

**ACADEMY FOR URBAN LEADERSHIP  
BOARD MEETING MINUTES  
NOVEMBER 13, 2019  
6:30 PM**

**I. CALL TO ORDER: 7:38 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 - Excused
Claudine Bishop	Present
Hector Bonilla	Absent - Excused
Elba Ceballo	Absent - Excused
Reyes Ortega	Present
Michelle Roman	Present
Stephanie Valdiviezo	Present

**Additional attendees:**

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

**V. APPROVAL OF MINUTES**

Move that the Board of Trustees approve the Special Board Meeting Minutes dated October 2, 2019 and the Regular Board Meeting Minutes dated October 30, 2019.

**Motion: Michelle Roman, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.**

**VI. PRESENTATION**

**Financial Audit Presentation FY2018-2019**

Ms. Leonora Galleros, CPA of Galleros Robinson CPA's, LLP presented a summary of the FY2018 – 2019 audit results to the Board members. Ms. Galleros stated that there was no material

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weakness noted during the audit. For all requests made, Ms. Galleros advised that Galleros Robinson CPA's, LLP received the full cooperation of administration, Mr. Rosa, and the office staff.

Ms. Galleros provided an audit overview on the General, Revenue, and Governmental Funds; the statement of revenues, expenditures and a decrease in the unrestricted fund balance; and findings.

Ms. Galleros advised that the reports to the State of New Jersey must be submitted by December 5, 2019.

**H.E.R.O.**

Motion made to amend the agenda on moving the Human Resources and Recognition Motion #3 to this portion of the meeting.

**Motion: Jesenia Vargas, Second: Michelle Roman, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.**

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

**Human Resources and Recognition**

3. Move that the Board of Trustees approve the attached resolution in recognition of the following staff members for having perfect attendance in October, 2019.
  - a. Iris Cardona – Lunch Aide
  - b. Altagracia Diaz Hernandez – Paraprofessional
  - c. Jim Dino – Teacher
  - d. Thomas Dowling – Teacher
  - e. Timothy Gigl – Teacher
  - f. Susan Ho – Guidance
  - g. Douglas Kelly – Vice Principal
  - h. Cornelius O'Keefe – Teacher
  - i. Rafael Puntiel – Custodian
  - j. Peter Salek-Nejad – Supervisor of Curriculum and Instruction
  - k. David Sweatte – Teacher

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I. Matthew Yard – Teacher

**Motion:** Joshua Bishop, **Second:** Reyes Ortega, **Roll Call:** Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Motion made to 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, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

**VII. CORRESPONDENCE**

None

**VIII. PUBLIC COMMENT #1**

None

**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.

**X. LEAD PERSON'S REPORT**

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

- Ms. Morales advised that she had attended the ASCD Conference on Educational Equity last week in Baltimore. This conference provided the latest information on effective educational practices designed to bring equity for all students.
- Ms. Morales stated that this week Middlesex County College held an Instant Decision Day at AUL. Twenty-four seniors were accepted to the college. Ms. Morales mentioned that two more colleges will be coming to AUL for instant decision days. One college will be at AUL this Friday and another college one day next week.
- There will be eleven students participating in the Princeton Model United Nations Conference beginning tomorrow. Ms. Morales advised that the students were assigned the country of Italy and they had practiced last week when school was closed.

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- Ms. Morales stated that Mrs. Nabaneeta Mukherjee was confidentially nominated in April for the 2019 New Jersey Exemplary Educator Program. The State of New Jersey sent a letter on November 1, 2019, along with a certificate of recognition, notifying Ms. Morales that Mrs. Mukherjee has advanced to the second round.
- Ms. Morales advised that the ESSA report was received. The report indicated that some areas showed ELA student growth. Math scores were up from last year.
- Ms. Morales advised that AUL was awarded the EduJedi Gainers award. As the IT program is moving forward, this achievement shows the use of technology to help student learning. Mr. Williams will be attending the conference next week to accept this award on behalf of AUL.
- Ms. Morales stated that she had a V-Lab conference call last week. This system would offer an opportunity for middle school and high school students to receive free virtual science labs.
- Ms. Morales advised that Mr. Syed, Student Government advisor, is encouraging students to become student representatives at the Board meetings. Students could take turns attending the meetings.
- AUL's Introduction to Law students heard a presentation by an immigration lawyer this week. The students asked excellent questions. Next semester, there are plans for the Law and Criminology class to have a presentation by another attorney.
- Mr. Bishop asked about the absence of a teacher representative. Ms. Morales noted that this is a matter needing to be revisited. Teachers could also attend Board meetings on a rotating basis.

**XI. STUDENT REPRESENTATIVE'S REPORT**

None

**XII. PARENT REPRESENTATIVE'S REPORT**

None

**XIII. TEACHER REPRESENTATIVE'S REPORT**

None

**XIV. BOARD PRESIDENT'S REPORT**

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

Mr. Galleno thanked all in attendance for coming out to the meeting this evening and for the continued dedication of the Board of Trustee members.



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**XV. OLD BUSINESS**

None

The Lead Person recommends the following items for approval:

**XVI. MOTIONS – Consent Agenda**

Move from Consent Agenda to Other Motions Item #7 under Academic Excellence; Item #2 under Human Resources and Recognition; Item #4 under Finance and Facility Planning.

Motion Items #1-6 and #8-10 under Academic Excellence; Motion Items #1 and #4 under Human Resources and Recognition; Motion Items #1-3 under Finance and Facility Planning; Motion Item #1 under Executive Team.

**Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.**

**Academic Excellence**

1. Move that the Board of Trustees approve the Professional Development for Mabel Leonardo to attend the “Special Education County Meeting” workshops on November 22, 2019, December 17, 2019, January 15, 2020, February 18, 2020, March 18, 2020, April 20, 2020, and May 20, 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.*
2. Move that the Board of Trustees approve the Professional Development for Brittany Morgan to attend the “Build Social-Emotional Learning & Critical Thinking Via Writing: Structured Writing Instruction that Works” workshop on December 12, 2019 and December 13, 2019 for an amount not to exceed \$550.00 (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.*
3. Move that the Board of Trustees approve the Professional Development for Abraham Williams to attend the “NJASA Techspo” technology conference from January 30, 2020 to January 31, 2020 for an amount not to exceed \$670.00 (Registration Fee: \$475, Accommodations: \$120, and Other (Food, Mileage, Toll, etc.) \$75.00). *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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4. Move that the Board of Trustees approve the Professional Development for Mabel Leonardo to attend the "16<sup>th</sup> Annual Suicide Prevention" conference on December 5, 2019 for an amount not to exceed \$95.00 (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.*
5. Move that the Board of Trustees approve the Professional Development for Douglas Kelly to attend the "16<sup>th</sup> Annual Suicide Prevention" conference on December 5, 2019 for an amount not to exceed \$95.00 (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 Margaret Morales, Peter Salek-Nejad, Roseann Berberich, Munira Jamali, and April Gardner to attend the "Connected Action Roadmap" workshop on January 27, 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.*
8. Move that the Board of Trustees approve the Basketball Team to participate in the Holiday Basketball Tournament at KIPP NJ Newark Collegiate Academy (129 Littleton Avenue, Newark, NJ 07103) from December 26, 2019 to December 28, 2019 for an entry fee of \$200.00 under the supervision of Alex de Los Santos.
9. Move that the Board of Trustees approve the Basketball Team to participate in the Holiday Basketball Tournament at Somerset County Vocational & Technical Schools (14 Vogt Drive, Bridgewater, NJ 08807) on December 13, 2019 for an entry fee of \$350.00 under the supervision of Alex de Los Santos.
10. 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>Transportation Cost</u>	<u>Entry Cost</u>	<u>Total Cost</u>
Roseann Berberich	December 6, 2019	<b>State House Express</b> <b>New Jersey State House</b> 125 W State Street Trenton, NJ 08608	9:00am – 2:00pm	\$395.00 (Reimbursed by Rutgers)	50 Students (9 <sup>th</sup> – 12 <sup>th</sup> grades) And 5 Chaperones  No Cost	\$395.00
Penelope Vlastaras	March 30, 2020	<b>PAPERS Grant Trip</b> <b>Meadowlands Environmental Center</b> 2 De Korte Park Plaza Lyndhurst, NJ 07071	8:30am – 2:30pm	\$1,185.00	100 Students (7 <sup>th</sup> Grade) And 10 Chaperones  No Cost	\$1,185.00 (Paid with PAPERS Grant Funds)
Penelope Vlastaras	April 27, 2020	<b>PAPERS Grant Trip</b> <b>Meadowlands Environmental Center</b> 2 De Korte Park Plaza Lyndhurst, NJ 07071	8:30am – 2:30pm	\$1,185.00	100 Students (8 <sup>th</sup> Grade) And 10 Chaperones  No Cost	\$1,185.00 (Paid with PAPERS Grant Funds)
Penelope Vlastaras	May 4, 2020	<b>PAPERS Grant Trip</b> <b>Meadowlands Environmental Center</b> 2 De Korte Park Plaza Lyndhurst, NJ 07071	8:30am – 2:30pm	\$1,185.00	100 Students (9 <sup>th</sup> Grade) And 10 Chaperones  No Cost	\$1,185.00 (Paid with PAPERS Grant Funds)

**Human Resources and Recognition**

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

<b>Name</b>	<b>Program</b>
Munira Jamali	Math
Diana Collazo	English



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4. Move that the Board of Trustees approve the following personnel for the coach stipend positions for the 2019 – 2020 school year:

Name	Position
Derrick Eatman	Head Girls Basketball

**Finance and Facility Planning**

1. Move that the Board of Trustees approve Fund 10 General Warrants List for October 31, 2019 – November 13, 2019 in the amount of \$163,762.96.
2. Move that the Board of Trustees approve the Payroll Report for October 30, 2019 for \$290,984.78.
3. Move that the Board of Trustees approve the membership with the New Jersey Charter Schools Association for the 2019 – 2020 school year in an amount not to exceed \$7,200.00.

**Executive Team**

1. Move that the Board of Trustees approve the School Safety and Security Plan Annual Review Statement of Assurance for final submission to the NJDOE by November 30, 2019.

**Other Motions**

1. Move that the Board of Trustees approve the Audited Financial Statements as of June 30, 2019 to Report on December 5, 2019 to the State of New Jersey the Comprehensive Annual Financial Report (CAFR), Audit Synopsis, and Auditor's Management Report (AMR).

**Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.**

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

**Motion: Jesenia Vargas, Second: Reyes Ortega, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.**

3. Move that the Board of Trustees approve the following staff members for the After School Credit Recovery program at a rate of \$40 per hour for a total amount not to exceed \$33,600.00.

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- a. Saad Syed – Science
- b. Jaime Steward – Social Studies
- c. Timothy Gigl – Social Studies
- d. Joshua Heller – Music
- e. Nabaneeta Mukherjee – Science
- f. Deblina Mukherjee – Science
- g. Brittany Morgan – English
- h. Bernadette Gioia – Social Studies
- i. Roseann Berberich – Social Studies
- j. Diana Collazo – English

**Motion: Reyes Ortega, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdieviezo Yes.**

4. Move that the Board of Trustees approve the following resignation (*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. Rafiqui Majumder, Math Teacher, received on 11/1/2019

**Motion: Joshua Bishop, Second: Reyes Ortega, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdieviezo Yes.**

5. Move that the Board of Trustees approve the budget line transfers for November, 2019.

**Motion: Joshua Bishop, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdieviezo Yes.**

**XVII. PUBLIC COMMENT #2**

None

**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

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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: 8:45 PM

Unanimous Vote: Motion: Michelle Roman, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Discuss: Attorney-client Privilege  
Collective Bargaining

Return from Executive Session: 9:23 PM

Unanimous Vote: Motion: Claudine Bishop, Second: Michelle Roman, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Return to Close Executive Session: 9:23 PM

Unanimous Vote: Motion: Michelle Roman, Second: Claudine Bishop, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Discuss: Potential Lease or Acquisition of Property

Return from Executive Session: 9:26 PM

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Unanimous Vote: Motion: Joshua Bishop, Second: Reyes Ortega, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Other Motions

6. Move that the Board of Trustees approve the settlement agreement with AULEA vs. AUL under Docket #CO-2017-090 involving calendar issue from 2015 – 2016 school year.

Motion: Michelle Roman, Second: Jesenia Vargas, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Mr. Galleno asked if there are any recommendations on Ada Gonzalez.

7. Move that the Board of Trustees upon the recommendation of the Lead Person terminate Ada Gonzalez immediately, with 60 days pay for failure to sign the FY2019-2020 employment contract.

Motion: Michelle Roman, Second: Reyes Ortega, Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Abstain, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.

Mr. Galleno read the timeline of events per the attached.

Mr. Galleno also added that all other twelve month employees have signed their contact.

**XIX. ADJOURNMENT 9:39 PM**

Motion: Reyes Ortega, Second: Michelle Roman Roll Call: Edgardo Galleno Yes, Joshua Bishop Yes, Jesenia Vargas Yes, Claudine Bishop Yes, Reyes Ortega Yes, Michelle Roman Yes, Stephanie Valdiviezo Yes.





## AG

### Timeline

- August 31, 2019-contracts distributed to 12-month employees
- September 3, 2019-original date on contract to be signed and returned
- September 10, 2019-date extension provided to all 12-month employees to sign and return contracts
- September 11, 2019-Board of Trustees Meeting: all but 3 employees had signed and submitted contracts as of this date
- September 11, 2019-BOT directed SBA to speak with reports specialist and Lead would speak with IT and AG regarding contracts, encouraging them to write their information for next year's contract and sign and submit current contract. They would be given until Friday, September 13, 2019, or be placed on administrative leave.
- September 12 and 13, 2019-two of the three employees signed and returned current contract
- September 13, 2019-third employee (AG) asked for an extension till Monday to type up her revised duties; extension was given by Lead
- September 16, 2019-AG did not submit her signed contract
- September 17, 2019-AG called out sick; email was sent to reminder her to submit signed contract; AG emailed back that she did not have access to do that at home; AG requested to meet with Lead the following day regarding her contract; Lead agreed to meet in the morning
- September 18, 2019-AG came to Lead's office to meet with her, along with AULEA President, brought handwritten job description notes and unsigned contract, stating she was not comfortable signing
- September 18, 2019-Lead told AG she would contact Board and get back to her
- September 18, 2019-Lead contacted Board attorney, and, as per 9/11 meeting, was instructed to place AG on administrative leave with pay; Lead waited until the end of the day, met with AG again, and then placed her on leave; AG was escorted out of the building
- November 13, 2019-AG still has not submitted signed contract

