

**ACADEMY FOR URBAN LEADERSHIP
BOARD MEETING MINUTES
AUGUST 29, 2018
6:30 PM**

I. CALL TO ORDER: 6:50 PM

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 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

Edgardo Galleno (President)	Present
Robert Fink (Vice President)	Present
Jesenia Vargas (Corporate Secretary)	Absent (Excused)
Claudine Bishop	Present
Hector Bonilla	Absent (Excused)
Elba Ceballo	Absent (Excused)
Michelle Roman	Present
Stephanie Valdiviezo	Present

Additional attendees:

Erin Mulligan-Pierre (Lead Person)	Present
Roberto Reyes (Principal)	
Shanesia Davis-Clyburn (Vice Principal)	Present
Jeannie Paz (Vice Principal)	Absent
Patricia Bombelyn (Board Solicitor)	Present
Johnny Rosa (Board Secretary)	Absent (Excused)
Ariel Fernandez (Teacher Representative)	Present
Johanna Rodriguez (Parent Representative)	Present – Arrived at 7:37 PM

V. APPROVAL OF MINUTES

Move that the Board of Trustees approve the **Regular Board Minutes** dated July 25, 2018.

Motion: Robert Fink, **Second:** Michelle Roman, **Roll Call:** Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

VI. CORRESPONDENCE

Mrs. Mulligan-Pierre mentioned invitations that she had received to Mayor Diaz Women's Suffrage Breakfast and a meeting with the Lieutenant Governor.

VII. PRESENTATION

None

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VIII. PUBLIC COMMENT #1

Board President invites members of the public to present any comments to the Board.

Ms. Jada Soto, senior at AUL, spoke on behalf of Mr. Roberto Reyes. Ms. Soto stated that AUL was an esteemed school when she began as a freshman student. Ms. Soto questioned what AUL would become without our leaders. Ms. Soto stated, as Principal, Mr. Reyes helped AUL grow in many areas including student enrollment and choices of Advanced Placement and Accelerated classes. Ms. Soto advised that Mr. Reyes was instrumental in helping students present assemblies to the school during Black History month in February, Women's History in March, LGBTQ Pride in June, and on gun violence after the Parkland shootings. Ms. Soto advised that Mr. Reyes' door was always open to everyone; Mr. Reyes was a ray of light in the darkness. In conclusion, Ms. Soto stated that Mr. Reyes is the heart and soul of AUL.

Ms. Ada Gonzalez, Administrative Assistant to Mr. Reyes, stated that she has been very emotional and taken aback by the news this week. In full support, Ms. Gonzalez advised that Mr. Reyes is very instrumental at AUL especially with the staff, students, and parents. Ms. Gonzalez stated that she would like to know the status of what happened.

Mr. Roberto Reyes thanked everyone for their words and their support this evening. Mr. Reyes advised that he had not communicated with anyone. As it was very painful thirty years ago when his father passed away, Mr. Reyes advised that he has had those same feelings this week. Mr. Reyes stated that he loves AUL, the work that he does, and the effect that he has on others. Mr. Reyes stated that he was called into the office and advised that there was going to be a recommendation for his termination. Mr. Reyes stated that he takes full responsibility in not completing tasks in a timely manner or not completing tasks at all.

In looking back on the summer, Mr. Reyes stated that he had taken fifteen days of vacation time. Mr. Reyes noted that after Dr. Collazo left, he had put his vacation time into the system. Upon returning from vacation, Mr. Reyes stated that he was told that his vacation time had not been approved. Mr. Reyes advised that last year he had taken vacation while schedules were being completed. Last year this practice was accepted. Mr. Reyes advised that two years ago vacations were not approved, as it was necessary for someone with experience to be present in the school. Mr. Reyes stated that he feels information supplied to Mrs. Mulligan-Pierre was given with intent; allowing Mrs. Mulligan-Pierre to choose her team. Mr. Reyes questioned why he was even given a contract for this school year. Mr. Reyes noted that this does not make any sense. Mr. Reyes advised that he has been with AUL for thirty months and has had a relationship with many individuals and felt that he was effective. Mr. Reyes stated that he understands the community and does not want to leave. Mr. Reyes advised that the

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administrative team is powerful and effective and they work for the benefit of the students and their community. Mr. Reyes thanked the Board for their time and hopes that they will reconsider.

Mr. Galleno, Board President, asked Mr. Reyes if he was waiving his prior decision to have discussion in public comment. On record, Mr. Reyes advised that he has changed his original request and agrees that discussion will take place in closed session. Mr. Galleno confirmed that discussion will be conducted in closed session for Board's consideration.

IX. COMMITTEE REPORTS

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

- **Academic Excellence Team:** Motions in agenda.
- **Human Resources and Recognition Team:** The team has been making strides in the hiring process. Interviews and demo lessons continue. Mr. Galleno thanked all who have been involved in the interview and demo lesson process. In the last two weeks, there were twenty-two interviews and ten demo lessons which resulted in eight new hires.
- **Finance and Facility Planning Team:** Motions in agenda. One of the motions is for the submission of the Arts Integration Grant. Another motion is for the opening of a new bank account for the purpose of summer pay for ten-month employees. Discussion to be held in closed session regarding facilities and finance items.
- **Executive Team:** Motion in agenda.

X. LEAD PERSON'S REPORT

Lead Person, Mrs. Erin Mulligan-Pierre, will give details of her report to the Board.

- Regarding student enrollment, Mrs. Mulligan-Pierre advised that there was a large drop for the seventh grade. This drop in enrollment was attributed to some students moving and the Barclay facility not yet opened. Enrollment for the eighth grade is at capacity. Enrollment for the ninth grade is at capacity. Enrollment for the tenth grade is at 101 students. Enrollment for the eleventh grade is at capacity.
- Mrs. Mulligan-Pierre extended a thank you to Ms. Davis and the Guidance counselors on completing all schedules.
- Mrs. Mulligan-Pierre advised that new staff orientation took place today, along with help from Ms. Davis and the School Leadership Team (SLT). The afternoon session included presentations by Information Technology (Mr. Williams) and Human Resources (Ms. Rodriguez). Mrs. Mulligan-Pierre advised that September 4th and 5th will be

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Professional Development days for teachers including training on Realtime's grade book and lesson planning, the Danielson evaluation tool, forms, and AUL's mission.

- Mrs. Mulligan-Pierre introduced Mr. Azan Waddell as the new Vice Principal. Mr. Waddell extended his thanks to the Board and stated that he is looking forward to working with all of AUL's staff.
- During the month, Mrs. Mulligan-Pierre advised that she had attended a meet and greet with the Commissioner of Education, Dr. Lamont Repollet; also attended a Women's Suffrage breakfast hosted by Mayor Diaz of Perth Amboy where Mrs. Mulligan-Pierre met the female leaders of the community from The Amboy Guardian and Jewish Renaissance Foundation. There was a meeting with Dr. Webster regarding the dinner meals program, as well as a meeting with Kyle Anderson who is the Executive County Superintendent. Lastly, Mrs. Mulligan-Pierre worked with Dr. Perna on the Arts Integration grant.
- Mrs. Mulligan-Pierre advised that there are fewer teacher vacancies this year. It has been very hard finding a World Language teacher, but the search continues. Mrs. Mulligan-Pierre thanked the team effort of Mrs. Bishop, Ms. Roman, Ms. Davis and Board members for their help in the interview and demo lesson process.

XI. STUDENT REPRESENTATIVE'S REPORT

None

XII. PARENT REPRESENTATIVE'S REPORT

None

XIII. TEACHER'S REPRESENTATIVE'S REPORT

Mr. Ariel Fernandez, AUL Social Studies teacher, is the teacher representative.

Mr. Fernandez advised that there is no formal report.

XIV. BOARD PRESIDENT'S REPORT

Edgardo Galleno, President of the Board, will give his report.

Mr. Galleno thanked everyone for all of their efforts over the summer. There was a lot of hard, hard work done by administration, staff and Board members. Mr. Galleno noted that all of these efforts are showing the light at the end of the tunnel. Mr. Galleno stated that AUL's facilities and renewal will be the next phase of work.

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XV. OLD BUSINESS

None

The Lead Person recommends the following items for approval:

XVI. MOTIONS – Consent Agenda

Motion Items #1-4 under Academic Excellence; Motion Items #1-3 under Human Resources and Recognition; Motion Items #1-9 under Finance and Facility Planning; Motion Item #1 under Executive Team.

Motion: Michelle Roman, Second: Robert Fink, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Academic Excellence

1. Move that the Board of Trustees approve the Professional Development for Jaclyn Edwers to attend the Health Conference in Somerset On October 17, 2018 at a cost not to exceed \$175. *In the event a change of date should occur and provided that only the date is changed, the administration can approve the date change after informing the Executive Committee.*
2. Move that the Board of Trustees approve the attached Math Textbooks for Middle School for an amount not to exceed \$6,567.00.
3. Move that the Board of Trustees approve the attached US History and World History textbooks for Middle School for an amount not to exceed \$19,695.00.
4. Move that the Board of Trustees approve the Memorandum of Agreement with the Middlesex County College for the School Scholars Program for an amount not to exceed \$18,000 for the 2018 – 2019 school year.

Human Resources and Recognition

1. Move that the Board of Trustees approve the termination of the following staff member:
 - a. Elvira Camacho, Part-Time Custodian, effective immediately
2. Move that the Board of Trustees approve the following resignations:
 - a. Derrick Eatman, Security Guard, effective September 25, 2018
 - b. Shaheda Hall, Guidance Counselor, effective September 29, 2018

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3. Move that the Board of Trustees amend the motion from the August 15, 2018 Special meeting under Human Resources and Recognition #2, to change the salary to \$98,000 for Azan Waddell.

Finance and Facility Planning

1. Move that the Board of Trustees approve Fund 10 General Warrants List for July 26, 2018 – August 20, 2018 in the amount of \$102,069.02.
2. Move that the Board of Trustees approve Fund 10 General Warrants List for August 21, 2018 – August 28, 2018 in the amount of \$92,710.56.
3. Move that the Board of Trustees approve Fund 10 General Warrants List for August 29, 2018 in an amount of \$103,564.41.
4. Move that the Board of Trustees approve the Payroll Report for July 30, 2018 for \$101,641.83.
5. Move that the Board of Trustees approve the Payroll Report for August 15, 2018 for \$120,092.55.
6. Move that the Board of Trustees approve the attached budget transfers for August 2018.
7. Move that the Board of Trustees approve to open a new interest-bearing account with Investor's Bank for the purpose of Summer Payment Pay for 10-month employees in accordance with N.J.S.A. 18A:29-3.
8. Move that the Board of Trustees approve the submission of the Arts-Integration Grant application for an amount of \$200,000.00.
9. Move that the Board of Trustees approve the salary HEDI adjustments for the FY2018-2019 for an amount of \$126,798.51 (Teaching Staff) and \$66,994.64 (Non-Teaching Staff).

Executive Team

1. Move that the Board of Trustees approve the Statement of Assurance for the Self-Assessment for Determining grades for the 2017-2018 school year with a score of 70 out of 78.

Other Motions

1. Move that the Board of Trustees approve the transportation quote as quoted by The Educational Services Commission of New Jersey for an amount of \$250 per day not to exceed 76 days.

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Motion: Robert Fink, Second: Claudine Bishop, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

2. Move that the Board of Trustees approve the appointment of the following staff members, subject to timely receipt of satisfactory disclosures, required by N.J.S.A. 18A:6-7.6 et. seq., from the applicant's previous public school district employers, for the 2018-2019 school year:
 - a. Ebony Clark for a 12 month position as Report Specialist with a salary of \$50,000 pro-rated to such a date as to when Ms. Clark's current employment with another employer ceases and her work at AUL commences. *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*
 - b. Pablo R. Puntiel for a 12 month position as Security Guard with a salary of \$37,000 pro-rated to such a date as to when Mr. Puntiel's current employment with another employer ceases and his work at AUL commences. *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*
 - c. Juan Leonardo for a 10 month position as a Choral Music Teacher for High School with a salary of \$62,500 pro-rated to such a date as to when Mr. Leonardo's current employment with another employer ceases and his work at AUL commences. *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*
 - d. Susan Spieker for a 10 month position as an Art Teacher for Middle School with a salary of \$55,000 pro-rated to such a date as to when Ms. Spieker's current employment with another employer ceases and her work at AUL commences. *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*
 - e. Albert Bozzo for a 10 month position as an English Supplemental Teacher for High School with a salary of \$55,000 pro-rated to such a date as to when Mr. Bozzo's current employment with another employer ceases and his work at AUL commences. *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*
 - f. Joseph Luckenbill for a 10 month position as a Substitute Teacher for Middle School with a salary of \$47,394 pro-rated to such a date as to when Mr. Luckenbill's current employment with another employer ceases and his work at AUL commences. *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*
 - g. Ana M. Martinez for a 10 month position as a Guidance Counselor for High School with a salary of \$53,000 pro-rated to such a date as to when Ms. Martinez's current

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employment with another employer ceases and her work at AUL commences.
(Pending satisfying the requirements of the New Jersey Criminal History Background Check).

- h. Plinio Sosa for a 12 month position as a Part-Time Custodian at \$15/hour effective September 4, 2018.

Motion: Robert Fink, Second: Claudine Bishop, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

3. Move that the Board of Trustees rescind the job offer to Brian Merlo which was approved at the Special Board meeting held on August 15, 2018 under Human Resources and Recognition #2 (b).

Motion: Michelle Roman, Second: Robert Fink, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

XVII. NEW BUSINESS

None

XVIII. PUBLIC COMMENT #2

Board President invites members of the public to present any additional comments to the Board.

Ms. Ada Gonzalez, AUL employee, advised the Board that there is no staff handbook. Regarding Mr. Reyes, Ms. Gonzalez advised that she understands discussion will take place in closed session and asked if a vote would take place this evening. Mr. Galleno advised that a vote would take place this evening. Ms. Gonzalez stated that she hopes that the Board would reconsider their decision.

Ms. Christine Dorantes, former Music teacher at AUL, spoke on behalf of Mr. Reyes. Ms. Dorantes stated that the Board has a responsibility not only to AUL, but to the community. Ms. Dorantes stated that there is a lack of protocol and procedure at AUL. Ms. Dorantes advised the Board that many of her accomplishments while at AUL led back to the leadership of Mr. Reyes. Ms. Dorantes mentioned the text messages she received over the past two days shows that the students are suffering and the teachers are scared to speak up. Ms. Dorantes mentioned that Mr. Reyes still wants to work at AUL and hopes that the Board will reconsider their decision. Ms. Dorantes asked that the Board members think of AUL's mission statement.

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Ms. Jaclyn Edwers, Nurse at AUL, questioned if the Board had made the best decision for the staff and students regarding Mr. Reyes' employment. Ms. Edwers stated that Mr. Reyes spends more time in this community than in his own home. Ms. Edwers noted that school will be starting in less than a week with no leadership, which is a huge problem.

Ms. Krystal Hargrave, English teacher at AUL, advised Board members that she is on the School Leadership Team and took part in the new teacher orientation today. Ms. Hargrave advised that she has been in contact with approximately seventy-five percent of the main campus staff over the last couple of days. Ms. Hargrave noted that more staff members wanted to be present at this meeting in support of Mr. Reyes. However, Ms. Hargrave advised that some staff members were concerned over the repercussions of speaking out. Ms. Hargrave advised that she is simply at the meeting this evening in support of Mr. Reyes.

Mr. Ariel Fernandez, Social Studies teacher at AUL, concurred with Ms. Hargrave and stated that her comments would stand as his Teacher's Representative report.

Dr. Natasha James-Waldon, JRF Director of Education Services, noted that the Step-Up Program is back at AUL again this year. Dr. James-Waldon advised that the program will be serving grades seven through twelve. The Step-Up Program is looking forward to having a great year.

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.

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Close Executive Session: 7:46 PM

Unanimous Vote: Motion: Motion: Robert Fink, Second: Claudine Bishop, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Discuss: Attorney-client Privilege

Pending Litigation – EEOC, Lopac vs. AUL

Potential Lease or Purchase of Property

Personnel Matters

Return from Executive Session: 10:47 PM

Unanimous Vote: Motion: Michelle Roman, Second: Robert Fink, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Other Motions

4. Move that the Board of Trustees approve the agreement between AUL & AULEA to adjust the salaries of certificated teaching staff and guidance counselors who have been with AUL but are earning less than \$53,000 to the yearly salary of \$53,000 plus the HEDI adjustments for FY2018 – 2019 in the amount of \$62,576.34.

Motion: Robert Fink, Second: Claudine Bishop, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

5. Move that the Board of Trustees accept the recommendation of the Lead Person that Roberto Reyes, the school Principal, be immediately placed on paid administrative leave and shall be terminated upon the expiration of 90 days of paid leave from today's date of August 29, 2018.

Motion: Michelle Roman, Second: Robert Fink, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

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6. Move that the Board of Trustees accept the recommendation of the Lead Person that Shanesia Davis be named Interim Principal effective immediately until such a time as a principal is hired.

Motion: Robert Fink, Second: Michelle Roman, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

XX. ADJOURNMENT 10:51 PM

Motion: Robert Fink, Second: Michelle Roman, Roll Call: Edgardo Galleno Yes, Robert Fink Yes, Claudine Bishop Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.