



ACADEMY FOR URBAN LEADERSHIP

BOARD MEETING AGENDA

October 30, 2019

6:30 PM

I. CALL TO ORDER

This meeting has been publicized in accordance with Section 5, Ch 231, PL 1975, an 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)
Joshua Bishop (Vice President)
Jesenia Vargas (Corporate Secretary)
Lisette Bayas Vilanova
Claudine Bishop
Hector Bonilla
Elba Ceballo
Reyes Ortega
Michelle Roman
Stephanie Valdiviezo

Additional attendees:

Margaret Morales (Lead Person)	Daniel Cugini (Vice-Principal)
Patricia Bombelyn (Board Solicitor)	Eloisa Hernandez (Parent Representative)
Johnny Rosa (Board Secretary)	
Douglas Kelly (Vice-Principal)	
Peter Salek Nejad (Supervisor of Curriculum and Instruction)	

V. APPROVAL OF MINUTES

Move that the Board of Trustees approve the Special Board Meeting Minutes dated September 11, 2019 and the Regular Board Meeting dated September 25, 2019.

VI. PRESENTATION

H.E.R.O.
PLC Presentation
Data Presentation
NJSLA Performance Summary Presentation
NJSLA – Student Recognition
21st Century Grant Program

VII. CORRESPONDENCE

New Jersey Child Assault Prevention Award Notification
NJPSAFE – Strengthening Teaching, Leading, and Learning Grant
Top 10 Digital District – EDUJEDI Honorable recognition from Digital Transition Survey and Assessment



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NJDOE Student Learning Assessment (NJSLA) – Field Testing Participant
PNC Grant Award Letter

VIII. PUBLIC COMMENT #1 (20 Minutes)

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

IX. COMMITTEE REPORTS (20 Minutes)

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

- Academic Excellence Team
- Human Resources and Recognition Team
- Finance and Facilities Planning Team
- Executive Team

X. LEAD PERSON'S REPORT (15 Minutes)

XI. STUDENT REPRESENTATIVE'S REPORT (5 Minutes)

XII. PARENT REPRESENTATIVE'S REPORT (5 Minutes)

XIII. TEACHER REPRESENTATIVE'S REPORT (5 Minutes)

XIV. BOARD PRESIDENT'S REPORT (10 Minutes)

XV. OLD BUSINESS

The Lead Person recommends the following items for approval:

XVI. Motions - Consent Agenda (20 Minutes)

Academic Excellence

1. Move that the Board of Trustees approve the Professional Development for Erika Charles to attend the "Legally Compliant IEP's" workshop on November 12, 2019 for an amount not to exceed \$150.00 (*registration cost*). *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.*



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2. Move that the Board of Trustees approve the Professional Development for Erika Charles to attend the "Middlesex County (TLC) Traumatic Loss Coalition" meetings on October 25, 2019, November 22, 2019, December 20, 2019, January 24, 2020, February 28, 2020, March 27, 2020, April 24, 2020 and May 22, 2020 at no cost to the BOT. *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.*
3. Move that the Board of Trustees approve the Professional Development for Jill Rise to attend the "High School Guidance Breakfast" workshop on November 22, 2019 at no cost to the BOT. *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.*
4. Move that the Board of Trustees approve the Professional Development for Aknaris Padilla to attend the "HESAA School Counselor Training Institute" on December 6, 2019 at no cost to the BOT. *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.*
5. Move that the Board of Trustees approve the Professional Development for Thomas Dowling to attend the "Making Crosscutting concepts" workshop on November 13, 2019 for an amount not to exceed \$125.00 (Registration Fee). *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.*
6. Move that the Board of Trustees approve the Professional Development for Thomas Dowling to attend the "Using Systems & System Models" workshop on December 11, 2019 for an amount not to exceed \$125.00 (Registration Fee). *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.*
7. Move that the Board of Trustees approve the Professional Development for Luis Vargas to attend the "21st Century PARS Data Entry" mandatory training on January 15, 2020, and April 30, 2020 for an amount not to exceed \$31.00 (paid with 21st century grant funds) (Travel Reimbursement). *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.*
8. Move that the Board of Trustees approve the Professional Development for Luis Vargas and Debbie Casabona to attend the "21st Century PARS Data Entry" mandatory training on October 31, 2019 for an amount not to exceed \$33.00 (paid with 21st century grant funds) (Travel Reimbursement). *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.*



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9. Move that the Board of Trustees approve the Professional Development for CathyJo Lombardi to attend the "Training Opportunities for School Safety Specialists" workshop on December 9, 2019 at no cost to BOT. *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.*
10. Move that the Board of Trustees approve an After School Credit Recovery program for a total amount not to exceed \$33,600.00.
11. Move that the Board of Trustees approve the attached resolution in recognition of the following students for achieving a Level 5 (Exceeds Expectations) on the NJSLA in English Language Arts and/or Mathematics in the Spring of 2019:
 - a. Adriel Fernandez (ELA and Math)*
 - b. Vitaly Vargas Valerio
 - c. Yezabel Soto
 - d. Briana Underwood
 - e. Tracy Almeyda Obregon
 - f. Oswaldo Ramos
 - g. Jadeliz Galan
 - h. Andy Chumpitaz Cardenas
 - i. Savanna Frazier
 - j. Matthew Garcia Tolentino
 - k. Albanerys Herrera
 - l. Vanessa Mendoza
 - m. Andreina Oviedo Cespedes
 - n. Gleyshmarie Perez Villafane
 - o. Fanely Caba
 - p. Tatyani Gabourel
 - q. Stephano Rivera
 - r. Angelus Watkins
 - s. Saniyah Williams
 - t. Estefany Matos Alberto
 - u. Lizbeth Rodriguez
 - v. Nataly Santos Almonte
12. Move that the Board of Trustees approve the following field trips for the 2019 – 2020 school year *(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):*



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<u>Faculty</u>	<u>Date</u>	<u>Location</u>	<u>Time</u>	<u>Transport ation Cost</u>	<u>Entry Cost</u>	<u>Total Cost</u>
Anyelina Alvarado	November 5, 2019	College Tour Bloomfield College 1 Park Place Bloomfield, NJ 07003	8:30am – 1:30pm	No Cost	15 Students (Seniors) And 2 Chaperones No Cost	No Cost To BOT
Anyelina Alvarado	November 7, 2019	College Tour Ramapo College 505 Ramapo Valley RD. Mahwah, NJ 07430	9:00am – 1:30pm	No Cost	15 Students (Juniors and Seniors) And 2 Chaperones No Cost	No Cost To BOT

Human Resources and Recognition

1. 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 2019-2020 school year:
 - a. Anasthasia Irudhayasamy as an ESL HS Teacher with a salary of \$53,000.00 for the 2019 – 2020 pro-rated to such a date as to when Ms. Irudhayasamy's current employment with another employer ceases and her work at AUL commences (replacing OP). *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*
 - b. Kelly A. Enny as a French HS Teacher with a salary of \$55,000.00 for the 2019 – 2020 pro-rated to such a date as to when Ms. Enny's current employment with another employer ceases and her work at AUL commences (replacing NM). *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*
 - c. Ekaterina Orlova as a Long Term Substitute with a salary of \$187 per day for the 2019 – 2020 school year effective November 1, 2019 (Covering KM). *(Pending satisfying the requirements of the New Jersey Criminal History Background Check).*



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2. Move that the Board of Trustees approve the appointment of the following staff members for the 21st Century Grant, at a rate of \$40 per hour (*Pending satisfying the requirements of the New Jersey Criminal History Background Check*) (*paid with 21st Century Grant Funds*):

Name	Program
Makalya Merring	Cooking
David Sweatte	Sports
Logan Brodski	Gaming
Meltem Pak	Dance
Robert Herrera	Art
Deblina Mukherjee	Music
Blanca Blanco	Substitute
Miriam Rodriguez	Substitute
Timothy Gigl	Strength Training

3. Move that the Board of Trustees approve the following resignations (*the employee may be released earlier than the contracted days only if a new replacement has been found and is able to start before the end of the resigning employee's contractual release date*):
- Joseph Kotulak, Science Teacher, received on 10/10/2019
 - Neelam Mishra, World Language Teacher, received on 10/9/2019
 - Maria De La Jara, Spanish Teacher, received on 9/25/2019
 - Soranlly Collado, Spanish Teacher, received on 10/7/2019
 - Johnny Rosa, School Business Administrator, received on 10/17/2019
4. Move that the Board of Trustees rescind the employment offer to the following candidate:
- Robert Ericksen, Long Term Substitute Teacher (*candidate declined offer*)
5. Move that the Board of Trustees approve an amendment to the time frame and cost of a previous motion for Momtaz Shirin and Thomas Dowling attending the Saturday Kean University STEM program to now be from 8:00am to 4:30pm at a rate of \$40 per hour for 6 days in an amount not to exceed \$2,040.00 (each) for a total amount not to exceed \$4,080.00.
6. Move that the Board of Trustees approve the attached resolution in recognition of the following staff members for having perfect attendance in September, 2019.
- Mathew Yard – Teacher
 - Margaret Morales – Lead Person
 - Cornelius O'Keefe – Teacher
 - Daniel Cugini – Vice Principal
 - Pedro Bonilla – Custodian



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- f. Nicholas Bushey – Teacher
- g. Josephine Cutietta – Teacher
- h. Jim Dino – Teacher
- i. Sara El-Mejdoub – Teacher
- j. Timothy Gigl – Teacher
- k. Douglas Kelly – Vice Principal
- l. Logan Brodsky – Teacher
- m. Syed Munem – Teacher
- n. Dean Paige – Teacher
- o. Raquel Rodriguez – Teacher
- p. Maria Sena – Attendance
- q. Peter Salek-Nejad – Supervisor of Curriculum and Instruction
- r. Evelyn Santiago – Lunch Aid
- s. Ryan Spero – Teacher
- t. Abraham Williams – IT
- u. Erika Charles – Social Worker

Finance and Facility Planning

1. Move that the Board of Trustees approve Fund 10 General Warrants List for September 26, 2019 – October 22, 2019 in the amount of \$213,641.69.
2. Move that the Board of Trustees Fund 10 General Warrants List for October 23, 2019 – October 29, 2019 in the amount of \$47,460.50.
3. Move that the Board of Trustees Fund 10 General Warrants List for October 30, 2019 in the amount of \$103,349.43.
4. Move that the Board of Trustees approve the Payroll Report for September 30, 2019 for \$298,319.23.
5. Move that the Board of Trustees approve the Payroll Report for October 3, 2019 for \$26,924.32.
6. Move that the Board of Trustees approve the Payroll Report for October 15, 2019 for \$284,716.05.
7. Move That the Board of Trustees accept the Treasurer's Report for September, 2019.
8. Move that the Board of Trustees approve the Monthly certification of Financial Status: Pursuant to NJAC 6:23-2.11 (a) 4, the members of the Academy for Urban Leadership Board of Trustees certify as of September 30, 2019 after review of the secretary's monthly financial



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reports (appropriation section) and upon consultation with the appropriate district officials, that to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.11 (a) 3 and that sufficient funds are available for the remainder of the fiscal school year FY 2019-2020.

9. Move that the Board of Trustees approve the final payment of \$9,562.50 to Genova Burns (Labor Attorney).
10. Move that the Board of Trustees approve the award of the Evaluator contract to MRDA for the 21st Century Grant Program in an amount of \$5,000.00 per Performance Period for a total not to exceed \$20,000.00 from September 1, 2019 – August 31, 2020. *(Paid with 21st Century Grant Funds)*
11. Move that the Board of Trustees approve the award of the Evaluator contract to MRDA for the PAPERS Grant Program in an amount of \$2,500.00 per Performance Period for a total not to exceed \$10,000.00 from September 1, 2019 – August 31, 2020. *(Paid with PAPERS Grant Funds)*
12. Move that the Board of Trustees approve the award of the contract for the following sub-grantee partners for the PAPERS Grant Program in an amount of \$2,500.00 per Performance Period from September 1, 2019 – August 31, 2020. *(Paid with PAPERS Grant Funds)*:
 - a. American Littoral Society – total not to exceed \$5,000.00
 - b. New Jersey Bay Sea Baykeepers – total not to exceed \$5,000.00
 - c. Hispanic Inspiring Students' Performance and Achievement – total not to exceed \$5,000.00
 - d. New Jersey Sea Grant Consortium – total not to exceed \$5,000.00
13. Move that the Board of Trustees approve the award of the contract to Meadowlands Environmental Center at Ramapo College Foundation for the PAPERS Grant Program in an amount of \$4,500.00 (\$15 X 300 Students – Tuition fee and \$500 for supplies) from November 1, 2019 – August 31, 2020. *(Paid with PAPERS Grant Funds)*
14. Move that the Board of Trustees approve the award of the contract to the Hispanic Inspiring Students' Performance and Achievement (HISPA) sub-grantee partner for the 21st Century Program in an amount of \$20,000.00 for the total Performance Period from September 1, 2019 – August 31, 2020. *(Paid with 21st Century Grant Funds)*
15. Move that the Board of Trustees approve the award of the contract to the Children's Financial Network sub-grantee partner for the 21st Century Program in an amount of \$600.00



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per 5 Sessions for a total amount not to exceed \$3,000.00 from September 1, 2019 – August 31, 2020. *(Paid with 21st Century Grant Funds)*

16. Move that the Board of Trustees approve the award for the Snow removal contract to Novakowski Landscaping Inc. for a total amount not to exceed \$18,000.00 for the 2019 – 2020 school year.
17. Move that the Board of Trustees approve Lake Chateau as the senior prom venue on May 21, 2020 for an amount not to exceed \$7,500.00. *(Paid with Student Activity Funds)*
18. Move that the Board of Trustees approve Rutgers Musical Nicholas Music Center for the Graduation Venue; plus, piano performance, data projector, and chair fee on June 26, 2020 for an amount not to exceed \$3,600.00.
19. Move that the Board of Trustees approve the change order# 002 for the 299 Barclay street project under the recommendation of the architect in an amount not to exceed \$77,071.00.

Executive Team

1. Move that the Board of Trustees approve the 2nd reading and adoption of the following policies:
 - a. **P & R 1642** – Earned Sick Leave Law (M) (New)
 - b. **P 3159** – Teaching Staff Member/School District Reporting Responsibilities (M) (Revised)
 - c. **P & R 3218** – Use, Possession, or Distribution of Substances (M) (Revised)
 - d. **P & R 4218** – Use, Possession, or Distribution of Substances (M) (Revised)
 - e. **P 4219** – Commercial Driver's License Controlled Substance and Alcohol Use Testing (M) (Revised)
 - f. **P 5517** – School District Issued Student Identification Cards (Revised)
 - g. **P & R 6112** – Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
 - h. **P & R 7440** – School District Security (M) (Revised)
 - i. **P 8600** – Student Transportation (M) (Revised)
 - j. **P 8630** – Bus Driver/Bus Aide Responsibility (M) (Revised)
 - k. **R 8630** – Emergency School Bus Procedures (M) (Revised)
 - l. **P 8670** – Transportation of Special Needs Students (M) (Revised)
 - m. **P 9210** – Parent Organizations (Revised)

Other Motions (15 Minutes)



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1. Move that the Board of Trustees approve the School Self-Assessment under the Anti-Bullying Bill of Rights Act for the 2018 – 2019 school year for final submission to the NJDOE by October 31, 2019.
2. Move that the Board of Trustees approve a salary adjustment in the amount of \$3,800.00 relating to the additional job description duties of Abraham Williams, IT Specialist, for a salary in the amount of \$85,181.37 (\$81,381.37+\$3,800.00) for FY2019-2020 pro-rated to October 1, 2019.
3. Move that the Board of Trustees approve a salary adjustment in the amount of \$3,200.00 relating to the additional job description duties of Miriam Rodriguez, Human Resource Generalist, for a salary in the amount of \$69,839.50 (\$66,639.50+\$3,200.00) for FY2019-2020 pro-rated to October 1, 2019.
4. Move that the Board of Trustees approve the following personnel for the coach stipend positions for the 2019 – 2020 school year:

Name	Position
Donald Reid	Head Boys Basketball
Jordan Manley	Assistant Boys Basketball
David Sweatte	Assistant Girls Basketball
Kyle Fisher	Head Baseball
Edwin Santana	Head Softball

5. Move that the Board of Trustees approve McCabe Environmental Services, LLC to provide the Right to Know services per the attached quote for an amount not to exceed \$7,995.00.
6. Move that the Board of Trustees appoint the following staff members for the **Extra-Curricular Clubs** listed below in the 2019 – 2020 school year:

Club Name	Staff Member Name	Amount
Sophomore Class Advisor	Timothy Gigl	\$500.00
Newspaper Club	Elizabeth Malone	\$1,000.00

XVII. PUBLIC COMMENT #2

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



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XVIII. EXECUTIVE SESSION (45 Minutes)

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.

- A. Attorney-client Privilege: *Item# 7 (Ongoing Litigation)***
- B. Potential Lease or Acquisition of Property: *Item# 5***
- C. Personnel Matter: *Item# 8***
- D. Collective Bargaining: *Item# 4***
- E. HIB Cases: *Item# 1***

Please Note: ACTION MAY BE TAKEN UPON RETURN TO THE REGULAR MEETING.

XIX. ADJOURNMENT