



ACADEMY FOR URBAN LEADERSHIP
REGULAR BOARD MEETING MINUTES
612 AMBOY AVE., PERTH AMBOY, NJ
Tuesday, October 25, 2022
6:30 PM

I. The meeting was called to order at 6:55 pm and presided over by Mr. Bishop-Mbachu

In accordance with the provisions of the Open Public Meetings Act, *N.J.S.A. 10:4-6 et seq.*, notice of this meeting has been publicized by having the date, time and location of the meeting posted at the school, on the school website and advertised in the Home News Tribune which has been designated as the Board's official newspaper within the legal time required. Time will 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.

IV. ROLL CALL

Board Members		
Joshua Bishop-Mbachu, President	Present	
Lisette Vilanova, Vice President	Excused	
Stephanie Pabon, Corporate Secretary	Present	
Elba Ceballo, Trustee	Present	
Eloisa Hernandez, Trustee	Present	
Saad Syed, Trustee	Present	Left 8:20 pm; Returned 8:47 pm
Michelle Roman, Trustee	Present	
Additional Attendees:		
Dr. Jeff White, Chief Lead Administrator	Present	
Gail Long, Business Admin/Board Secretary	Present	
Dr. Elizabeth Duran Swinford, Principal	Present	
Tobi Knehr, Interim Administrator	Present	
Patricia Bombelyn, Board Attorney	Present	

V. APPROVAL OF MINUTES

Move that the Board of Trustees approve the special meeting minutes from September 2, 2022.

Motion: Ms. Pabon

Second: Mr. Syed

The Board had a brief discussion about voting on these. As some of the trustees had not attended some of the past meetings, it wouldn't make sense for them to vote on the minutes for a meeting they did not attend.

TABLED

Move that the Board of Trustees approve the regular meeting minutes from September 28, 2022.

Move that the Board of Trustees approve the regular meeting minutes from October 13, 2022.

Minutes could not be approved. They will be presented at the next meeting.

VI. CORRESPONDENCE

- a. AULCS 2022-2023 Attestation Virtual or Remote Instruction Programs – The county approved the school's plan for virtual or remote instruction which will be posted on the school's website.
- b. Youth Complex Groundbreaking Event - Governor Murphy – Dr. White attended the event earlier in the day (10/25) with Ms. Pena, the recruitment specialist. Governor Murphy was there and spoke about the improvements that will be made to the Veterans Memorial Youth League Complex in Perth Amboy.

VII. REPRESENTATIVES

- a. Parent Representative - None present
- b. Teacher Representative – None present
- c. Student Representative – Dr. Swinford gave a few updates about upcoming events. Speaking for 12th grade student, Gustavo Merino, she mentioned that the Haunted Hallway, and student government elections will be held in the next few days.

VIII. PUBLIC COMMENTS

The Board President invites members of the public to present any comments to the Board (limited to 3 minutes). No public comment

IX. PRESENTATIONS

- a. None for October 25, 2022
- b. Presentations for next month - November 16, 2022 - 21st Century Grant Program and Start Strong

X. RECOGNITION

- a. Dr. Swinford read the names of the staff members that had Perfect attendance for the month of September 2022. They are:

Last Name	First Name	Position Title	Campus
Bongart	Brandon	Social Studies Teacher	Main
Bonilla	Pedro	Custodian	Barclay
Florez	Santiago	Custodian	Main
Gioia	Bernadette	Social Studies Teacher	Main
Kalnell	Samuel	Social Studies Teacher	Barclay
Lombardo	Antonio	Science Teacher	Barclay
Maloney	James	Science Teacher	Main
Puntiel	Rafael	Custodian	Main
Spero	Ryan	Social Studies Teacher	Main

Vasquez	Marcos	Performing Arts Teacher	Main
Williams	Abraham	Information Technology	Main
Zarifyan	Olga	Math Teacher	Barclay

- b. Mrs. Rose Ann Berberich was recognized as SY 2022-2023 Teacher of the Year. Mrs. Berberich is one of the founding teachers at AUL.
- c. Mr. Fausto Sosa was recognized as SY 2020-2023 Educational Services Professional of the Year. Mr. Sosa is Head Custodian.

Dr. White went on to describe the school wide recognition Ms. Berberich and Mr. Sosa received last week. The school had an “affirmation chair” whereas both employees sat in the front of the gym/auditorium and various staff members stood up and told them how they are valued and appreciated by the staff for their helpfulness and the fact that they always go above and beyond. The awards that they receive will be sent to the governor’s office and hopefully they will be recognized statewide for their dedication and accomplishments. The Governor’s Award is very prestigious and coveted throughout the state

XI. CHIEF LEAD ADMINISTRATOR’S REPORT

Dr. White read the highlights from his written Lead report which included the enrollment count of 377 students. Trustee Roman requested a report about student recruitment.

XII. COMMITTEE REPORTS

- Academic Excellence – Eloisa Hernandez – Items that the committee discussed are reflected in the agenda and the motions.
- Human Resources and Recognition – Michelle Roman said that there were 2 HR meetings this month, the Para hired last month rescinded, and the results of the most recent exit interviews was discussed.
- Finance and Facilities – Lisette Vilanova was not present at the meeting. Joshua Bishop gave the committee report in her absence. He said that Mr. Williams attended the Finance committee meeting and shared the 3 Year Technology Plan. Mr. Bishop also said that the 2022 audit is continuing
- Executive – Joshua Bishop-Mbachu said that the BA Search closes this Friday & they have candidates, and they will continue to update policies.

XIII. MOTIONS – Consent Agenda

The Chief Lead Administrator recommends the following items for approval:

Remove from Consent Agenda under Human Resources and Recognition, motion # 1.

Motion Items: Academic Excellence motions # 1-5; Finance and Facilities motions # 1 – 5; and Executive Team motion # 1 & 2.

Motion: Michelle Roman

Second: Stephanie Pabon

Roll Call Vote:

Joshua Bishop-Mbachu: Yes, Stephanie Pabon: Yes, Eloisa Hernandez: Yes, Elba Ceballo: Yes, Michelle Roman: Yes, Saad Syed: Yes

Yes: 6, Abstained: 0, Opposed: 0

Motions Passed

Academic Excellence

1. Move that the Board of Trustees approve the following Professional Development:

Staff	Position	PD	Date	Cost
RoseAnn Berberich	Social Studies Teacher	NCSS Conference	December 2,3 & 4, 2022	\$425 including reimbursement for travel

2. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following field trip:

Location	Date	# of Students/Staff	Responsible Person	Cost
NJ Statehouse	12/6/2022	35 students	RoseAnn Berberich	\$550 bus cost

3. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve a contract with Mandatory Wellness at a cost of \$40,000 for the 2022/2023 school year for Social Emotional Learning.
4. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the Memorandum of Agreement with Passion Care as part of the Multi-Tiered Support System.
5. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the Memorandum of Understanding with Navigate 360 for remote Social Emotional support for students.

Human Resources and Recognition

Finance and Facilities

1. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the Bill List for the period from 8/25/22 – 9/28/22

Payroll 9/30/22	\$217,266.06
Payroll 10/15/22	\$227,621.70
Warrants	<u>\$42,288.57</u>

Sub-Total: \$487,176.33

Barclay Rent Not approved 9/28/22

Checks 9387 & 9388 \$10,207.12

Total \$497,383.45

2. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve contract with Andrew Street LLC for professional services for 21st Century grant from 9/1/22 – 8/31/23 at an annual cost of \$9,600
3. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve a contract with MRDA for grant writing from 9/1/22 to 8/31/23 in the amount of \$43,200; \$3,600 per month; \$900 per day.
4. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve a contract with MRDA for 21st Century Community Learning Centers Evaluation from 9/1/22 – 8/31/23 in the amount of \$22,500; payable in three payments over the year for three payment of \$7,500
5. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve revision of the percentages charged to the Title I grant

Robert Hagan	64% Title I
Olga Zarifyan	61% Title I

EXECUTIVE TEAM

1. Move that the Board of Trustees approve the second reading of the following Policies:

P0143.2	HS Student Representative to the Board of Education
P0163	Quorum
P1511	Board of Education Website Accessibility

2. Move that the Board of Trustees approve the first reading of the following Policies & Regulations

P 5512	Amendments to the Anti-Bullying Bill of Rights (M)
P 24150.05	Student Surveys, Analysis, Evaluations, Examinations, Testing, or Treatment (M) (Revised)
P & R 2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries (M) (Revised)
P 2451	Adult High School (M) (Revised)
R 2460.30	Additional/Compensatory Special Education & Related Services (M) (New)
P 2622	Student Assessment (M) (Revised)
R2622	Student Assessment (M) (New)

XIV. MOTIONS REMOVED FROM CONSENT AGENDA:

1. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following correction on HR resolution # 14 from 9/28/2022 21st Century Program Assumption School beginning September 1, 2022.

Name	Position	S/B Stipend (not hourly)
Lissette Shumny	Site Coordinator for ACS	\$18,000 through 6/30/23

Motion: Ms. Hernandez **Second:** Ms. Pabon **Voice Vote:**

All in Favor: 6: Mr. Bishop-Mbachu, Ms. Pabon, Ms. Hernandez, Ms. Ceballo, Ms. Roman, Mr. Syed; 0 Abstained: 0; Opposed: 0

Motion Passed

XV. 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.

Discussion Items:

1. Attorney Client Privilege
2. Ongoing Litigation: Kelly vs AUL
3. Ongoing Litigation: Lopac vs AUL – Ms. Hernandez left room for this discussion

Motion: Ms. Ceballo; Second: Ms. Hernandez

Voice Vote: All in Favor: 6; Opposed: 0

The Board went into Executive Session at 7:43 pm.

Motion: Elba Ceballo; Second: Ms. Hernandez

Voice Vote: All in Favor: 6; Opposed: 0

The Board came out of Executive Session at 8:17 pm

The Board needed to go into a **second Executive Session** to cover these topics:

1. Attorney Client Privilege
2. Personnel – Mr. Syed left room for this discussion

Motion: Ms. Roman; Second: Ms. Ceballo

Voice Vote: All in Favor: 5; Abstained: 1; Opposed: 0

The Board went into Executive Session at 8:20 pm.

Motion: Ms. Roman; Second: Ms. Ceballo

Voice Vote: All in Favor: 5; Abstained: 1; Opposed: 0

The Board came out of Executive Session at 8:40 pm

XVI. OTHER MOTIONS

7. Whereas the Board hired the law firm of Nirenberg and Varano to continue investigations into a series of administrative personnel matters that arose after the initial investigation report of Nirenberg and Varano dated, January 11, 2022, as follows:

the February 17, 2022 Addendum to the Report of Investigation dated January 11, 2022; and

the April 22, 2022 Report of Investigation Pertaining to the March 4, 2022 Hostile Work Environment Complaints of an Administrator against another Administrator; and

the April 22, 2022 Report of Investigation Pertaining to the March 25, 2022 Hostile Work Environment Complaints by a teacher against an Administrator; and

the April 22, 2022 Report of Investigation Pertaining to the April 11 and 12, 2022 Complaints of Harassment and Retaliation by Administrator against another Administrator; and

the June 16, 2022 Report of Investigation Pertaining to the May 5, 2022 Complaint of an Administrator against another Administrator as to alleged inappropriate handling of parent complaint; and

the July 27, 2022 Report of Investigation Pertaining to the April 11, 2022 Claim of Gender Discrimination by Administrator; and

the June 24, 2022 Report of Investigation Pertaining to the April 22, 2022 to May 12, 2022 Complaints of Harassment and Hostile Work Environment by an Administrator against another Administrator; and

the July 21, 2022 Report of Investigation Pertaining to the May 31, 2022 Complaint that an Administrator engaged in Inappropriate Conduct and Use of Language with a Student; and

the September 30, 2022 Report of Investigation Pertaining to the June 10, 2022 Complaint of Discrimination and Retaliation of an Administrator against the Board of Trustees in connection with the Board's action as to that Administrator on May 12, 2022; and

Whereas, the Board has reviewed all of the aforementioned Investigation Reports;

The Board hereby resolves to adopt the determinations contained in the said investigation reports, and refers to the Lead Person/Chief School Administrator, the notification of personnel as to the relevant determinations of said investigation reports and, in the discretion of the Lead Person/Chief School Administrator, the implementation of any corrective action and/or consequences based upon any determinations of violations of school policy in said investigation reports.

Motion: **Ms. Hernandez**

Second: **Ms. Roman**

Roll Call Vote:

Joshua Bishop-Mbachu: Yes, Stephanie Pabon: Yes, Eloisa Hernandez: Yes, Elba Ceballo: Abstained, Michelle Roman: Yes

Yes: 4, Abstained: 1, Opposed: 0, Absent: 2

Motion Passed

1. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following appointment prorated:

Position	Name	Annual Salary	10/12 Month Employee	Start
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Social Worker	Delores Johnson	\$60,000	10 Month Employee	1/3/2023
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Motion: Ms. Roman**Second: Ms. Hernandez****Voice Vote:**

All in Favor: 6: Mr. Bishop-Mbachu, Ms. Pabon, Ms. Hernandez, Ms. Ceballo, Ms. Roman, Mr. Syed; 0 Abstained: 0; Opposed: 0

Motion Passed

2. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve additional bill list for October 25, 2022:

Warrants # 09405 - 09453	\$251,076.04
Food Service	\$17,222.65
Non-Checks N1325-N1326	\$1,285.17
Total	\$269,583.86

Motion: Ms. Roman**Second: Mr. Syed****Voice Vote:**

All in Favor: 6: Mr. Bishop-Mbachu, Ms. Pabon, Ms. Hernandez, Ms. Ceballo, Ms. Roman, Mr. Syed; 0 Abstained: 0; Opposed: 0

Motion Passed

3. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve a sub contract with STS- Sub Teacher Source for the 2022/2023 school year contingent upon legal review.

Motion: Mr. Syed**Second: Ms. Hernandez****Voice Vote:**

All in Favor: 6: Mr. Bishop-Mbachu, Ms. Pabon, Ms. Hernandez, Ms. Ceballo, Ms. Roman, Mr. Syed; 0 Abstained: 0; Opposed: 0

Motion Passed

4. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the period from July 1, 2021 – June 30, 2022.

Motion: Ms. Roman**Second: Mr. Syed****Voice Vote:**

All in Favor: 6: Mr. Bishop-Mbachu, Ms. Pabon, Ms. Hernandez, Ms. Ceballo, Ms. Roman, Mr. Syed; Abstained: 0; Opposed: 0

Motion Passed

5. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator accept the FMLA Leave extension for Pedro Bonilla from October 10, 2022 – November 14, 2022

Motion: Ms. Pabon

Second: Mr. Syed

Voice Vote:

All in Favor: 6: Mr. Bishop-Mbachu, Ms. Pabon, Ms. Hernandez, Ms. Ceballo, Ms. Roman, Mr. Syed; 0 Abstained: 0; Opposed: 0

Motion Passed

6. Move the Board of Trustees under the recommendation of the Chief Lead Administrator to approve the SY 2022-2023 Uniform Memorandum of Agreement between Education and Law Enforcement.

Motion: Ms. Hernandez

Second: Ms. Ceballo

Voice Vote:

All in Favor: 6: Mr. Bishop-Mbachu, Ms. Pabon, Ms. Hernandez, Ms. Ceballo, Ms. Roman, Mr. Syed; 0 Abstained: 0; Opposed: 0

Motion Passed

Move that the Board of Trustees approve the special meeting minutes from September 2, 2022.

Motion: Ms. Pabon

Second: Ms. Hernandez

The Board had a brief discussion about voting on the minutes. A sufficient number of trustees attended this meeting to vote on and approve the 9/2/22 minutes.

Roll Call Vote:

Joshua Bishop-Mbachu: Yes, Stephanie Pabon: Yes, Eloisa Hernandez: Yes, Elba Ceballo: Abstained, Michelle Roman: Abstained, Saad Syed: Yes

Yes: 4, Abstained: 2, Opposed: 0; Absent: 1

Motion Passed

XVII. PUBLIC COMMENTS

The Board President invites members of the public to present any additional comments to the Board. No Comments

XVIII. ADJOURNMENT

The Board President entertained a motion to adjourn the meeting. Ms. Roman made a motion to adjourn the meeting. Ms. Hernandez seconded the motion and the meeting was adjourned at 9:15 pm.

Respectfully submitted,

Gail Long
Board Secretary