

**ACADEMY FOR URBAN LEADERSHIP
BOARD MEETING MINUTES
OCTOBER 30, 2019
6:30 PM**

I. CALL TO ORDER: 6:55 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
Joshua Bishop (Vice President)	Present
Jesenia Vargas (Corporate Secretary)	Present
Lisette Bayas Vilanova	Absent
Claudine Bishop	Present
Hector Bonilla	Present
Elba Ceballo	Absent
Reyes Ortega	Present
Michelle Roman	Absent
Stephanie Valdiviezo	Absent

Additional attendees:

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

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.

Motion: Hector Bonilla, **Second:** Jesenia Vargas, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

VI. PRESENTATION

H.E.R.O.

Motion made to amend the agenda on moving the Human Resources and Recognition Motion #6 to this portion of the meeting.

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Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

Margaret Morales, Lead Person, will recognize staff with perfect attendance for the month of September, 2019. The formal Board resolution was read by Mr. Galleno, Board President.

Human Resources and Recognition

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.

- a. Matthew Yard – Teacher
- b. Margaret Morales – Lead Person
- c. Cornelius O’Keefe – Teacher
- d. Daniel Cugini – Vice Principal
- e. Pedro Bonilla – Custodian
- 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

Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

Motion made to continue with the presentations and return to the Board meeting agenda .

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Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

PLC & Data Presentation for the Middle School

Ms. April Gardner stated that her report reflects twenty-eight academic days from September 18, 2019 – October 30, 2019. Ms. Gardner advised that PLC meeting minutes are submitted to her on a weekly basis and then they are placed in the Middle School PLC folder, which can be reviewed by administration. Ms. Gardner advised that the NJDOE Parental Rights in Special Education manual was made available to all staff and this information was also the focus of PLC meetings. Ms. Gardner noted that eighth grade PSAT and WIDA testing were completed. Ms. Gardner also noted that all SGO's were submitted by the due date of October 15, 2019. Staff self-reflection for Danielson managing classroom procedures have been uploaded by Ms. Gardner to the Middle School PLC folder. Ms. Gardner advised that concentration will continue on cross curricular integration.

Ms. Gardner discussed some significant NJSLA scores for the seventh and eighth grades. Regarding progress reports, Ms. Gardner advised that students having low grades were sent a letter home to their parents about the after school tutoring program available from 3PM – 4PM.

In conclusion, Ms. Gardner advised that the first Hispanic Heritage presentation was held at the Middle School this afternoon. Ms. Gardner stated how proud she was of her students. Ms. Gardner advised that some of the students had never made a presentation before, as well as some of the students are learning English.

NJSLA – Student Recognition

Motion made to amend the agenda on moving the Academic Excellence Motion #11 to this portion of the meeting (NJSLA – Student Recognition)

Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

Academic Excellence

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:

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- a. Adriel Fernandez (ELA and Math) – Adriel was the only student to achieve a Level 5 in both English and Math
- b. Vitaly Vargas Valerio
- c. Yezabel Soto
- d. Briana Underwood
- e. Tracy Almeyda Obregon
- f. Oswaldo Ramos – Oswaldo was one point away from a perfect score
- 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

Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

Motion made to continue with the presentations and return to the Board meeting agenda .

Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

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NJSLA Performance Summary Presentation

Mr. Peter Salek-Nejad, Supervisor of Curriculum and Instruction, presented a Power Point presentation on "Standardized Assessment Performance Summary Spring 2019". The New Jersey Student Learning Assessment (NJSLA) data presented was for English Language Arts and Mathematics. Mr. Salek-Nejad discussed AULCS in comparison to the State of New Jersey, performance trends, cohort analysis, English Language Learner performance, and Students with Disabilities performance. Mr. Salek-Nejad stated that AUL administration and staff are committed to student's success. This year there has been an overhaul with the lesson plan structure. Mr. Salek-Nejad advised that he is in the process of reviewing and revising curriculum for all grade levels to align with state standards. Mr. Salek-Nejad noted AUL's use of ALEKS and Edulastic which provides measureable data. Mr. Salek-Nejad advised that eighth, ninth, eleventh, and twelfth grade students took either the PSAT or SAT test, which provides another opportunity to capture very useful data. In conclusion, Mr. Salek-Nejad offered additional opportunities and the next steps available for AUL students.

PLC Presentation for the High School

In the absence of PLC Coordinator Ms. Rose Ann Berberich, Ms. Munira Jamali provided Board of Trustee members with an October 2019 PLC monthly report prepared by Ms. Berberich.

Data Presentation for the High School

Ms. Munira Jamali, Data Coordinator, advised for the first time ever the senior class was administered the SAT test on October 16, 2019. On the same day, the students in the eighth, ninth, and eleventh grades were administered the PSAT test. Ms. Jamali also advised that senior students who have not yet met the necessary graduation requirements, were administered the ASVAB test on October 17, 2019. Also, all Geometry students were administered a Standard Based Common Assessment using Edulastic on October 21, 2019. The data from this assessment will be analyzed in Math PLC meetings. Ms. Jamali advised that freshmen and sophomore students are now taking Geometry. The Math sequence has changed to Geometry, Algebra I, and then Algebra II. Ms. Jamali provided the Board of Trustee members with progress report grade breakdown in percentages for the first marking period in English Language Arts and Mathematics.

21st Century Grant Program

Ms. Margaret Morales, Lead Person, advised that the 21st Century Grant program began the beginning of October 2019. This is a five year program and AUL has partnered with Assumption Church. The goal of the program is to provide after school tutoring to students from 3PM –

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4PM and then offer the students enrichment activities from 4PM – 6PM. Ms. Morales advised that the activities will rotate on a quarterly basis which will be based on student interest. Ms. Morales noted that there are currently 235 students enrolled in the program and we are on track to meet the 201 student requirement. Ms. Morales noted that letters and robocalls have been sent to parents about the after school tutoring opportunity for students. Ms. Morales advised that students are excited about this program.

VII. CORRESPONDENCE

Ms. Margaret Morales, Lead Person, noted correspondence received by AUL as follows:

1. New Jersey Child Assault Prevention Award Notification
2. NJPSAFE – Strengthening Teaching, Leading, and Learning Grant
3. Top 10 Digital District – EDUJEDI Honorable recognition from Digital Transition Survey and Assessment
4. NJDOE Student Learning Assessment (NJSLA) – Field Testing Participant
5. PNC Grant Award Letter

VIII. PUBLIC COMMENT #1

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

Ms. Ada Gonzalez, AUL Main Office Administrative Assistant, noted that she remains on Administrative Leave. Ms. Gonzalez stated that she wishes to follow up her employment with the Board of Trustee members and had requested it be discussed in public. Ms. Gonzalez read a letter that she had sent to all Board of Trustee members on October 1, 2019 regarding not signing her contract, outdated job description, and not receiving the twelve month staff calendar. As there is no electronic version of her job description, Ms. Gonzalez stated that she had forwarded the job description with her hand written notes to Ms. Morales on September 13, 2019. Ms. Gonzalez stated that she received tenure on October 1, 2019. In conclusion, Ms. Gonzalez requested the review of her contract by the Board of Trustee members.

Ms. Lucila Valentin, AUL Outreach Coordinator, read a prepared statement regarding her duties at AUL. Ms. Valentin advised that she has been AUL's Outreach Coordinator since 2013. Ms. Valentin stated that it is her job to promote AUL, participates in all Perth Amboy events, posts and distributes brochures about AUL, provides home visits, facilitates the enrollment process between parents and the school, serves as the liaison with the Parent Teacher Organization, and assists students with their community service requirements. Ms. Valentin noted that she recruited 133 new students this year throughout the grades, more than 5,000 flyers were

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distributed around Perth Amboy, another 5,000 flyers distributed during public events in Perth Amboy, and where AUL flyers and applications are displayed in local businesses. Ms. Valentin also offered reasons why AUL may not have obtained full student enrollment including the Perth Amboy Dual Language School in Fords beginning to offer seventh and eighth grade at their facility this year.

Mr. Reinaldo Aviles, former AUL Board member, stated that the closed session items for discussion are very vague and need to be more specific per the Open Public Meetings Act. As a certified Human Resource professional, Mr. Aviles stated that he is taken aback that Ms. Gonzalez has been on Administrative Leave for six weeks. Mr. Aviles advised that Ms. Gonzalez has the right to a speedy resolution. Mr. Aviles noted that he is concerned and disappointed about the multiple resignations appearing on the agenda this evening. Mr. Aviles stated that AUL's number one priority should be the retention of staff and students. Mr. Aviles advised that something needs to change, as AUL is not the same school it used to be. Mr. Aviles noted that he had felt and still believes that the no confidence vote against Ms. Morales was premature. Mr. Aviles mentioned that at the last Board meeting he had suggested a meeting with parents to discuss the academics. Mr. Aviles stated that it is necessary to have an open discussion with all stakeholders and members of the community, as the family AUL once was. If we do not all come together, it will fall apart.

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:** Motions in agenda.
- **Finance and Facilities Planning Team:** Motions in agenda.
- **Executive Team:** Motion in agenda.

Motion to change the order of the presentation of reports.

Motion: Joshua Bishop, **Second:** Jesenia Vargas, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

XII. PARENT REPRESENTATIVE'S REPORT

Ms. Eloisa Hernandez, parent of an AUL student, is the parent representative.

Ms. Hernandez stated that there are strength in some of AUL pillars, while others have weakened. Ms. Hernandez noted that administration is interacting at parent meetings which is

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a good thing. It is important to parents continue to see administration present at these meetings. Ms. Hernandez questioned why our good teachers are leaving. How can we retain them? Ms. Hernandez stated that when the school has no stability with its teachers, it affects student recruitment and student education in the classroom. Ms. Hernandez noted that it is not Ms. Valentin's fault that when she brings in a student to AUL, another student leaves. Ms. Hernandez stated that the 21st Century program is a strength. If students from other schools see our school it can help with the recruitment process. Ms. Hernandez expressed her disappointment at the way Ms. Gonzalez was led out of the building. It was unnecessary for students to witness her being led out the back door. Everyone should be treated with respect.

XIV. BOARD PRESIDENT'S REPORT

Board President, Mr. Edgardo Galleno, will give details of his report to the Board. After serving six years on the Board, Mr. Galleno noted that it is time to reflect. Sure there have been disappointments. As Mr. Robert Fink, former AUL Board of Trustee member and President, stated, we can always do better. AUL was founded and exists because of our students. We must put the focus back on the children. The changes being made at AUL are to benefit our children, so that they are where they want to be. The 21st Century Grant program offers AUL students tutoring time from 3-4 PM and then an enrichment program from 4-6PM. Yes Mr. Aviles, AUL weighs on my mind every day and many nights as well. Mr. Galleno stated that we do not stop at getting the charter renewal for another five years. We are all here to give our students the best education. Mr. Galleno noted that it is time to refocus our energies and plan a Board retreat. It is a work in progress every day at AUL. We must keep united and move forward for the sake of our students.

X. LEAD PERSON'S REPORT

Lead Person, Ms. Margaret Morales, will give details of her report to the Board.

- Ms. Morales noted that the number of ELL students has grown this year to eighty-five students with the majority of them being in the high school. Ms. Morales advised that Ms. Gardner is in the process of completing SIOP training at the middle school and will be bringing it to the high school as well.
- Ms. Morales advised that there has been seven students referred to the I&RS team. These students are being identified early in the school year to go through the process.
- Ms. Morales stated that the students have wanted the opportunity to see colleges. This year there has already been three opportunities. By partnering with JRF, next week there are another two college tours – Bloomfield College and Ramapo College.

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- Ms. Morales advised that the Internship classes have been brought back for the twelfth grade students.
- Ms. Morales advised that Mr. Cugini held the first PBIS assembly this month for each of the grades at the high school.
- Mr. Bishop questioned the number of uniform infractions on the report. Ms. Morales advised that teachers are reporting the incidents. It is necessary for administration and staff to follow through and check the student's uniforms daily.

XI. STUDENT REPRESENTATIVE'S REPORT

None

XII. TEACHER REPRESENTATIVE'S REPORT

None

XV. OLD BUSINESS

None

The Lead Person recommends the following items for approval:

XVI. MOTIONS – Consent Agenda

Remove from Consent Agenda under Academic Excellence Item #10.

Motion Items #1-9 and Item #12 under Academic Excellence; Motion Items #1-5 under Human Resources and Recognition; Motion Items #1-19 under Finance and Facility Planning; Motion Item #1 under Executive Team.

Motion: Reyes Ortega, Second: Joshua Bishop, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

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.*
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

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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 Jilian 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 \$1250.00 (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 Cathy Jo 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.*
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):*

<u>Faculty</u>	<u>Date</u>	<u>Location</u>	<u>Time</u>	<u>Transportation 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 school year 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).*

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- b. Kelly A. Enny as a French HS Teacher with a salary of \$55,000.00 for the 2019 – 2020 school year 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 Oriova 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*).
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*):
- a. Joseph Kotulak, Science Teacher, received on 10/10/2019
 - b. Neelam Mishra, World Language Teacher, received on 10/9/2019
 - c. Maria De La Jara, Spanish Teacher, received on 9/25/2019
 - d. Soranlly Collado, Spanish Teacher, received on 10/7/19
 - e. Johnny Rosa, School Business Administrator, received on 10/17/19
4. Move that the Board of Trustees rescind the employment offer to the following candidate:
- a. 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

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University STEM program to new 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.

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 approve Fund 10 General Warrants List for October 23, 2019 – October 29, 2019 in the amount of \$47,460.50.
3. Ove that the Board of Trustees approve 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 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*)

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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 for the 21st Century Program in an amount of \$600.00 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:

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- 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)

XVII. PUBLIC COMMENT #2

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

Ms. Jada Soto, daughter of Ada Gonzalez, asked on behalf of her mother, if the Board would be speaking about her employment tonight.

XVIII. 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

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public hearing. (9) Proceedings that could result in a suspension, civil penalty, or loss of a license or permit.

Close Executive Session: 9:23 PM

Unanimous Vote: Motion: Joshua Bishop, Second: Hector Bonilla, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

Discuss: Attorney-client Privilege
Collective Bargaining
Personnel Matter
Potential Lease/Acquisition of Property
HIB Case

Return from Executive Session: 10:12 PM

Unanimous Vote: Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

Other Motions

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.

Motion: Joshua Bishop, Second: Reyes Ortega, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

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.

Motion: Hector Bonilla, Second: Reyes Ortega, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

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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.

Motion: Joshua Bishop, **Second:** Hector Bonilla, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

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

Motion: Hector Bonilla, **Second:** Claudine Bishop, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

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.

Motion: Jesenia Vargas, **Second:** Reyes Ortega, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

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

Motion: Hector Bonilla, **Second:** Joshua Bishop, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

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7. Move that the Board of Trustees affirm the HIB cases reviewed in Executive Session (Case 1, Case 2, and Case 3) by the Board of Trustees for the 2019 – 2020 school year.
Motion: Jesenia Vargas, **Second:** Joshua Bishop, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

8. Move that the Board of Trustees approve the Settlement agreement, recommended by Labor Counsel, Nicholas Repici, and Board Counsel Patricia Bombelyn, regarding the issue with the Health Reimbursement Accounts: AULEA v. AUL, Admin Law Case #edu-05990-2017s, before ALJ Buono; in the amount of \$49,655.00.

Motion: Joshua Bishop, **Second:** Reyes Ortega, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

9. Move that the Board of Trustees approve an After School Credit Recovery program for a total amount not to exceed \$33,600.00.

TABLED

Ms. Morales stated that this program is for all students who have failed to obtain the necessary credits for Math, Physical Education, English, and for Elective Courses.

Mr. Bishop feels that this can distract students from going to summer school. He suggested focusing on juniors and seniors. He also suggested that we explore the 3-4 PM hour to help these students.

10. Move that the Board of Trustees adopt the recommendation of the Lead Person that Ada Gonzalez be continued on paid Administrative Leave until the next Board meeting scheduled for November 13, 2019.

Motion: Joshua Bishop, **Second:** Reyes Ortega, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Abstain, Hector Bonilla Yes, Reyes Ortega Yes.

XIX. ADJOURNMENT 10:40 PM

Motion: Joshua Bishop, **Second:** Reyes Ortega, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Hector Bonilla Yes, Reyes Ortega Yes.

