



ACADEMY FOR URBAN LEADERSHIP
REGULAR BOARD MEETING MINUTES
612 AMBOY AVE. PERTH AMBOY, NJ
Wednesday, SEPTEMBER 27, 2023
7:00 PM

I. CALL TO ORDER

The meeting was called to order at 7:01 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 - Excused
Ms. Karina Lascano - Absent
Ms. Yadira Puntiel - Present
Mr. Ambiorix Ramirez - Excused

Additional Attendees:

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

V. APPROVAL OF MINUTES

1. Move that the Board of Trustees approve the regular and closed session meeting minutes from August 23, 2023.- Tabled
2. Move that the Board of Trustees approve the regular and closed session meeting minutes from August 30, 2023.- Tabled

VI. CORRESPONDENCE

1. OPRA from NJEC

VII. PUBLIC COMMENTS

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

Ms. Janna Straden, parent, thanked the Board for the uniform change. In addition, she spoke about the 3-4 pm being mandatory for students. She requested that more notice be provided via emails and correspondence to parents on a regular basis.

Ms. Rachel Rumlin, parent, requested that parents be shared messages as to when the Board meetings are being held via parent email. She spoke about the Math teacher not being able to speak English properly and that students were having trouble due to the language barrier. In addition, she mentioned the cell phone policy and that there should never be a reason why a teacher should feel they can touch her child. Her last concern was regarding when she asked her child what they learned they responded nothing.

Mr. Charles Rumlin, parent, stressed the importance of teachers being able to communicate with students despite disabilities.

VIII. PRESENTATIONS (Approximately 10 Minutes)

IX. INTERIM CHIEF ADMINISTRATOR'S REPORT

X. COMMITTEE REPORTS

- Academic Excellence
- Human Resources and Recognition
- Finance and Facilities
- Executive

XI. MOTIONS

The Interim Chief Administrator recommends the following items for approval:

Academic Excellence

1. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the Memorandum of Understanding with Middlesex College for the 2023-24 academic year dual enrollment program.
2. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following professional development requests:

Professional Development	Staff Members	Date(s)	Location	Cost
NJ Family Leave Act/Federal Family Medical Leave Act workshop	Miriam Rodríguez Nelsy Soto (HR office)	Oct. 13, 2023	Ocean County College, Toms River, NJ	\$338.19 General Funds
HESAA School Counselor FASFA Training Workshop	K. Howlett	Oct. 11, 2023	Brookdale Community College, Lincroft, NJ	No Cost
NJ Principal and Supervisors Association Fall	Pratima Roy	Oct. 11 - 12, 2023	Atlantic City, NJ	Paid leave (coverage)

Conference – presenter: Making Excellence Happen				
MBK PD/ Mr. John Brooks	All Staff	Oct. 5, 2023	AUL	\$3000
HIB Training	Kelly Howlett M. Leonardo	Oct. 2, 2023	Ocean County College, Toms River, NJ	2 x \$145 = \$290
HIB Training	Emma Stark Lauren Rosenfield	Oct. 4, 2023	Ocean County College, Toms River, NJ	2 x \$145 = \$290
Traumatic Loss Coalition (TLC) Monthly Meeting	Mable Leonardo Lauren Rosenfield	9/29/23, 10/27/23, 11/17/23, 1/26/24, 2/23/24, 3/22/24, 4/26/24, 5/31/24	North Brunswick BOE North Brunswick, NJ	No Cost

3. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following field trip requests:

Field trip	Students	Date(s)	Location	Cost
Thomas Edison Laboratory, National Park/Museum,	25 (business) Students with Mr. Nick Critelli	Dec. 6, 2023	211 Main Street, West Orange, NJ 07052	1 Bus fee General Funds
College Tour and EOF Presentation	Guidance Office / Ms. Kelly Howlett	Oct. 19, 2023	William Paterson University, 300 Pompton Rd. Wayne, NJ	Bus Cost \$525
Nat'l Hispanic Conference College Fair	25 Seniors, Guidance Office / Ms. Kelly Howlett	Oct. 17, 2023	Fairleigh Dickinson U. Hackensack, NJ	No fee / Bus Provided
College Fair	25 Senior Students / Ms. Cara DePeri	Oct. 2023	Caldwell College Caldwell, NJ	1 Bus fee

Human Resources and Recognition

1. Move that the Board of Trustees under the recommendation of the Interim Chief Administrator correct the salary in the following 2023-24 SY appointment to align with the new hire guidelines in the collective bargaining agreement:

Candidate Name	Position Title	Prorated Salary	Start Date
Maxine Esteves	Guidance Counselor	\$63,075.00	9/25/2023

2. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator and consistent with the Collective Bargaining Agreement, approve compensation at an additional 15% of their annual salary for teachers assigned a sixth teaching period. The additional pay shall be prorated for the portion of the year spent in that additional teaching assignment for:

Teacher Name	Subject Area	Annual Salary	Additional Cost (15%)
Ariel Fernandez	Social Studies	\$82,085	\$12,313
Bernadette Gioia	Social Studies	\$70,459	\$10,569
James Santangelo	English	\$60,000	\$9,000

3. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the 21st Century Continuation Grant Acceptance Certificate (GAC) for FY 2024 in the amount of \$500,000.

Motion: Ms. Roman Second: Mr. Syed

All in Favor: 4: Mr. Bishop, Ms. Puntiel, 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 the following applicants for the 21st Century Afterschool Program to be funded by the 21st CCLC Grant Account # 20-451-200-100-001-100 at an amount not to exceed \$18,000 each from September 1, 2023-June 30, 2024 at \$40.00 an hour:

Candidate Name:	Position:	Amount:
Bernadette Gioia	AUL Site Coordinator	\$18,000
Lisette Shumny	ACS Site Coordinator	\$18,000

Motion: Ms. Roman Second: Mr. Syed

All in Favor: 4: Mr. Bishop, Ms. Puntiel, 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, approve the following applicants for the 21st Century Afterschool Program to

be funded by the 21st CCLC Grant Account # 20-451-200-100-001-100 at an amount not to exceed \$12,000 from October 2, 2023-June 30, 2024 at an hourly rate of \$40.00 an hour:

Candidate Name:	Position:	Amount:
Carmen Vega	Data Clerk	\$12,000

Motion: Ms. Roman Second: Mr. Syed

All in Favor: 4: Mr. Bishop, Ms. Puntiel, 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 applicants for the 21st Century AUL Afterschool Program to be funded by 21st CCLC Grant Account #: 20-451-100-101-00-100 at an amount of \$40.00 / Hour not to exceed 2 hours a day from October 2, 2023 – June 14, 2024 at an hourly rate of \$40.00 an hour:

Candidate Name:	Position:	Amount:
Brandon Bongart	AUL Cadets, Survival Skills, Brotherhood	\$40/hr
James Santangelo	Gaming	\$40/hr
David Hannan	Sports	\$40/hr
Raquel Rodriguez	Arts and Crafts	\$40/hr
Susan Komosinski	Arts and Crafts	\$40/hr
Susan Spiecker	Arts and Crafts	\$40/hr
Victoria Suarez	Sports/ Arts and Crafts/ Gaming	\$40/hr
Mabel Leonardo	HW Help	\$40/hr
Jess Dehnz	HW Help	\$40/hr
Pratima Roy	STEM	\$40/hr

Jim Dino	Sports/ Gaming	\$40/hr
Samantha Shumny	Performing Arts: Drama	\$40/hr
Nick Critelli	Business Club	\$40/hr
Marcos Vasquez	Performing Arts: Drama	\$40/hr
Meltem Pak	Photography/ Arts and Crafts	\$40/hr
Roseann Berberich	Culinary	\$40/hr
Kyle Sanchez	Performing Arts: Dance	\$40/hr
Antonio Sanchez	Sports: Martial Arts	\$40/hr
Glissett Ramirez Jackson	HW Help/ Arts and Crafts	\$40/hr
Khalitah Selby	HW Help/ Jaguar News	\$40/hr

Motion: Ms. Roman Second: Mr. Syed

All in Favor: 4: Mr. Bishop, Ms. Puntiel, 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 applicants for the 21st Century AUL Afterschool Program to be funded by 21st CCLC Grant Account #: 20-451-100-101-00-100 at an amount of \$15.00 / Hour not to exceed 2 hours a day from October 2, 2023 – June 14, 2024:

Candidate Name:	Position:	Amount:
Reymi Santana	Youth Helper	\$15/hr
Joshua Mendoza	Youth Helper	\$15/hr

Motion: Ms. Roman Second: Mr. Syed

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

Abstained: 0; Opposed: 0 Motion Passed

8. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following applicants for the 21st Century ACS Afterschool Program to be funded by 21st CCLC Grant Account #: 20-451-100-101-00-100 at an amount of \$40.00 / Hour not to exceed 2 hours a day from September 11, 2023 – June 10, 2024:

Candidate Name:	Position:	Amount:
Christina Suarez	Lego	\$40/hr
Lora Bucior	Reading Club	\$40/hr
Natalua Knyzewski	Karaoke	\$40/hr
Christine Szeliga	Math Survivors	\$40/hr
Jaimie Bielak	Arts and Crafts	\$40/hr
Dena Florez	Culinary/ Art	\$40/hr
Anna Maria Kukuza	History/ Debate/ Audio Visual	\$40/hr
Allison Laffey	Chess Club	\$40/hr
Anna Lawrence	Performing Arts	\$40/hr
Mary Pickering	Drama, STEM, Art	\$40/hr
Andrew Shumny	Coding/ Video Games	\$40/hr
Cassandra Shumny	Service Club, STEM	\$40/hr

Samantha Shumny	Business, Drama	\$40/hr
Ed Troche	Recreation	\$40/hr
Kelly Troche	Recreation	\$40/hr

Motion: Ms. Roman Second: Mr. Syed

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

Abstained: 0; Opposed: 0 Motion Passed

SEPARATIONS

1. Move that the Board of Trustees under the recommendation of the Interim Chief Administrator, approve the rescinding of the following: SY 2023-2024:

Candidate Name	Position Title	Effective	Reason
N'Kiyah Jones	Daily Substitute Teacher	08/125/2023	No Response to HR

2. Move that the Board of Trustees under the recommendation of the Interim Chief Administrator, approve the rescinding of the following: SY 2023-2024:

Candidate Name	Position Title	Effective	Reason
Juan De Los Santos	Mathematics Teacher	09/01/2023	Math Cert.

3. Move that the Board of Trustees under the recommendation of the Interim Chief Administrator, approve the rescinding of the following: SY 2023-2024:

Candidate Name	Position Title	Effective	Reason
Luis Mimbs-Fuentes	Military Volunteer	09/01/2023	No response to HR

Finance and Facilities

1. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the Bill List for the period from 8/24/23 to 9/27/23.
2. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the Board Secretary's (A148) Report and Treasurer's (A149) Report, for the month ending August 2023. Be it further resolved, that the Board of

Trustees upon the recommendation of the School Business Administrator/Board Secretary, approve the certification of funds, pursuant to N.J.A.C. 6A:23A-16.10(c)3, that as of August 30, 2023, no budgetary line item account has encumbrances and expenditures which in total exceed the line item appropriation in violation of 6A:23A16.10(a).

Motion: Ms. Roman Second: Mr. Syed

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

Abstained: 0; Opposed: 0 Motion Passed

XII. OTHER MOTIONS

XIII. PUBLIC COMMENTS

The Board President invites members of the public to present any additional comments to the Board. - No Public Comment

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. Kelly v. AUL
3. Personnel
4. CBA
5. Consultant

The Board went into Executive Session at 7:57 pm.

Motion: Mr. Syed Second: Ms. Puntiel

Voice Vote All In Favor: 4; Opposed: 0

The Board came out of Executive Session at 9:57 pm.

Motion: Mr. Syed Second: Ms. Roman

Voice Vote All In Favor: 4; Opposed: 0

1. Move that the Board of Trustees, accept the resignation of Ms. Karina Lascano as a Board of Trustee member effective immediately.

Motion: Mr. Syed Second: Mr. Roman

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

Abstained: 0; Opposed: 0 Motion Passed

XV. PUBLIC COMMENTS

The Board President invites members of the public to present any additional comments to the Board. - No Public Comment

XVI. ADJOURNMENT

The Board President entertained a motion to adjourn the meeting at 9:58 pm.

Motion: Mr. Syed Second: Mr. Roman

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

Abstained: 0; Opposed: 0 Motion Passed