporate trades and apprenticeships in the district moving forward. *Essential elements of this form, including evidence and the Board Resolution have been previously submitted to the County Office.
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Goal #2		Qualitative
Quantitative		
%	Dollar Value	APPROVED GOAL STATEMENT: Educational foundations are not-for-profit organizations that are important for a variety of reasons, but most importantly, foundations can help bring the gap between public budgets and educational needs by providing financial support to schools in the form of grants, scholarships, and funding for special projects. The Superintendent will work with District Staff, Board of Education, and community members to research and establish an educational foundation. An educational foundation supports their local school districts by generating financial support that helps underwrite new initiatives as an additional feature to public funding. It will be our mission for the educational foundation to serve as an advocate for public education and school improvement, provide positive public relations for our high
3.33%	\$7,385.00	

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		schools, and help build bridges between schools and the public. An incorporation, trustee list, and educational foundation by-laws will be established by April 2025. The Educational Foundation will host future events aimed at supporting the educational mission of the Black Horse Pike Regional School District, its families, staff, and students. Over the course of the 2024-2025 school year, the Superintendent will work towards the successful completion of the goal described above. Evidence will include: - Partnership planning meetings with alumni, members of the Board of Education, Board Attorney, and other stakeholders. - A list of trustees - Incorporation filings - By-Laws of the Educational Foundation *Essential elements of this form, including evidence and the Board Resolution have been previously submitted to the County Office.
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Goal #3

Quantitative	Qualitative
% Dollar Value	APPROVED GOAL STATEMENT:

Camden County Merit Goal Payment Submittal Form

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Goal #4

Quantitative

Qualitative

%	Dollar Value	APPROVED GOAL STATEMENT:

Goal #5

Quantitative

Qualitative

%	Dollar Value	APPROVED GOAL STATEMENT:

Signature of Chief School Administrator

Dani Reppin

Date

5/15/25

Signature of Executive County Superintendent

James H. Roberts

Date

7/8/25