



ACADEMY FOR URBAN LEADERSHIP
REGULAR SPECIAL BOARD MEETING MINUTES
612 AMBOY AVE. PERTH AMBOY, NJ
Wednesday, August 30, 2023
7:00 PM

I. CALL TO ORDER

The meeting was called to order at 7:22 PM.

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:

Mr. Joshua Bishop-Mbachu - President - Present
 Ms. Michelle Roman – Vice President - Present
 Mr. Saad Syed – Corporate Secretary - Present
 Ms. Eloisa Hernandez - Present
 Ms. Karina Lascano - Absent
 Ms. Yadira Puntiel - L 7:58 PM
 Mr. Ambiorix Ramirez - L 7:28 PM

Additional Attendees:

Dr. Natasha Howard - Interim Lead Administrator - Present
 Ms. Bernadette Pinto – Interim BA/Board Secretary - Present
 Ms. Tobi Knehr - Interim Middle School Administrator - Excused
 Ms. Joyel Fuges - Principal - Excused
 Ms. Lauren Gonzalez - Dean of Academics - Excused
 Ms. Patricia Bombelyn - Board Attorney - Excused

V. PUBLIC COMMENTS

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

VI. MOTIONS

1. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator and consistent with the Collective Bargaining Agreement, approve an additional 15% of their annual salary for teachers assigned a sixth teaching period for SY 2023-24.

Enny	Kelly	French Teacher	\$64,934	\$9,740
DeLos Santos	Juan	MS Math Teacher	\$77,500	\$11,625
Lombardo	Antonio	Science Teacher	\$66,180	\$9,927
Greenstein	Andrew	Social Studies Teacher	\$60,000	\$9,000
Spero	Ryan	English Teacher	\$66,795	\$10,019

Hannan	David	Health & PE Teacher	\$60,000	\$9,000
Jamali	Munira	Mathematics Teacher	\$91,344	\$13,702

Motion: Ms. Roman Second: Mr. Syed

All in Favor: 5: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

2. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following SY 2023-24 contract:

Discussion: Board members requested the hourly rate and there was discussion regarding the hourly rate and prorated salary provided. A motion was made to re-write the motion to reflect an \$18.50 hourly rate not to exceed an annual salary of \$37,500 effective 9.5.2023.

Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following SY 2023-24 contract at an hourly rate of \$18.50 not to exceed the annual prorated salary listed below:

Candidate Name	Position	Certification	Prorated Salary	Effective Date
Alberto Duran	IT Assistant (part-time)	NSE 1 and 2, A+, Google	\$37,500	8/25/23

Motion: Ms. Roman Second: Mr. Syed

All in Favor: 5: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

3. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the Agreement with Pressler Richardson Charter School Services (“Consultant”) at a rate of fee of \$41,400 (see attached) upon legal review.

Motion: Ms. Roman Second: Mr. Ramirez

All in Favor: 6: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

4. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator approve an additional 30 hours a month for School Business Administration, LLC not to exceed \$3,300/month to be inclusive of the new Subcontractor Hector Berrios.

Motion: Mr. Ramirez Second: Ms. Hernandez

All in Favor: 5: Mr. Bishop, Ms. Hernandez, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

5. Move that the Board of Trustees under the recommendation of the Interim Chief Administrator, move the starting time for all regularly scheduled Board Meetings to 7:00PM.

Motion: Mr. Ramirez Second: Ms. Hernandez

All in Favor: 5: Mr. Bishop, Ms. Hernandez, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

6. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following Professional Development:

Professional Development	Staff Members	Dates	Cost
NJ Science Convention	Nabaneeta Mukherjee	10/17-18	\$325.00 (General Funds)

Motion: Mr. Syed Second: Ms. Hernandez

All in Favor: 6: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

7. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following Professional Development:

Professional Development	Staff Member	Dates	Cost
USDA FNS Farm to Table Grantee Convening	Blanca Blanco	Sept 13-15	\$1,650.49 (Funded Farm to Table Grant)

Motion: Mr. Syed Second: Ms. Hernandez

All in Favor: 6: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

VII. 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.

Personnel Matters

The Board went into Executive Session at 8:06 pm.

Motion: Ms. Roman Second: Ms. Hernandez

Voice Vote All In Favor: 6; Opposed: 0

The Board came out of Executive Session at 9:36 pm.

Motion: Mr. Syed Second: Ms. Roman

Voice Vote All In Favor: 4; Opposed: 0

2. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the change in position for Lauren Gonzalez from Interim Dean of Academics to Director of Curriculum, Assessment, & Support Services with an annual salary of \$121,000.

Motion: Ms. Roman Second: Mr. Syed

All in Favor: 5: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 1 Motion Passed

8. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve a salary increase of \$7500 for Principal Joyel Farges to an annual salary of 132,500.00.

Motion: Ms. Roman Second: Mr. Syed

All in Favor: 6: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

9. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve a salary increase of \$11,000 for MS Administrator Tobi Knehr to and annual salary of 121,000.

Motion: Ms. Roman Second: Mr. Ramirez

All in Favor: 6: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

10. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the Organization Chart for the 2023-2024 School Year.

Motion: Ms. Roman Second: Mr. Ramirez

All in Favor: 6: Mr. Bishop, Ms. Hernandez, Ms. Puntiel, Mr. Ramirez, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed

VIII. ADJOURNMENT

The Board President entertained a motion to adjourn the meeting at 9:47 pm.

Motion: Ms. Hernandez Second: Mr. Syed

All in Favor: 4: Mr. Bishop, Ms. Puntiel, Ms. Roman, Mr. Syed;

Abstained: 0; Opposed: 0 Motion Passed