



ACADEMY FOR URBAN LEADERSHIP
REGULAR BOARD MEETING MINUTES
612 AMBOY AVE. PERTH AMBOY, NJ
Wednesday, October 25, 2023
7:00 PM

I. The meeting was called to order at 7:05PM and presided over by Joshua 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:

Mr. Joshua Bishop-Mbachu - President	Present
Ms. Michelle Roman – Vice President	Present
Mr. Saad Syed – Corporate Secretary	Present
Ms. Eloisa Hernandez	Present
Ms. Yadira Puntiel	Excused
Mr. Ambiorix Ramirez	Present

Additional Attendees:

Dr. Natasha Howard - Interim Chief Administrator	Present
Ms. Bernadette Pinto – Interim BA/Board Secretary	Excused
Ms. Tobi Knehr - Middle School Administrator	Excused
Ms. Joyel Furges - Principal	Excused
Ms. Lauren Gonzalez – Interim Director of Curriculum, Assessment, and Special Services	Present
Ms. Patricia Bombelyn - Board Attorney	Excused- joined virtually at 8:19PM
Ms. Blanca Blanco- Report Specialist/ Asst. Board Secretary	Present

V. CORRESPONDENCE

No correspondence.

VI. PUBLIC COMMENTS

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

No public comments.

VII. PRESENTATIONS (Approximately 30 Minutes)

2022-23 NJSLA Results: Ms. Lauren Gonzalez provided an analysis of the district's performance in the 2022-23 NJSLA.

VIII. INTERIM CHIEF ADMINISTRATOR'S REPORT

Dr. Howard presented the lead report and talked about the recruitment efforts and prospective parents' concerns with transportation.

IX. MOTIONS- CONSENT AGENDA

The Interim Chief Administrator recommends the following items for approval:

Motion: Ms. Roman

Second: Mr. Ramirez

**All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;
Abstained: 0; Opposed: 0**

MOTION PASSED

Academic Excellence

1. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following professional development requests:

	Professional Development	Staff Member	Date(s)	Location	Cost
a)	Art Conference: Making the Invisible, Visible.	Susan Spiecker, Art Teacher	Oct. 30 & 31, 2023	New Brunswick, NJ	\$150
b)	32 nd Annual School Health Conference	Ada Pineiro, Nurse	Oct. 18, 2023	Somerset, NJ	\$0
c)	21 st CCLC Project Directors meeting	Blanca Blanco	Oct. 27, 2023	Hamilton Township, NJ 08619	\$48.78 Mileage/ 21 st Century Grant

2. 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
a)	Liberty Science Center	25 MS students (JAG points reward) / Ms. Emma Stark	Nov 17, 2023	Jersey City, NJ	Bus Quote/Cost pending Entry fee = \$788.50
b)	Franklin Mineral Mine	40 21 st CCLC students/Ms. Blanca Blanco & Ms. Bernadette Gioia	Nov. 15, 2023	Franklin, NJ	Bus & entry = \$1,110.00 21 st Century Grant

Human Resources and Recognition

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

Candidate Name	Position Title	Prorated Salary	Start Date
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Vanessa Santiago	Security Officer	\$38,000.00	11/1/2023
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2. 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:

Candidate Name	Position	Amount
Pena, Solanyi	Arts and Crafts	\$40/hr
Valera, Mary	ESL	\$40/hr
Vide, Maria	ESL	\$40/hr
Hernandez, Marlene	Arts and Crafts	\$40/hr
Franco, Audrick	AUL Cadets	\$40/hr

3. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the follow appointment for 2023-2024 school year:

Candidate Name	Position Title	Stipend	Start Date
David Hannan	Head Girls Basketball Coach	\$7,500	10/26/23

4. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following appointment for the 2023-2024 school year.

Candidate Name	Position Title	Stipend	Start Date
Maxine Esteves	Freshman Class Advisor	\$500.00	10/26/23

5. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following appointment for the 2023-2024 school year.

Candidate Name	Position Title	Stipend	Start Date
Marcos Vasquez	Sophomore Class Advisor	\$500.00	10/26/23

6. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following appointment for the 2023-2024 school year.

Candidate Name	Position Title	Stipend	Start Date
Munira Jamali	Senior Fundraising and Prom Advisor	\$1,000.00	10/26/23

7. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following appointment for the 2023-2024 school year.

Candidate Name	Position Title	Stipend	Start Date
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Maria Sena	Senior Trip and Graduation Advisor	\$1,000.00	10/26/23
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8. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following appointment for the 2023-2024 school year.

Candidate Name	Position Title	Stipend	Start Date
Thomas Crean	7 th Grade Class Advisor	\$500.00	10/26/23

9. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following appointment for the 2023-2024 school year.

Candidate Name	Position Title	Stipend	Start Date
Emma Stark	8 th Grade Class Advisor	\$500.00	10/26/23

10. Move that the Board of Trustees under the recommendation of the Interim Chief Administrator approve the following appointment for 2023-2024 school year:

Candidate Name	Position Title	Stipend	Start Date
Brenden Doherty	Head Boys Basketball Coach	\$7,500.00	11/1/2023

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 9/28/23 to 10/25/23 totaling \$308,434.11.
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 September 30, 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 September 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).

X. 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

Negotiations Update

The Board went into Executive Session at 8:19 PM.

**Motion: Ms. Hernandez Second: Mr. Syed
Voice Vote All In Favor: 5; Opposed: 0.**

The Board came out of Executive Session at 10:06 PM.

**Motion: Mr. Syed Second: Mr. Ramirez
Voice Vote All In Favor: 5; Opposed: 0.**

XI. OTHER MOTIONS

1. Move that the Board of Trustees, under the recommendation of the Interim Chief administrator, approve the appointment of Kelly Enny to provide home instruction for the 2023-24 school year at a rate of \$40/hour for 10 hours per week for a total cost not to exceed \$16,000.

**Motion: Mr. Syed Second: Mr. Ramirez
All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez,
Mr. Ramirez;
Abstained: 0; Opposed: 0**

MOTION PASSED

2. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the 2023-24 contract with Andrew St. LLC for professional development for 21st Century staff at a cost not to exceed \$9,600 funded by 21st Century funds 20-451-200-300.

**Motion: Ms. Roman Second: Mr. Ramirez
All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez,
Mr. Ramirez;**

Abstained: 0; Opposed: 0

MOTION PASSED

3. Move that the Board of Trustees, under the recommendation of the Interim Chief administrator, approve the contract with MRDA Inc., for program evaluation of the 21st Century 2023-24 program at a cost not to exceed \$22,500 funded by 21st Century funds 20-451-200-300.

Motion: Ms. Roman

Second: Mr. Ramirez

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

4. Move that the Board of Trustees, under the recommendation of the Interim Chief administrator, approve the submission of the IDEA CCLC Supplemental grant application for \$30,000.

Motion: Mr. Syed

Second: Mr. Ramirez

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

5. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the use of AUL's main campus as a national testing site for the November 4, 2023 administration of the SAT.

Motion: Ms. Roman

Second: Ms. Hernandez

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

6. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve hourly payments to one security officer (\$30/hr), one special education teacher (\$40/hr), and one guidance counselor (\$40/hr) for Nov. 4 SAT support for a maximum of six hours each.

Motion: Mr. Ramirez

Second: Ms. Hernandez

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

7. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following 2023-24 appointment.

Candidate Name	Position	Stipend Amount	Start Date
Eamonn Flynn	Assistant Boys Basketball Coach	\$4,500.00	11/1/23

Motion: Ms. Hernandez

Second: Mr. Syed

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

8. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, appoint Nabaneeta Mukherjee as a Mentor Teacher in Science (Fees paid by mentee: \$550 for novice teacher with CEAS, \$1000 for CE).

Motion: Mr. Ramirez

Second: Ms. Hernandez

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

9. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve the following 2023-24 appointment.

Candidate Name	Position	Stipend Amount	Start Date
Maria Vide	Junior Class Advisor	\$500.00	10/26/23

Motion: Mr. Syed

Second: Mr. Ramirez

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

10. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve a one-day suspension with pay for a teacher.

Motion: Mr. Syed

Second: Mr. Ramirez

Roll Call Vote:

Mr. Bishop-Mbachu: Yes; Ms. Roman: No; Mr. Syed: Yes; Ms. Hernandez: No; Mr. Ramirez: Yes.

3 Yes; 2 Opposed; 0 Abstained.

MOTION PASSED

11. Move that the Board of Trustees approve the Side Letter of Agreement between the Academy Urban Leadership Education Association and the Academy for Urban Leadership Charter School hereby ratified on this 25th day of October 2023 that amends the language in Article XVII of the collective bargaining agreement ratified on May 10, 2023 regarding the health insurance offerings.

Motion: Ms. Roman

Second: Mr. Ramirez

Roll Call Vote:

Mr. Bishop-Mbachu: Yes; Ms. Roman: Yes; Mr. Syed: Yes; Ms. Hernandez: Yes; Mr. Ramirez: Yes.

5 Yes; 0 Opposed; 0 Abstained.

MOTION PASSED

12. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, adopt the School Employees' Health Benefits Plan with coverage for AULCS employees effective February 1, 2024.

Motion: Ms. Roman

Second: Mr. Syed

Roll Call Vote:

Mr. Bishop-Mbachu: Yes; Ms. Roman: Yes; Mr. Syed: Yes; Ms. Hernandez: Yes; Mr. Ramirez: Yes.

5 Yes; 0 Opposed; 0 Abstained.

MOTION PASSED

13. Move that the Board of Trustees received Grievance #23-24: 01 from the AULEA dated October 9th, 2023. After debate and discussion, the Board continues to uphold the decision of the Interim Chief Lead Administrator in response to the AULEA dated October 6th, 2023. The Board authorizes the Board President, Board Secretary, or his/her designee to convey the Board's determination with regard to the grievance to the Association in writing by Monday, November 6th, 2023.

Motion: Ms. Roman

Second: Ms. Hernandez

Roll Call Vote:

Mr. Bishop-Mbachu: Yes; Ms. Roman: Yes; Mr. Syed: Yes; Ms. Hernandez: Yes; Mr. Ramirez: Yes.

5 Yes; 0 Opposed; 0 Abstained.

MOTION PASSED

14. Move that the Board of Trustees received Grievance #23-24: 02 from the AULEA dated October 9th, 2023. After debate and discussion, the Board continues to uphold the decision of the Interim Chief Lead Administrator in response to the AULEA dated

October 6th, 2023. The Board authorizes the Board President, Board Secretary, or his/her designee to convey the Board's determination with regard to the grievance to the Association in writing by Monday, November 6th, 2023.

Motion: Ms. Hernandez

Second: Mr. Syed

Roll Call Vote:

Mr. Bishop-Mbachu: Yes; Ms. Roman: Yes; Mr. Syed: Yes; Ms. Hernandez: Yes; Mr. Ramirez: Yes.

5 Yes; 0 Opposed; 0 Abstained.

MOTION PASSED

15. Move that the Board of Trustees, under the recommendation of the Interim Chief Administrator, approve 2023-24 HEDI increases for certificated staff totaling \$70,717.58.

TABLED

XII. PUBLIC COMMENTS

The Board President invites members of the public to present any additional comments to the Board.

XIII. APPROVAL OF MINUTES

1. Move that the Board of Trustees approve the regular session meeting minutes from September 27, 2023.

Motion: Mr. Syed

Second: Ms. Hernandez

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

2. Move that the Board of Trustees approve the regular session meeting minutes from September 5, 2023.

Motion: Ms. Hernandez

Second: Mr. Ramirez

All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez, Mr. Ramirez;

Abstained: 0; Opposed: 0

MOTION PASSED

3. Move that the Board of Trustees approve the regular session meeting minutes from August 30, 2023.

Motion: Ms. Hernandez

Second: Mr. Syed

**All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez,
Mr. Ramirez;
Abstained: 0; Opposed: 0**

MOTION PASSED

4. Move that the Board of Trustees approve the regular session meeting minutes from August 23, 2023.

Motion: Ms. Hernandez

Second: Mr. Syed

**All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez,
Mr. Ramirez;
Abstained: 0; Opposed: 0**

MOTION PASSED

XVI. ADJOURNMENT

The Board President entertained a motion to adjourn the meeting at 10:45PM.

Motion: Ms. Roman

Second: Ms. Hernandez

**All In Favor: 5: Mr. Bishop-Mbachu, Ms. Roman, Mr. Syed, Ms. Hernandez,
Mr. Ramirez;
Abstained: 0; Opposed: 0**

MOTION PASSED

Respectfully submitted,

Blanca Blanco
Reports Specialist/ Asst. Board Secretary