



ACADEMY FOR URBAN LEADERSHIP
REGULAR BOARD MEETING MINUTES
612 AMBOY AVE., PERTH AMBOY, NJ
Wednesday, December 21, 2022

I. The meeting was called to order at 6:41 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:

Board Members		
Joshua Bishop-Mbachu, President	Present	
Lisette Vilanova, Vice President	Present	
Stephanie Pabon, Corporate Secretary	Excused	
Elba Ceballo, Trustee	Present	Arrived 6:57 pm
Eloisa Hernandez, Trustee	Present	
Saad Syed, Trustee	Present	
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	Excused	
Tobi Knehr, Interim Administrator	Excused	
Patricia Bombelyn, Board Attorney	Excused	
Nathaniel Higgins, Dean of Culture & Climate	Present	
Cathleen Stone Joseph – Dean of Academics	Present	

V. APPROVAL OF MINUTES

The minutes were not approved at this meeting.

VI. CORRESPONDENCE

No correspondence.

VII. REPRESENTATIVES (Approximately 3-5 Minutes Each)

- Parent Representative – No representative in attendance
- Student Representative – Aldrick Franco spoke about what was going on in the school. He said there was a recent blood drive at the school – about 30 people gave blood. He asked when the school would make the changes the student body had been asking for specifically about the uniforms. Board President Bishop told him that it would require a change in board policy that would take three meetings to be adopted, but that the school was working on it and it would probably go into effect at the beginning of the next school year. There was a field trip to the Thomas Edison Museum in West Orange. Mr. Franco responded that student morale is on the rise when asked by a Board member. However, the meals and the uniforms are problems.
- Teacher Representative – Manuela Jimenez was the Teacher representative. She talked about the PLC and the value of peer support in the classroom which is working and is

meaningful. She mentioned that teachers are burnt out and would like to leave earlier – by 3 pm. Though she did not agree with this, she did suggest that if the teacher's day ended 15 minutes earlier, that might be appreciated.

VIII. PUBLIC COMMENTS

The Board President invites members of the public to present any comments to the Board (limited to 3 minutes).

1. Issac Velez, a 10th grader asked about uniforms and how long it had been an issue. He wanted to know what type criteria would need to be followed for the school to make the changes. Board members assured him that students' concerns would be addressed.

IX. PRESENTATIONS

- a. Solanyi Pena gave a presentation on student recruitment. At present, the school has 378 students. She attends events in the community to get the word out about the school. The lottery is planned for some time in the week of March 10 – 17. Board members suggested that more student engagement may help the process, and it was also suggested that the school have a Science Fair.
- b. Start Strong – Dr. White said that the test was given October 2022. Board members wanted to know how our test data compares. Start Strong provides a snapshot of student performance at the beginning of the year. It will be given again next year so the comparison is year after year. Dr. White had two of the other administrators, Mrs. Stone-Joseph and Mr. Higgins give a brief presentation.
 1. Mrs. Stone Joseph, the Dean of Academics is working on consolidating the curriculum. Some items need to be modified by March 2023. She is conducting a curriculum audit through the PLC.
 2. Mr. Nathaniel Higgins, the Dean of Culture and Climate is focusing on safety and is building trust with the students. Teachers feel like they have support. He is using the positive reward system with the Jaguar points where students can wipe out demerits with good behavior. He is doing sectional seating in the lunchroom; he will get board games. He also wants to get colleges to come to AUL. Board VP Ms. Vilanova asked if there was a policy on the PBSIS. Mr. Higgins was given the task to formally develop a written overview and procedure of the Jaguar Points Program.

X. RECOGNITION

Dr. White recognized Issac Velez, the 10th grade student in attendance at this meeting.

XI. CHIEF LEAD ADMINISTRATOR'S REPORT

Dr. White gave highlights of his monthly written report.

XII. COMMITTEE REPORTS

- Academic Excellence – Eloisa Hernandez – The Academic Excellence committee met this month. The information they discussed was in the presentations and on the agenda. She wanted to know more about SEL (Social Emotional Learning)
- Human Resources and Recognition – Michelle Roman – The HR committee also met this month. Everything discussed is in the agenda. Board President Mr. Bishop wants the committee to determine why so many candidates listed for appointment are rescinding. He wants to know what the process is.
- Finance and Facilities – Lisette Vilanova – Much of what was discussed at the Finance committee which met this month, is on the agenda. Ms. Vilanova asked for clarification from Ms. Long on the RFP process for Substitute Teachers. Ms. Long said that the RFP would go out next month, and that AUL may need to use more than 1 vendor if they cannot get enough teachers from the 1.
- Executive – Joshua Bishop-Mbachu talked about a meeting to discuss the next steps regarding the BA search.

XIII. MOTIONS – Consent Agenda

The Chief Lead Administrator recommends the following items for approval:

Remove from Consent Agenda under Human Resources motion # 5, from Finance and Facilities, motion # 5, and from Executive Team, motion # 2.

Motion items: Academic Excellence motions # 1 – 3; Human Resources motion # 1 - 4, 6 & 7; Finance and Facilities motion # 1 – 4, and 6; Executive Team motion # 1.

Motion: Ms. Roman

Second: Ms. Vilanova

Roll Call Vote:

Mr. Bishop-Mbachu: Yes, Ms. Vilanova: Yes, Ms. Hernandez: Yes, Ms. Roman: Yes, Ms. Ceballo: Yes, Mr. Syed: Yes.

Yes: 6, Abstained: 0, Opposed: 0

Motions Passed

Academic Excellence

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1. 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
Camden Adventure Aquarium	Tuesday, January 31, 2023	60 students from the 21 st Century afterschool program; all grades; 6 chaperones	Blanca Blanco	\$11.73 per student; Admission: \$819.74; 2 buses, \$625 each; Bus cost \$1,250
Middle School Day of Dialogue to be held at South River Middle School in South River NJ	Wednesday January 18, 2023	12 students and 4 adults from MS	Tobi Knehr	No Cost
High School Day of Dialogue to be held at South River Middle School in South River NJ	Thursday January 19, 2022	3 students per grade/12 students & 4 adults from HS	Tobi Knehr	No Cost

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

Staff	PD	Date	Cost
Ms. Blanco, Mr. Kalnell, Ms. Speicker, & Ms. Stark, Ms. Gioia, Ms. Jimenez, Ms. Stone Joseph, Mr. Vazquez	Faculty Training for the Day of Dialogue at South River HS in South River, NJ	Friday, January 6, 2023	No Cost

3. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve additional boys and girls basketball schedule for the 2022/2023 school year:

AULCS Winter Sports: 2022-23 Boys Basketball and Girls Basketball Schedules

	Boys Basketball		
15	1/23/23	American History	5:30 PM

16	2/20/23	Koinonia Academy	4:30 PM
	Girls Basketball		
15	1/23/23	American History HS	4:00PM
16	2/20/23	Koinonia Academy	6:00 PM

Human Resources and Recognition

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

Employee Name	Position Title	Expected Salary	Start Date
Cara A. Kirner-Deperi	Guidance Counselor	\$61,000	1/3/2023

2. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following applicants for the AUL 2022-2023 21st Century Program at a cost of \$40 per hour.

Name:	Position:
Solanyi Pena	Arts & Crafts Club Activity Leader
Cassandra Shumny	Coding Activity Leader

3. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following separations for the 2022/2023 school year:

Winter Sports		
Name	Position	
Hura Blaine	Assistant Boys Basketball Coach	Rescind
Kevin Brown	Assistant Girls Basketball Coach	Rescind

4. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following separations for the 2022/2023 school year:

Name	Title	
Suzette Allan	Guidance Counselor	Rescind

6. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following job description:

Name	Title
National Junior Honor Society Advisor	Middle School Students/Campus

7. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following:

Sports		
Name	Position	
David Hannan	Assistant Boys Basketball Coach	\$4,500
Sarah Porter	Assistant Girls Basketball Coach	\$4,500
Kyle Fisher	Head Baseball Coach	\$7,500

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 12/1/22 – 12/21/22.

Payroll 12/15/22	\$276,994.78
Warrants checks 9509 – 9536	\$49,544.89
Non-checks	\$9,488.69
Food Service, check 1134-1136	<u>\$16,178.83</u>

Total: \$352,207.19

2. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator will hire David J. Allen to conduct six, one hour, Zoom sessions from Johannesburg, South

Africa for students and staff based on his experiences and his book ***Leadership In the Trees***, and in-person culminating Leadership Workshops over two days for students, teachers, staff and administrators either in March or April based on mutually developed schedule for a fee of \$3,000 including all travel and other costs.

3. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator apply to the US Department of Agriculture to fund a “Farm-to-School” planning grant. AULCS with community-based partners will explore ways to procure locally produced fruits and vegetables, develop an agriculture and nutrition-based standards-based curriculum, and plan hands-on experiential activities, such as school gardens, field trips to local farms, and cooking classes. Funding not to exceed \$50,000 over one year.
4. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator, AULCS will partner with the Children’s Financial Network to apply for a grant of \$10,000 PNC Bank Foundation grant to implement three program components designed to positively impact the financial well-being of students, teachers, and parents beginning in April 2023 extending through July 2023.
6. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the appointment of Edgar Leonardo, Part Time Bookkeeper, 12-month position at a salary of \$30,000 prorated from the beginning of the school year with an anticipated start date of 1/3/2023.

EXECUTIVE TEAM

1. Move that the Board of Trustees adopt 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)

END OF CONSENT AGENDA

XIV. ITEMS REMOVED FROM CONSENT AGENDA

From Finance and Facilities:

5. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the rate increase to \$15.98 for Irys Cardona, Lunch Aide effective for the 2022/2023 school year as per attached:

Motion: Ms. Roman **Second:** Ms. Ceballo **Voice Vote:**

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

Motion Passed

From Executive Team:

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

P5460	High School Graduation (M) (Revised)
P5541	Anti-Hazing (M) (New)
P8465	Bias Crimes and Bias Related Acts (M) (Revised)
R8465	Bias Crimes and Bias Related Acts (M) (Revised)
P9560	Administration of School Surveys (M) (Revised)

The Board did not have enough details on these Policies to vote on them. They will be re-presented at a later meeting.

Motion was not moved.

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. Personnel
3. HIB

Motion: Ms. Vilanova; **Second:** Ms. Hernandez

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

The Board went into Executive Session at 9:15 pm.

Motion: Ms. Roman; **Second:** Mr. Syed

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

The Board came out of Executive Session at 9:31 pm

XVI. ADDITIONAL ITEM REMOVED FROM CONSENT AGENDA**From Human Resources:**

5. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the following separation for the 2022/2023 school year:

Name	Title	Last Day of Service
Robert Hagan	English Teacher	12/9/2022

Motion: Ms. Hernandez

Second: Ms. Roman

Voice Vote:

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

Motion Passed

XVII. OTHER MOTIONS

1. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the MOU with Center for Supportive Schools (CSS) for educator training to hold a Day of Dialogue for schools in Middlesex County with the goal of bringing awareness to issues related to race, gender, and class at a cost of \$2,140.00.

Motion: Ms. Hernandez

Second: Mr. Syed

Voice Vote:

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

Motion Passed

2. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the proposal for Saturday School 2022-2023 from January 21, 2023, to April 1, 2023 at a cost of \$37,460 to be funded from the ARP ESSER and the Evidence Based Comprehensive Beyond the School Day grants.

Motion: Ms. Hernandez Second: Ms. Ceballo Voice Vote:

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

Motion Passed

3. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the AULCS School Reopening Plan for the 2022-2023 school year.

Motion: Ms. Roman Second: Ms. Vilanova Voice Vote:

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

Motion Passed

4. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the 2nd bill list: in the amount of \$109,365.72.

Motion: Ms. Vilanova Second: Ms. Roman

There was a discussion after this motion was moved. This 2nd bill list included a payment to Delta T in the amount of \$24,616.80. As an RFP was in the process of being advertised and the Board was also looking at the ESCNJ bid to comply with the Purchasing guidelines the decision was made to delay this payment until next month.

The motion was amended to approve the 2nd bill list in the amount of \$84,748.92 after removing check # 09547 in the amount of \$24,616.80.

Voice Vote:

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

Motion Passed

5. Move that the Board of Trustees under the recommendation of the Chief Lead Administrator approve the findings of the HIB incident dated 9/23/2022 which was unfounded.

Motion: Ms. Roman

Ms. Vilanova

Roll Call Vote:

Mr. Bishop-Mbachu: Yes, **Ms. Vilanova:** Yes, **Ms. Hernandez:** Yes, **Ms. Roman:** Yes, **Ms. Ceballo:** Yes, **Mr. Syed:** Yes.

Yes: 6, Abstained: 0, Opposed: 0

Motion Passed

6. Move that the Board of Trustees approve the Lead Evaluation Tool for the 2022/2023 school year.

Motion: Ms. Vilanova

Second: Ms. Roman

Voice Vote:

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

Motion Passed**XVIII. ADJOURNMENT**

The Board President entertained a motion to adjourn the meeting. Ms. Roman made a motion to adjourn the meeting. Mr. Syed seconded the motion, and the meeting was adjourned at 10:06 pm.

Respectfully submitted,

Gail Long
Board Secretary