ACADEMY FOR URBAN LEADERSHIP
BOARD MEETING MINUTES
September 22, 2015
6:30 PM

I. CALL TO ORDER: 6:37 PM (By Mr. Fink, Vice President)

This meeting has been publicized in accordance with Section 5, Ch 231, PL 1975, and Open Public Meeting Law by notification of the Home News Tribune and at the Academy for Urban Leadership Charter High School within the legal time required. Time may be allotted for public comment at this meeting.

II. FLAG SALUTE

I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one Nation under god, indivisible with liberty and justice for all.

III. MISSION STATEMENT

To employ an educational design and experience that merges the highest standards of academic excellence while fostering convictions and commitment to social and economic justice. The school acknowledges that both family and community involvement are integral to the student's academic achievement level, and will focus on fostering strong relationships between the school, family and community. Through these partnerships, the school will strive to create a nurturing environment by providing each student with the five resources deemed necessary for healthy child development by the President's Summit for America's Future. These include: a one-on-one relationship with a caring adult, a safe place to learn and grow, a healthy start, a marketable skill through effective education, and a chance to give back to peers and the community.

In order to provide a quality education, the curriculum offered will involve rigorous academics with a holistic approach to education. Special emphasis will be placed on service learning and espousing the importance of civic and social responsibility. The development of character, leadership skills, conflict resolution abilities, and community responsibility will be stressed to provide the students with the necessary tools to become contributing members of a democratic society.

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IV. ROLL CALL

Board Members

Eloisa Hernandez (President)	Present – Arrived at 7:09 PM
Robert Fink (Vice President)	Present
Edgardo Galleno (Secretary)	Present
Hector Bonilla	Absent
Luis Vargas	Present
Felix Flores	Present
Claudine Bishop	Present
Noelia Colon	Absent
Joseph Nieves	Resigned
Tashilee Vazquez	Present
Eleni Glykis	Present

Additional attendees:

Nestor Collazo (Lead Person)	Present
Christine Lopac (Vice Principal)	Present
Patricia Bombelyn (Board Solicitor)	Present – Arrived at 6:45 PM
Gil Berrios (Board Secretary)	Present

V. APPROVAL OF MINUTES

A. Move that the Board of Trustees approve the **Regular Board Minutes** dated **August 25, 2015** for the **FY2015-2016.**

Motion: Edgardo Galleno, Second: Felix Flores, Roll Call: Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes. Note: Eloisa Hernandez was not present for the vote.

VI. CORRESPONDENCE

None

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Motion to move SPECIAL PRESENTATIONS before PUBLIC COMMENT #1.
Motion: Edgardo Galleno, Second: Felix Flores, Roll Call: Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes. Note: Eloisa Hernandez was not present for the vote.

VIII. SPECIAL PRESENTATIONS

A. The New Jersey Biology Competency Test (NJBCT) 2015 – Ms. Nabaneeta Mukherjee

Ms. Mukherjee, Science Teacher at AUL, presented to the Board of Trustees the New Jersey Biology Competency Test (NJBCT) statistical summary for the 2014-2015 school year. The NJBCT is a state test given to students to measure if they have gained the knowledge and skills relating to the Science Core Curriculum content standards. Ms. Mukherjee was very proud to announce that one student from her class received a perfect score on this test (scored a 300 out of 300). Ms. Mukherjee advised the following performance analysis for her Biology classes: 12% students were Advanced Proficient (250-300); 66% students were Proficient (200-249); and 22% students were Partially Proficient (100-199).

Ms. Mukherjee reported the following performance analysis for Teacher B's students: 2% students were Advanced Proficient; 23% students were Proficient; and 75% were Partially Proficient.

In summary, Ms. Mukherjee also advised the performance analysis for the 114 Biology students of AUL: 8% of all the students were Advanced Proficient; 48% of all the students were Proficient; and 44% of all the students were Partially Proficient.

Ms. Mukherjee advised the student's science knowledge from middle school is very minimal. It sometimes takes the entire school year to bring their knowledge up to high school level. It was also recommended to the Board that the student receiving the perfect score on the NJBCT should be recognized in some manner.

B. Rutgers Waksman Bio-Research – Teacher Anthony Lombardo, Students Edward Rodriguez and Lisbeth Alvarez.

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Mr. Lombardo, Science Teacher at AUL, and students Edward Rodriguez and Lisbeth Alvarez participated in the Waksman student scholars program for a few weeks in the summer at Rutgers University in Piscataway, NJ. Lisbeth Alvarez was unable to attend this Board meeting presentation.

Mr. Lombardo and Edward Rodriguez reported that this program continues through the 2015-2016 school year. The research project this year focuses on the DNA sequence analysis of genes from the duckweed plant (a freshwater aquatic plant), and how these genes compare to those found in other specifies. It was especially exciting as a scientific accomplishment was identified during the summer program, and participating names will be published in the findings. Mr. Lombardo advised that Rutgers University loans the necessary scientific equipment to AUL during the school year to continue the program. Edward Rodriguez asked the Board to consider continuing this program with Rutgers University for the next school year.

VII. PUBLIC COMMENT #1

None

IX. COMMITTEE REPORTS

Committee chairperson(s) will provide a brief overview of pertinent items discussed during the last committee meeting.

- **Finance:** Items in Agenda.
- **Facilities:** Discussion in Executive Close Session.
- **Personnel:** Items in Agenda.
- **Curriculum Development:** Items in Agenda.
- **Outreach:** Nothing to report.
- **Governance:** It was requested that all motions for the Consent Agenda be submitted by the third Monday of the month for Executive Committee review. It is imperative that all committees regularly review the Boards operational calendar.
- **Athletics:** Items in Agenda. The committee had a meeting prior to the Board meeting with the Sports Director. Calls are ready to be made to interview coaches for wrestling, boys and girls basketball, softball and baseball. The committee recommends the following stipends: Sports Director $10,000; Varsity coaches $7,500.00; and JV coaches

$4,000.00. The Athletic Committee would like to conduct a survey of student interest for the sports offered at AUL. There has been an issue scheduling games. It is necessary to speak with Steven Jobin at the YMCA regarding home games.

- **Ad Hoc Committee Reports:** None.

Eloisa Hernandez, Board President, welcomed Dr. Collazo.

X. LEAD PERSON'S REPORT

Lead Person, Nestor Collazo, will give details of his report to the Board.

- Dr. Collazo expressed his elation to be Lead Administrator at AUL. Dr. Collazo stated that he shares the same core philosophy in helping students as does the Board of Trustees.
- Dr. Collazo advised the opening of school went smoothly. Safety drills for the month of September have been completed.
- There have been three health issues at the YMCA and the parents were called.
- Scheduling has been a challenge. Going forward, Dr. Collazo would like to begin the scheduling process as early as December/January. Also, under consideration are scheduling teams and single period schedule with blocks when needed. Dr. Collazo will report further to the Board President on these scheduling considerations.
- Current enrollment is at 396 students. A lottery has been scheduled for October 1, 2015, also to expand the student waiting list.
- After nine days of school, student attendance is at 99%.
- Lunch applications are in the process of being collected and entered into Realtime. A robo call is being sent out to those parents that have not yet completed the application.
- Dr. Collazo advised discipline issues have been addressed before a crisis develops. The staff has been very supportive of no student cell phone use at any time during the school day.
- Dr. Collazo is in the process of reviewing the curriculum resources to ensure they meet the Common Core State Standards (CCSS).

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- A credit audit was performed to determine the on track status of students to graduate. It was determined that sixteen seniors are not on track to graduate due to courses that they had previously failed. A motion is before the Board to approve an independent study for these sixteen seniors, so that they can graduate in June 2016.
- Staff continues to receive Professional Development through PICCS. It is important for the staff to have these tools at their disposal. The Danielson Framework will be discussed in a future Professional Development session. It is essential for staff to understand how the teacher is being evaluated in the classroom, especially as it relates to student data. Student engagement, which is a part of the third domain, can be a challenge for some and this will be discussed further as well.
- Regarding curriculum development of the academy themes, Dr. Catalano is assisting in this process. At the present time there are no electives available to expand the curriculum.
- Besides curriculum development, Dr. Catalano is also assisting the guidance counselors and developing a student and teacher handbook.
- Thirty applications have been received for the Principal's position; twenty-three applications for the Executive Administrative Assistant position; and three applications for the Guidance Counselor position.
- Dr. Collazo advised there is a need for home instruction for a student.
- Bus runs during the school day are all supervised by a staff member.
- Dr. Collazo reported there have been a number of activities for each grade level since the beginning of school. Parent involvement is a very important factor; ninth grade participation was full during the parent meetings. However, there was only partial participation for the upper class grades.
- Dr. Collazo was questioned regarding the discipline levels of the 11th grade students. Dr. Collazo explained uniform and electronic infractions were a cause of those elevated numbers.
- Dr. Collazo also reported he is taking a look at the grading system. For instance, what generates an "A" in any class? This can be determined by looking at a teacher's syllabus and seeing what the weighted averages are for exams vs. quizzes vs. homework vs. class participation.

- Dr. Collazo was asked about the lunch program. He advised that the students want Papa John's pizza back. Board members encouraged a food survey be conducted, as it is important for the students to be heard.
- Dr. Collazo also advised the school ID cards for staff and students will be a swipe card. By way of the swipe at the door, attendance will be generated directly into Realtime. It is yet to be determined if there will be a swipe to get into the bathrooms. There was discussion that Board members should also receive ID cards.

XI. STUDENT REPRESENTATIVE'S REPORT

Student Representative, Regina Bishop-Mbachu

- There will be a Fashion Show meeting in October.
- A Car Wash to benefit the senior class is scheduled for Saturday, September 26, 2015.
- There will be a PTO fundraiser at the Applebee's in Woodbridge on September 24, 2015. The Applebee's flyer must be presented in order for the school to receive the donation.
- College trips and assemblies are forthcoming for the junior and senior classes.
- The Haunted Hallway may be held on a Friday night in October.
- The students would like to be able to sell Raffles as a fundraiser. Mr. Vargas advised before this can be done a license is required, as well as adult supervision. Mrs. Bishop stated that the PTO would be in the position to help in getting the required license.

XII. PARENT REPRESENTATIVE'S REPORT

None

XIII. TEACHEER REPRESENTATIVE'S REPORT

Mr. Joseph Ramalho, Music Teacher at AUL, advised the Board that he would be interested in becoming the teacher representative. Mr. Ramalho stated he would like to help the school.

XIV. BOARD PRESIDENT'S REPORT

Board President, Eloisa Hernandez

- Ms. Hernandez advised that Board member Hector Bonilla is missing this meeting as one of his former students is being sworn in this evening as a Superior Court Judge in Passaic County.

- The Curriculum Committee has begun discussion regarding clubs for this school year. The committee has also discussed the upcoming SAT and PARCC testing.
- Ms. Hernandez advised that the Board wants to be certain that the seniors are on track for graduation.
- The Grievance Committee has been discussed.
- Ms. Hernandez has asked all committees to meet with Dr. Collazo to discuss their Board responsibilities. In reference to the Board Retreat, it is important to remember that all matters must channel through Dr. Collazo.
- Ms. Hernandez advised that the Board is in the process of hiring a Principal.
- The Board has been in discussion regarding expansion to include grades 6, 7 and 8. It would be required to amend the present school charter. A contract with MRDA, Inc. for $8,000.00 has been initiated.
- Ms. Hernandez advised that the Board is in search of a Financial Consultant.

XV. OLD BUSINESS

None

The Lead Person recommends the following items for approval:

XVI. MOTIONS – Consent Agenda

Item #3 should read Amend, not Recind.
Motion Item #1 - Item #7

Motion: Felix Flores, Second: Edgardo Galleno, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

Motion amended to include Item #1 – Item #13

Motion: Felix Flores, Second: Edgardo Galleno, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

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Personnel

1. Move that the Board of Trustees accept the letter of resignation from **Jennifer L. Bahomda**.
2. Move that the Board of Trustees accept the letter of resignation from **Sarah Ferriera**.
3. **AMEND** the name **Benjamin B. Williams** and move that the Board of Trustees approve the correct name as **Abraham Williams** for Computer Science Technology in the amount of **$48,000.00** for Fiscal School Year 2015-2016 ten month employee.
4. Move that the Board of Trustees approve the appointment of **Eileen Matichuk** as Registered Nurse at a salary of **$58,000.00** ten month employee for the FY2015-2016 school year.
5. Move that the Board of Trustees approve the appointment of **Ada Pineiro** as substitute Registered Nurse at a salary of **$53,000.00** ten month employee for the FY2015-2016 year. (PENDING demonstration of Substitute State of NJ School Nurse certificate.)
6. Move that the Board of Trustees approve the appointment of **Diana Collazo** as English Teacher at a salary of **$48,000.00** ten month employee for the FY2015-2016 school year.
7. Move that the Board of Trustees approve the appointment of **Jaclyn Edwers** as Substitute Registered Nurse at a salary of **$48,000.00** ten month employee for the FY2015-2016 school year. (PENDING demonstration of Substitute State of NJ School Nurse certificate.)

Curriculum

8. Move that the Board of Trustees approve the Independent Study Course FY2015-2016 school year.

Governance

9. Move that the Board of Trustees approve and accept Joseph Nieves resignation Board Member as September 22, 2015.

Finance

10. Move that the Board of Trustees approve the Payroll Report for August 30, 2015 in the amount of **$46,300.87**.
11. Move that the Board of Trustees approve the Payroll Report for September 15, 2015 in the amount of **$161,672.42**.
12. Move that the Board of Trustees approve Fund 10 General Warrants List for August 22nd – September 15th, 2015 in the amount of **$35,415.37**.
13. Move that the Board of Trustees approve Fund 10 General Warrants list for September 16, 2015 – September 21, 2015 in the amount of **$156,997.06**.

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Other Motions

Athletic

14. Move that the Board of Trustees approve Daniel De Jesus Sports Director – Stipend for FY2015-2016 ten month in the amount not to exceed **$10,000.00**.

Tabled (Not Riced)

15. Move that the Board of Trustees approve NJSIAA annual membership fee for FY2015-2016 in the amount of **$2,250.00**.

Motion: Felix Flores, Second: Robert Fink, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

16. Move that the Board of Trustees approve Curriculum Writing FY2015-2016.

Environmental History	Digital Art
History of Science and Medicine	Desktop Publishing
Human Reasoning	First Aid and CPR
Math for Financial Markets	Latin American Short Stories
Philosophy	The Immigrant Experience
Multicultural Food Science	World Literature
Astronomy	

Motion: Robert Fink, Second: Tashilee Vazquez, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

Amend motion to read: Move that the Board of Trustees approve Curriculum Writing FY2015-2016 at a cost not to exceed **$6,000.00** for 10 teachers at $40.00 per hour.

Motion: Robert Fink, Second: Tashilee Vazquez, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

17. Move that the Board of Trustees approve Professional Development for FY2015-2016 in the amount of **$999.00**.

Motion: Robert Fink, Second: Edgardo Galleno, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

18. Move that the Board of Trustees approve College Trips and Fair for FY2015-2016 in the amount of **$825.00**.

Motion: Robert Fink, Second: Felix Flores, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

XVII. NEW BUSINESS

A. Move that the Board of Trustees approve a deposit of **$500.00** payable to the **Grand Marquis** in Old Bridge, NJ for the Senior Prom to be held on Friday, June 3, 2016 from 7:30 PM – 11:30 PM.

Motion: Tashilee Vazquez, Second: Eleni Glykis, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

B. Move that the Board of Trustees approve a deposit of **$1,740.00** payable to the **Rocking Horse Ranch** in Highland, NY for the Senior Trip to be held on Wednesday, May 25, 2016 and Thursday, May 26, 2016.

Motion: Edgardo Galleno, Second: Luis Vargas, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

XVIII. PUBLIC COMMENT #2

Regina Bishop-Mbachu, AUL Student, wanted to advise the Board of the following:

- There have been many complaints from students regarding the lunches. The lunches are cold and not much of a variety.
- Student Government would like to begin their activities, however, no advisors have been identified. Also, there are still no class advisors either.
- Students do not understand why they can't use their cell phones during lunch.
- Hoodies and zip-up sweatshirts are not a part of the AUL uniform. However, it is not consistent that all students wearing the incorrect sweaters are written up as an infraction.
- Student athletes should be supported. Regina advised that she heard some AUL students were transferring out because of sports. Mr. Flores stated that a student sports survey would be conducted shortly and he would discuss it further with Dr. Collazo. Ms. Vazquez suggested using Survey Monkey; Ms. Glykis also advised a Google survey could be used. Ms. Hernandez advised the results would be shared with the students.
- An AUL Alumni Association is needed – Josh Bishop-Mbachu would like to be involved.

XIX. EXECUTIVE SESSION

Public bodies may meet in closed session when the matters under discussion are: (1) Matters made confidential by state, federal law or rule by court. (2) Disclosure would result in an unwarranted invasion of individual privacy, unless the person affected consents in writing. (3) Disclosure would impair the body's right to receive federal or state funds. (4) Collective bargaining. (5) Lease or acquisition of property, setting of banking rates, investment of public funds if disclosure would harm the public interest. (6) Investigations into violations of law. (7) Strategies to protect public security. Pending, ongoing or anticipated litigation or contract negotiation, including attorney-client privilege. The threat of litigation must be more than theoretical for this exemption to apply. (8) Personnel matters affecting employees of

the public bodies, unless all parties request or consent to a public hearing. Prior to discussion of personnel, affected employees must be given notice, known as a Rice notice, which gives the employee the right to request a public hearing. (9) Proceedings that could result in a suspension, civil penalty, or loss of a license or permit.

Close Executive Session: 8:56 pm

Unanimous Vote: Motion: Tashilee Vazquez, Second: Edgardo Galleno, Roll Call: Eloisa Hernandez Yes, Robert Fink Yes, Edgardo Galleno Yes, Luis Vargas Yes, Felix Flores Yes, Tashilee Vazquez Yes, Claudine Bishop Yes, Eleni Glykis Yes.

Discuss: Personnel
Contractual Matters
Facilities
Attorney-client Privilege
McAlick vs. AUL

Return from Executive Session:

Unanimous Vote: Motion:

XX. ADJOURNMENT

Motion: