



Marion P. Thomas Charter School Board of Trustees
Minutes of Scheduled Meeting
November 19, 2018

I. Call to order

The Chair G. Collins called the meeting to order at 6:00 pm.

II. Roll Call

Femi Amorin, the Board Secretary, conducted a roll call of members present. A quorum was confirmed for the meeting.

Members Present

Greg Collins

Vincent Rouse

David Blount

Lesley Leslie – Joined by Phone

Dean Taylor Joined by Phone

Reginald Petty

Michelle Jones –

Tyisha Kidd-Parent board member – Joined by phone

Craig Rogers – Parent board member – Joined by phone

Misha Simmonds- Interim Chief School Administrator

Femi Amorin – SBA /Board Secretary

Excused

B Gilchirst

Rev. Roland Slaughter

Lesley Leslie

Khaatim Sherrer El

Reginald Petty

Other

M. Fletcher – Director of Human Resources

Damon White – Director of Operations

III. ADOPTION OF AGENDA

The Agenda for the meeting was adopted after an amendment to include report/updates from the Chair of the Board.

Moved: V. Rouse
Second: D. Blount

ADOPTION OF MINUTES

The minutes from the October 22, 2018 meeting were adopted

Moved: V. Rouse
Second: D. Blount

IV. OPEN PUBLIC FORUM

The Family Liaison Officer gave updates on attendance matters. The School achieved 75% perfect attendance in the month of October. He informed members that 40 students made the honor roll, with 21 High Honor Roll and 9 were on Principal Honor roll.

Two parents Yvette Barr and Emily who has children attending the SELECT Academy Campus of the School came to the meeting to register their displeasure on the way the After School Care program is being run. The parents also complained of their inability to meet with the principal to register their complaints on issues of concern to them on some ongoing issues at the School. They also complained that the Parent Teacher Organization (PTO) promised at the Open house in August has yet to be constituted. The two reasoned that such an organization would have provided them a platform to better interact with other parents and with the leadership of the school on issues of concern to the parents. And they would then be able to volunteer at different activities of the School.

V CLOSED SESSION

The meeting went to a closed session to consider a disciplinary matter.
Moved by; D Blount
Seconded by V Rouse

VI ADMINISTRATIVE REPORTS

1) Community Engagement Report

No report was presented.

2) Superintendent Reports

The New superintendent who joined the School effective November 5, 2018 provided his 60 Day entry plan to the Board. The report outlined a 60-90 Day Entry Plan that is divided into three phases.

Phase I- Investigate (Pre-Entry Transition, - Learn, Look, and Listen Tours (10/22 2018 – 1/3/2019

Phase II- Innovate - Reviewing Findings and establish goals 1/1 2019 – 2/22/2019

Phase III – Invigorate – Strategic Planning and Implementation – 2/23/2019 – 4/9/2019

He shared with members of the board briefings he designed to collect info on the current status of the School on the following areas- Budget and Finance, Academic Leadership and Talent and HR briefings.

2) Interim Chief School Administrator Report

The Interim Chief School Administrator (ICSA), Mr. Misha Simmonds, provided the board with updates on the progress on key operational issues of the School.:

The Interim Chief School Administrator reported that PAC Academy successfully moved from the temporary leased space to its permanent home at Burnet Street. He reported that while renovations were substantially completed, there remains some work to be done over the next month on the gym, the parking lots, the playground, the external doors and the main office and principal's office door.

The ICSA reported that the planning and budgeting process for the next school year will include determining enrollment goals which drive student recruitment, revenue forecasts, staffing and facilities needed. Based on available information and existing facilities he envisaged enrolment goal of 1,805. This will require MPTCS to seek additional 211 seats over and above current enrollment.

On the Newark Enrolls, he reported that after a careful consideration of all issues involved, the leadership of the school recommend that despite the drawbacks of Newark Enroll, withdrawal from the program by MPTCS at this time is not beneficial to the school. For Marion P. Thomas, the biggest drawback of withdrawal would be the removal from the list of options families sees on the Newark Enrolls application, in the guidebook, and at the enrollment fairs. As a lower performing school, we

benefit from being an additional option alongside higher performing schools that attract parents to the application in the first place. Going it alone would likely make it more difficult, and certainly more costly, to recruit the high number of new students we need to reach the aforementioned enrollment goals. The leadership of the school now recommends the continued participation in the Newark Enrolls and request the Board approves the resolution to accept the Memorandum of Understanding for the program at this meeting, for the 2019-2020 School Year.

The ICSA report also contained updates on the operational aspects of the school in the month of November.

3) Friends of Marion P Thomas Charter School

No report was provided

4) Operations

The Director of Operations was unavoidably absent but he sent in the report narratives on the operations of the School.

Chairman Updates

The Chair reported that negotiations with the Union on the Collective Bargaining Agreement are ongoing. Mediation by an independent mediator from the State of New Jersey is scheduled for November 29, 2018.

V. COMMITTEE REPORTS

1) Personnel Committee

The Chair of the Personnel Committee David Blount presented the personnel committee report concerning new hires, promotions, separations, leaves of absences, and any employees on workers compensation.

The Personnel Committee reported that there are 12 vacancies yet to be filled. He provided the breakdown as follows - Grades PreK to 8: 4 vacancies. High School: 4 vacancies

The Personnel Chair reported that MPTEA and MPTCS have begun mediation for the Collective Bargaining Agreement (CBA). The next mediation meeting is scheduled for November 29, 2018. He also reported that current Health Insurance Renewal is 39%. The School is currently in negotiation with CIGNA for a 15.6%. He announced that Open enrollment and Benefits Fair is scheduled for November 30, 2018.

2) Finance Committee

The Finance Committee report was presented by the School Business Administrator. The bill list for November 30, 2018 in the amount of \$2,957,694.09 was presented to the Board for approval. The SBA also presented the Board Secretary Report for the month of October 31, 2018 along with and Report of the Treasurer for the same period – October 31, 2018.

3 Legal Updates

The Board Attorney provided members with updates on the following:

- The Chad School Foundation vs MPTCS
- YJ vs MPTCS

VI. CLOSED SESSION

The meeting moved to close session to discuss the following:

Moved by: K. Sherrer El
Seconded by: D. Blount

NOVEMBER 2018 RESOLUTIONS

FINANCE

11-18-1

The Board of Trustees of Marion P. Thomas Charter School approves the bill list for the month of November 2018 for \$ 2,957,694.09 **Approved**

11-18-2

The Board of Trustees of Marion P. Thomas Charter School approves the Board Secretary Report for the month of October 2018. **Approved**

11-18-3

The Board of Trustees of Marion P. Thomas Charter School approves the Treasurer of School Monies report for the month of October, 2018. **Approved**

11-18-3A

The Board of Trustees of Marion P Thomas Charter School approves the Comprehensive Annual Financial Report (CAFR) of Marion P Thomas Charter School for the year ended June 30, 2018. **Approved**

HUMAN RESOURCES

11-18-4

The Board of Trustees of Marion P. Thomas Charter School approves the following New Hires for the 2018-2019 School Year **Approved**

***= awaiting clearance from Criminal History Review Unit**

Last Name	First Name	Position	Salary	Effective Date	Prorated Salary	10 OR 12 Months
Gregory	A. Robert	Superintendent	\$185,000	11/05/18	\$121,823.33	12
Grammel	Jonathan	Security Officer	\$21.55/hr	11/14/18	NA	10
Silva	Brittany	Social Studies	\$61,083.54	12/03/18	\$40,722.36	10
Jean-Baptiste	Joshua	Math	\$58,725.36	*	-	10
Watson	Tennel	Instructional Assistant	\$35,535	*	-	10

New Hire Updates (added start dates from September 2018 Report)

Last Name	First Name	Position	Salary	Effective Date	10 or 12 Months	Updates
Deramus	Alonzo	Security Officer	\$21.55 hr	10/30/18	10	NA
Jean	Wilnor	Security Officer	\$21.55 hr	*	10	Rescinded Acceptance
Mosquera	Angel	Security Officer	\$21.55 hr	10/30/18	10	NA
Reed	Tayler	Teacher - Science	\$56,004	11/5/18	10	NA
Lawrence Hayes	Cheryl	Teacher - Pre-K	\$64,585	11/12/18	10	NA
Brightman	Makeda	Security Officer	\$21.55 hr	11/7/18	10	NA
Pisani	Margaret	Reading Specialist	\$100,000	11/13/18	12	NA

11-18-5

The Board of Trustees of Marion P. Thomas Charter School approves the following Re-hires and Change of title for the 2018-2019 School Year. **Approved**

Rehires/Changes:

Last Name	First Name	Position	Effective Date
Sims	Stevana	Dean to School Social Worker	10.29.18
Loiacono	Leo	Basic Skills Aid	TBD
Nelson	Anthony	Transfer to Select Academy	1/02/19
Saunders	Michele	FT to PT Master Teacher	1/02/19
Nevius	LaSonya	Asst Food Services Manager to Food Handler	1/02/19

11-18-6

The Board of Trustees of Marion P. Thomas Charter School approves the following separations

Last Name	First Name	Position	Status	Effective Date
Ayman	Abdou	Math Teacher	Resigned	12/30/2018
Wallace	Yakima	PreK Teacher	Resigned	12/30/2018
Stevana	Sims	Dean	RIF	10/29/2018
Nevius	Lasonya	Asst. Food Services Manager	RIF	12/31/2018
Blevins	Torrence	FT Custodian	RIF	12/31/2018
Gomes	Jeimmy	FT Custodian	RIF	12/31/2018
Gomes	Rafael	FT Custodian	RIF	12/31/2018
Sobers	Beatrice	FT Custodian	RIF	12/31/2018
Carson	Lillian	PT Custodian	RIF	12/31/2018
Bowman	Robin	FT Custodian	RIF	12/31/2018
Lopez	Nilsa	FT Custodian	RIF	12/31/2018
Smith	Shirwin	PT Custodian	RIF	
Beresford	John	FT Custodian	RIF	12/31/2018
Sanchez	Elizabeth	Teacher	Resigned	*rescinded
Lloyd	Alonzo	FT Custodian	RIF	12/31/18
Suarez	Jorge	FT Custodian	RIF	12/31/18
West	Latisha	Attendance Counselor	RIF	12/31/18

11-18-7

The Board of Trustees of Marion P. Thomas Charter School approves the following Leaves of Absence - New and Updated Approved

Leaves of Absence (New and Updated):

Last Name	First Name	Position	Type of Leave	Leave Date	Return Date
<i>Williams</i>	<i>Ramona</i>	<i>Assistant SBA</i>	<i>Maternity Leave</i>	<i>7/16/2018</i>	<i>TBD</i>
<i>Lopez</i>	<i>Nilsa</i>	<i>custodian</i>	<i>Sick Leave</i>	<i>7/26/2018</i>	<i>TBD</i>
<i>Aisagbonhi</i>	<i>Aderonke</i>	<i>Instructional Assistant</i>	<i>Bonding Leave</i>	<i>11/16/2018</i>	<i>01/02/2019</i>
<i>Turner</i>	<i>Mahogany</i>	<i>Security</i>	<i>Bonding Leave</i>	<i>10/15/2018</i>	<i>*12/1/2018</i>
<i>Wilson</i>	<i>Andray</i>	<i>Custodian</i>	<i>Sick Leave</i>	<i>10/15/2018</i>	<i>01/15/2019</i>
Felix	Bernardo	Teacher	Sick Leave	10/12/2018	1/15/2018
<i>Jamison</i>	<i>Shaheerah</i>	<i>College Counselor</i>	<i>Sick Leave</i>	<i>10/25/2018</i>	<i>*12/19/2018</i>
Sanchez	Samantha	Teacher	Maternity	01/02/19	05/04/19
Izzolino	Theresa	Department Chair	Medical	11/8/18	12/3/18
Fasching	Megan	Teacher	Maternity	11/5/18	TBD
Chancey	Trina	Security Officer	Maternity	12/3/18	TBD

Workmen Compensation Leave

Last Name	First Name	Position	Loss Time	Location
Oussalem	Ali	Teacher	*15	HS

OTHER

11-18-8

The Board of Trustees of Marion P. Thomas Charter School resolves to approve the attached Memorandum of Understanding (MOU) with Newark Public School that governs the participation in and operation of a Universal Enrollment System in Newark in the 2018-2019 school year for 2019-20 enrollment. **Approved**

11-18-9

The Board of Trustees of Marion P. Thomas Charter School resolves to approve submission to the New Jersey Department of Education the attached 2019-2022 PEA Three-Year Preschool Program Plan. **Approved**

11-18-10

The Board of Trustees of Marion P. Thomas Charter School resolves to approve a resolution to renew membership of the School with New Jersey School Insurance Group (NJSIG) the School Business Administrator is hereby authorized in accordance with the Public School Contracts Law N.J.S.A. to execute such contracts and documentation with NJSIG as is necessary to effectuate this resolution with NJSIG effective immediately. **Approved**

11-18-11

The Board of Trustees of Marion P. Thomas Charter School believe in the concept of joining forces with a CMO and authorizes the superintendent A. Robert Gregory in consultation with the Board of Trustees to finalize the draft MOU between Brick Education Network and MPTCS to be presented to the Board for approval no later than December 31, 2018. **Approved**

Adjournment:

Moved by---- V. Rouse
Seconded by: D Blount

Prepared by: Femi Amorin
School Business Administrator/Board Secretary

Approved by:

Board of Trustees