



Board of Trustees Meeting August 26, 2024 (Virtual)
 Marion P. Thomas Charter High School of Culinary and Performing Arts
 125 Sussex Avenue, Newark, NJ 07103

August 26, 2024 | 5:00 PM ET

Zoom:

<https://us02web.zoom.us/j/87205682710?pwd=dWh4bE5qWCtkWk9PcThPSWdLbVZZUT09>

1. CALL TO ORDER – Open Public Meetings Act - 5:04 PM

- The New Jersey Open Public Meetings Act (“Act”) was enacted to ensure the right of the public to have advance notice of, and to attend meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this Act, the Marion P Thomas Charter School Board of Trustees has caused notice of this meeting to be advertised by having the date, time, and place there of posted on the district’s website (www.mptcs.org), in the office of the Clerk of the City of Newark, and was published in the Star-Ledger in August 2024.

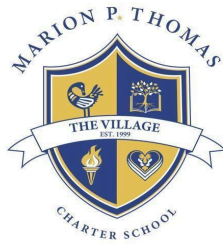
2. ROLL CALL

Board Member	Present	Absent	Board Member	Present	Absent
Vincent Rouse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dr. Princess Towe	<input checked="" type="checkbox"/>	<input type="checkbox"/>			

- Ince is absent, but provided electronic votes.
- Carter left the meeting before vote E-L and provided electronic votes for the remaining items.

Non-Voting Board Members Present	
Elijah Griffiths (Board Secretary/Administrator)	Tina Jalloh (Board Attorney)
Angela Mincy, Chief School Administrator/Superintendent	Joshua Solow (School Business Administrator)

** Motion Seconded



3. CHAIRMAN'S UPDATE

- Chairman Rouse gave an update.

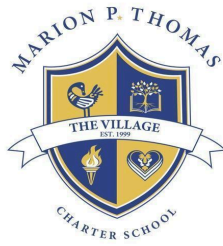
4. SUPERINTENDENT'S UPDATE

- Ms. Mincy gave a presentation update.
 - I'm excited. I want to say I'm just gonna say one big fabulous all of it, and I'm excited about the A Peace Corps that is awesome as well as the New Jersey score. Keep doing what you're doing. But I love this. This opening was just phenomenal. (Towe)
 - I like to say I love the work that you all are doing. It seems like we're finally having a breakthrough. In being at Steam today, I love the way the halls look, how the grades, how the classes felt in our younger grades, how the bulletin boards look. It seems like we are turning a new leaf. I love the work that we're doing. The work that you're doing will really impact young people to know that they were able to travel abroad. We put money in their pockets. It's about the experiences we're giving young people. I love the way the classrooms look at Sankofa. So I just encourage you all to keep doing the work, our students will always remember these memories that you're creating outside of the classroom, and that's really important. So I'm excited for what this year has to offer and great job to you all. (Carter)
 - I'm super excited to see what the same coffee village looks like. I mean, the graphics are amazing, the commercial was great, so I'm excited. Thank you for all the hard work. (Gilchirst)
 - Awesome. Let me put this out there. That, that, that creation, all of that was done by our folks. It was not AI, so that everybody's clear. (Rouse)

5. COMMITTEE REPORTS

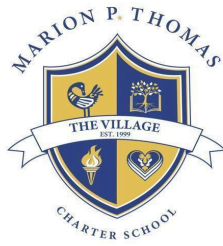
Operations & Finance Committee

- Great. I was told I got 90 seconds today, so I'm gonna do this within 90 seconds. First for enrollment, I'm proud to announce that we met last week and as of that time, we were 42 families away from enrolling our 1300 enrollment target. That puts it at a 3.2% variance which is well within what's allowed by the state. We've had several events like welcome to the village night that have really helped us to achieve our enrollment goal. And the biggest variance we have so far is really the 2nd and 3rd grade, but the other grades are all on target for the most part, which we feel really good about. We have some grades that are actually over target as well. On tech, we have a lot of positive things happening. We had some professional development that was done with our administrators and staff on our real time Student Information system. We have our Incident IQ system up and running in all facilities. We welcomed Mr. Clement Collins, who joined us from Newark Public Schools where he managed over 25 buildings for over 32 years with Newark Public School. And so we're excited that he is now coming on board to help run our facilities at Marion P. We joked that this should be a lot easier. A lot more concise physical plan for him to manage here. Next, we talked about our calendar changes and so there is a motion for calendar changes. We've added 1/2 day to allow for voting that we're going to go with on November 5th, what we're proposing is a half day from 8:00am to 1:00pm for staff so that they'll have an opportunity to get out and vote. On the finance side, we welcome the new staff member who's taking over for the day-to-day billing, Ms. Brittany Black taking over for Ms. Arielle Hines. We also went through all the financial reports and felt really good about all the reports from payroll, to the leases that are being discussed and voted on,



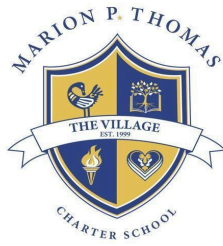
the grants, the bill pay list, the Treasurer's report. When it comes to our financials, I'll note that you'll find that our cash balance dropped from 17 million to 14.8 million as we pay some old bills and also deal with higher payrolls in the final month of the school year because of retention bonuses and stipends. But we're still nearly \$1 million higher than we were a year ago and we had not closed out the 24 books yet, but we were on target to hit a surplus of about just under a half a million dollars. So financially we did a very good job of being better than what we projected for our budget last year. We went through all of our grant funding and we are finally at the end of our Esser and cares grants. From the period of 2021 to 2024, the school has received and spent over \$10 million. That was a part of all the legislation related to COVID and you can see a lot of the improvements are happening in Sankofa and happening with our boiler and a lot of things that you don't fully appreciate but things that are part of our infrastructure that really matters. And so that is my report today and it is a little over 90 seconds and I apologize for that. (Boomer)

- Corrective Action Plan
 - Good evening, everyone. So Elijah touched on it, this is motion item E1. So our school underwent a very intense review that a lot of the administrators at the school were involved with as well. They basically reviewed all of our federal grant spending in fiscal year 24, you know, around 5 million in total that they reviewed. So they're checking purchase orders, invoices, you know, going through our accounting records, so it's a very intense review. We also had to sit in on meetings for and I think they came out to the school and, you know, reviewed our equipment that everything's tagged. There's a lot going on overall. It was a very good review. There are a number of findings, however, you know a lot of them are minimal and not really in my mind anything major. We're sent this out. I had Elijah send it out earlier last week just so everyone could get eyes on it. I think we're comfortable with the corrective action plan that we put together. There were a few accounting things that we had to reverse back to the general fund that's detailed in the report. And there's a couple other policy type things that went on with specific grants. They've all been addressed. We're presenting it here for your approval. This is another requirement from the New Jersey State for us to present it to the board at a public meeting and then move forward with the approval. So if there's any questions on any individual finding or the review as a whole, I'd be happy to welcome them and provide an answer. (Solow)
 - QUESTIONS
 - Great. I just have one question because we did not review this in our committee since the report wasn't available just yet. But my question is, I know we go through an audit and our auditor did not have any material findings or any significant findings. A lot of these findings are technical in nature. Did the auditor review any of these items that the state put in the action plan? (Boomer)
 - He hasn't yet because this is fiscal year 24's review, whereas we're going to get fiscal year 24 audited in the months to come here. (Solow)
 - Let me ask the question differently. The items that were uncovered that we weren't doing properly. Are these things that are part of an audit like should the auditor have caught these things? Like or do they not review these things? (Boomer)
 - Yeah, not necessarily. They're not necessarily. They're small things. Some things are, you know, expense accounts we may have used a wrong one. It's not necessarily a wrong one. It's just not keyed in one that fits with their uniform expense account and some policies that our school just started working with Strauss Esmay, which provides policies and



maybe we didn't adopt a couple for uniform grant guidance. There's also the school has a Perkins program where we do CTE, where our students are involved in culinary projects, and then I think that was flagged for some minor meeting type. You know, we maybe didn't have a ton of agendas and sign in information that they were wanting. It was very intense, you know, they were looking for literally everything. So you know, overall it was a good review I feel, but no to your answer your question, our auditor wouldn't have necessarily flagged this and like you know, we we had a clean audit this past year and we made these switches and in the accounting system for this current year based on the state of New Jersey review and we shouldn't have an issue going forward with any of them. (Solow)

- I was just asking you offline, Alan. When I look at this a few of the findings were concerning to me. For instance, I'll pull up the field trip thing. It bothers me that we lost somewhere around \$40,000 that we had to pay out of our general fund that would have come out of a grant because we didn't keep accurate documentation to justify why field trips were educational to qualify for these grants. So to me losing \$40,000 because we feel we failed to properly be able to justify. That is not like a model. (Valdivieso)
 - Yeah. So we didn't lose 40,000. We just couldn't cover that 40,000. We reutilized that \$40,000 for other areas, so it's not like we lost the funding, we just couldn't charge it for those specific expenses. (Solow)
 - Okay, so we were able to take that federal money that would have gone to that and reallocated. Okay, alright, that's comforting at least. (Valdivieso)
 - And one other thing that may be comforting, I will just say, because it was our first time going through this, I think I probably told the board when they reached, they actually reached out to me my first when we first got here and I was in a complete panic because we didn't even have a solid like I think the SBA office had just come on board and we would have gotten crushed. The other thing though, I would just tell you because the findings they look at, you know they gave us great remarks when they talk to us, some of it is like not to be played with. So we know moving forward some of it was like just things we just didn't know, but they worked with us. They gave us an opportunity to remedy some things if that were appropriate and then they stated the findings. But if you Google others' cause it's a public document. If you Google other school findings you will see for us to be a little new team, you will see Google some of the other districts and the findings and and the reason that it's exacerbated because we got so much federal grant money and again there are certain things that we just didn't know like there are certain things we didn't realize like we couldn't go through a standard process. We had to go through the universal grant guidance process. So we got slapped for that, so it's a lesson learned and won't happen again, but we didn't know, so it's like not lovely, but will learn. (Mincy)
 - Yeah, and to piggyback on Ms Mincy, if you do look at other schools, it's not uncommon to have 20 plus findings on this type of review. So I think we ended up somewhere in the mid teens, and honestly a lot of them were very minimal and where we're just typing in the corrective action that we're implementing different things or we move money back to general fund and expensed it elsewhere. So overall I view it as a positive review from my SBA seat. There was nothing major

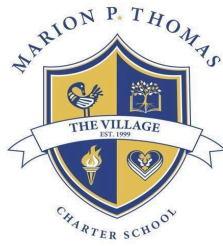


involved. We're not being asked to pay back any money to the state. Nothing was egregiously wrong. We're in good shape on that front. It's just they're reviewing \$5 million of expenses. You know, it's about 20% of our normal budget. So it's just a lot going on and a lot to review. But overall it was a good review. It was time consuming, but I think overall positive. (Solow)

- And I will say in our next Finance Committee meeting because we hadn't had a chance to review this in the meeting, it wasn't available yet. We'll go through this in a bit more, more depth. We are going to need to vote on this today though, but we will spend some more time working through just to make sure that we've got approval that all these things have been implemented. We believe, but we always trust and verify and so we'll do that in our committee as well. (Boomer)
 - Yeah, and it's good to hear that perspective on your end. I just work in the federal government, so I know that it's nice to see you know you use the like we use the wrong budget line for something, and they're correcting on that. That is a big deal. I mean, it may not be a big deal. I mean, a lot of schools may do it. But it is a serious thing that we need to make sure we get corrected going forward. It sounds like you guys are doing that. I see that the plans and the corrective action plan, so I'm happy that's going to happen. I didn't want to let this just kind of go by without addressing how serious it is that we get it corrected for the future, even though I will say as Mincy kind of alluded to, we are leaps and bounds in front of where we were before, so this is a great improvement. But you know, let's get as excellent as we can get going forward in the future. (Valdivieso)
 - Absolutely for sure. (Solow)
 - I completely agree. I would never say that. When it comes to money, I always am happy to see the board ask the questions because that'll get you shut down faster than the test score. So to find yes it will. That will shut you down. So your role is fine. (Mincy)
- I do have one question relative to the correction plan and I'm pleased that it is going item by item. My question is, will the state accept this or is this the formatting or is this what they want or so you guys are clear? You're kind of confident that this will pass the smell test so to speak? (Towe)
 - Yeah, they provided us with this template. So they provide us the template and the required action and then we pretty much list what we're doing to implement the change that they're asking for. So this is the template that they want, uh, once we get it approved here, we'll throw it on our website, which they're also requiring and and we'll submit further back up to the state to show that this all happened. (Solow)

Personnel Committee

- Good evening everyone. So on August 15th, I met with the Personnel Committee, which consisted of Rouse, Carter, and Gilchrist. The meeting started at 5:02 and we discussed the teacher vacancies that are opening right now. At the time of the meeting last week, PAC was at two teacher positions, STEAM was at three and the high school was at two teacher positions. As of today, Sankofa and Steam have no teacher vacancies. And then the high school has two teacher vacancies, and the PAC has three teacher vacancies. We also spoke about the recruitment initiatives that are occurring. So last week I was out at the Essex County back to school Open House event on August 17th. On



August 21st, we were at the Passaic County Career Resource event and job fair held at William Paterson. And then on August 22nd, we went to two job fairs, one with the North Emergency Services for Families job Fair in ESF, and then also the after school All Stars Community resource fair and then later on in September, we will be going to Rutgers and Kean. Right now those are the only two that we have scheduled for September, but more will be coming. And then also just to reiterate that we do have the \$1000 referral bonus for current Marian P staff who identify certified teachers that will end up getting hired. The \$1000 will be processed after the 90 days of working with that teacher. Also, I just want to celebrate Miss Quraterah Mosley at PAC Academy. She obtained her teaching certification. Woohoo. She's been working on that for a few years now, so we are excited and want to celebrate her. She is the teacher pre kindergarten over at PAC Academy. So if you see her, give her a pat on the back, tell her we thank her for all her hard work and obtaining her certification. And then during the course of the meeting, we just spoke about the three voting items that you will all see. We have Teach for America coming back this year. Woohoo. We have 1 confirmed member. Hopefully we have a second to come soon and then you'll be discussing the streamlined tenure as well as the personnel resolutions that we submit each meeting. Thank you. Any questions? (Wilkerson)

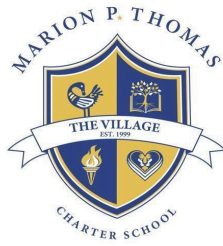
Curriculum & Instruction Committee

- Hi, everybody. We met on the 13th and most of what we discussed and looked at are renewal of some contracts, a couple of new ones in the area of instruction and learning. Teach for America is also included in this and Ms Missy just mentioned the Ignite program. So most of these we will look at in terms of well, we've already looked at out of district placement for students for whom we don't have place in our schools and field trips and then outside of that we're looking at the new Teacher Evaluation Handbook or framework that has been modified and adjust it to the needs of our teachers and to be more clear and what they are being evaluated on, on how they're being evaluated. And it allows for, I think, a bit more feedback if Mr. Abbelao can help me with that in terms of allowing teachers to know exactly what it is they need to work on or to improve. (Towe)

Culture & Climate + Alumni Committee

Alumni

- Good evening everyone, I have some quick updates for you. The alumni committee we met last week and we discussed the MPTCS Foundation scholarships. We talked about the amount of applicants and how much money we were able to give out this year. We discussed the plan to increase the applications for next year. Such as trying to work with the English department to include the writing prompt as a part of an assignment so that students can have an easier pathway to applying in addition to us removing any barriers that may disqualify them from outside scholarships or additional financial aid so that they're more inclined to apply. So this year we gave out a total of \$21,500. Scholarships to six students and some of the colleges that these students are attending are Virginia State University, Rutgers University, Montclair State University, Stockton University and Georgia Tech. That concludes my report. Does anybody have any questions or comments?(Gilchrist)
 - Have you developed the format for the scoring of the essays yet, or are you just in the beginning stages? (Towe)
 - We have a current format that the committee uses to score the essays and the entire application process. But if you would like to have any recommendations or be a part of their process, just let me know. (Gilchrist)
 - Sure. Just let me know. (Towe)



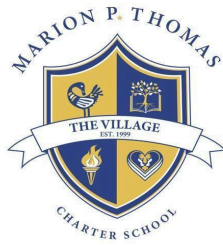
- We actually do like to have board members be a part of the interview process just so that our students could be very familiar with what a formal interview looks like. But also so that we can build better relationships with our students and they can build better relationships with us. So I'll also let the board know when that is available and it is an option for next year. (Gilchrist)

Culture & Climate

- Hi everyone, we met on August 13th, I believe. We basically spent most of the time identifying the different subjects, culture and climate, which as you know, covers a lot of different subject areas and parsing them out and making sure that we identified who would be responsible for providing each report from the people that were there. Mincy just a heads up, I'll be giving you kind of a list of the subject areas that we didn't have an identifiable person to provide a running report. So the aim this upcoming calendar year is to have some of these subject areas be reported on ahead of the meeting time this way because there's a lot of stuff to cover then we kind of just address the things in the report that need to be specifically talked about and so we can get through more. Also just, I mean this kind of segues into the next agenda item, but part of the reason this was very important is because we're going to be splitting the subjects the culture and climate covers. We're creating a new safety committee, so the Safety Committee is going to be taking on some of the issues that culture and climate were covering. Because it was just too much and we weren't having enough time and having to pick which subjects we were getting during each meeting. We also talked about the importance of being proactive and trying to approach everything that we could think of within our jurisdictional area as a way to improve and throwing things at the board could do to help, like throwing out ideas that the board could actually take on in an activism type of role. For Marion P wherever the school feels, hey, we're kind of restrained within the boundaries. Maybe that could be somewhere where the board takes more of an activism role in the state. That is one of our potential roles and we'd like to see that expand a little more. And that's all I got for that report. (Valdivieso)
- And you're gonna send me the things around, you'll send that? (Mincy)
- Okay. Yeah. Which subject? Yeah, I'll send out an email. I think it's going to be me and Brianna split in these committees, so we have to parse out who's taking what. But really soon I'll tell you which subject areas are the ones that weren't covered by somebody, but we don't know which meeting they're going to end up at yet. So if nobody's got any questions on that, we could move to the next agenda item. (Valdivieso)

Executive Committee

- Yeah. Thank you so much, Elijah. Very quickly, just a resolution to establish the Safety Committee. And we know as trustee Valdieso has stated we are splitting that from the culture and climate committee because of the heftiness of it. They had a lot on their plate and so we need to make sure that we continue to work with the safety of our student staff and our village and have a separate committee for that. And so our report is that we did meet and we will discuss some things in our executive closed session. (Rouse)



6. RESOLUTIONS

I. [2024-8-26-A: Approval of the August 26, 2024 BOT Meeting Agenda](#)

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>						

Discussion:

-

II. [2024-8-26-B: Approval of the June 26, 2024 BOT Meeting Minutes](#)

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Discussion:

- Princess Towe arrived.

III. [2024-8-26-C: Approval of August 24' Personnel Report](#)

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Discussion:

-

** : Motion Seconded



IV. [2024-8-26-D: Approval of Streamline Tenure Policy](#)

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Discussion:

- Can I just ask a quick question: is there anything different about this than what's normally? Is this just like a routine thing with the same thing we already have instituted? Or is there a major change? (Valdivieso)
 - That's a great question. So typically just if you work in a charter for five years, you just automatically are granted tenure with no process. We wanted to make sure that we're watching ratings. Again, if they're if a teacher earns a partial the first year, you expect that because they're new, you don't just give it, but if you know you expect novices to have challenges. But when we see that down the line, we want to be able to when somebody earns tenure, because it makes it difficult to remove, we want to make sure that we've done our due diligence and that we've carefully examined that record before they are just automatically granted tenure. Because, you know, once they have tenure, you can't just non-renew. You have to go through the TeachNJ process and the 10 year law removal process, which is a very difficult process to go through. So we just wanted to make sure that we're very clear that when we're granting someone tenure that we are really putting a real stamp on it as opposed to just letting that happen organically. (Mincy)
 - Got it. (Valdivieso)

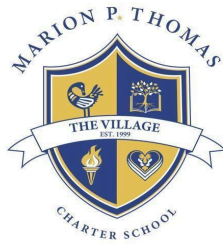
V. [2024-8-26-D2: Approval of TFA Partnership Contracts](#)

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Discussion:

- I just want to say that we're actually happy about this because when we first got here, TFA would not send us a single body. That relationship was so severed that they would not send teachers to Marion

** : Motion Seconded



P. So we kind of just inched into that relationship over time. So like, they use our buildings for summer school, for their core members to come in and practice during the summer. Also, they do ignite tutoring with our scholars and so just them having a pleasant relationship with us, we got not one, but I think 2 this year, right? (Mincy)

- We're interviewing a second this week. (Abbaleo)
 - Okay, so we were happy about that because they weren't budging and that's invaluable knowing the shortage that we're facing. We need every opportunity to try to get good teachers in the building. So I just wanted to add that. (Mincy)
- I wanted to add that I agree as well. We're glad to have that relationship back together again. Thank you, teacher for America. And what we should vote in the affirmative with this. One question, the Teacher for America teacher that is with us already, is that teacher in PAC? (Rouse)
 - Yes, she is. And she's in a hard to staff subject area, she's middle school social studies. She actually has her 6 through 8 middle school Social Studies License which has been very hard to come by so should be with us for two years now at the minimum. (Abbaleo)
 - Thank you. (Rouse)

VI. PACKAGE E - L (Without K) | Motion: Boomer - Towe** | Approved

[2024-8-26-E: Approval of August 24' Finance Report](#)

[2024-8-26-E1: Acknowledge NJDOE Monitoring Report & Approve the CAP](#)

[2024-8-26-F: Award the Bid for SPED and Behavior Services to Brett Dinovi & Assoc.](#)

[2024-8-26-G: Approve the NJSIG Educational Risk & Insurance Consortium](#)

[2024-8-26-H: Approval of Payroll Amounts](#)

[2024-8-26-I: Approval of FY 2025 Grant Applications for ESEA and IDEA](#)

[2024-8-26-J: Approval of I&D Save2Now Contract \(PAC overflow parking\)](#)

[2024-8-26-K: Approval of the School Calendar Revision](#)

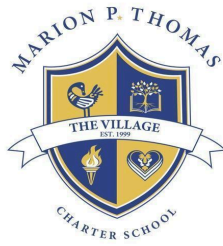
[2024-8-26-L: Approval of PreK Waiver](#)

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Discussion:

- Ms. Carter Departed from the meeting, and voted electronically.

** : Motion Seconded



VII. [2024-8-26-K: Approval of the School Calendar Revision](#)

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Discussion:

- I just want to say I'm really happy to see the half day to allow for voting. It's a good idea. (Valdivieso)
 - And hope they go. (Towe)
 - We're going to try to make sure that they do. We can't say who to vote for. We're actually trying to apply for a grant. I'm praying that we get it just around voter registration to see how many people we could vote and just with some incentives for staff and students so that everybody's alert and awake. And again we can't go partisan at all, but we can make sure that people are as engaged as possible and if they leave happy, it gives us an opportunity to say, hey, make sure you vote. You know, we'll just do a lot of messaging leading up to that point. So I hope that they vote. (Mincy)
- Is there a drive to register those students who are coming of age, who will be able to vote? (Towe)
 - Absolutely that we do every year like aside, we bring in organizations to come in and register them. Even when we try to make sure that that's represented all the time, even when we did the village fest, we had voter registration. Actually two different groups showed up. we invited one and another one just commandeered the space, but it's fine. Whatever. Just more places we can register, let's do it. I don't know where they came from, but they came and whatever. It's all good. So yeah, definitely those kids who can register, yeah.(Mincy)
- If this goes successfully, allowing the half day goes successfully, we should also maybe think about keeping this going even in non-presidential election years because the importance of local elections is huge, as we're seeing. (Valdivieso)
 - Very important, very important. (Towe)
 - Agreed (Rouse)

VIII. PACKAGE M - U | Motion: Towe - Rouse** | Approved

[2024-8-26-M: Approval of IXL contract](#)

[2024-8-26-N: Approval of TFA Ignite Tutoring contract](#)

[2024-8-26-O: Approval of Language Instruction Education Program \(LIEP\) 3-Yr. Plan](#)

[2024-8-26-P: Approval of Essex Regional Child Study Team Services contracts](#)

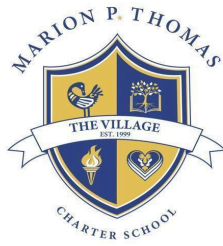
[2024-8-26-Q: Approval of CCL Therapy contract](#)

[2024-8-26-R: Approval of LearnWell contract](#)

[2024-8-26-S Approval of Out of District Placement Contracts for SY 24-25](#)

[2024-8-26-T: Approval of Teacher Eval. Framework & Guidebook for SY 24-25](#)

** : Motion Seconded

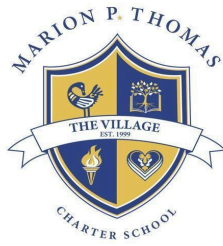


2024-8-26-U: Approval of Field Trips

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

- I just want to recognize Mincy and Abbaleo for, I mean like I spent like an hour with Abbaleo on the phone the other day talking about the comprehensive teacher framework guideline. There was a lot of thought put into each individual line making sure that there is a distinguishable different aspect of every teacher rating between every line. So the amount of time that that must have taken is probably inconceivable, you know, because even just in our hour conversation we were just taking snippets and just kind of talking philosophy stuff and I want to commend them for the amount of time and thought it takes to put into that that kind of document and how detailed it is and obviously it's a work in progress and it's going to, they've already told me like throughout the year it's they're going to continue to identify things for the future that they can keep adding to it. But a great start. It's very thorough. (Valdivieso)
- Might I add that normally, and this is a generalized statement, teachers tend to look at the sum of the evaluation or taking it more to heart, if you will, than they do the formative. And I think this way the formative will really make a difference in how they get to the end, if you will, which is the end of the year to look forward to the next year. And I just think this is gonna be great. (Towe)
- I can't even take credit for it because I told Julio every time Ms. Mincy had this up on her TV screen, I would walk out. It was stressful, but she ended up pulling a bunch of the directors and supervisors from the central office together, and we did end up, she pulled us bit by bit here and there then we did a very, very close read as a final step. So that was just to have fidelity in the process and make sure we have a number of eyes on it, so definitely no kudos to me. (Abbaleo)
- I will say that we want to make sure that our teachers are not surprised. You know, you don't want people to sit down and wonder how they got a certain rating. You know, we want to make sure that they're clear. And when we were using Danielson, it just doesn't get to the crux of what we should see in classrooms. So I wanted to look at something that was broad. I wanted to see the research, best practices that were out there and just looking at that and just talking about what makes a good in-classroom lesson and then taking that and breaking it down into different competencies and indicators so that we can help teachers get better. Because it's to your point Dr. Towe, it's not just about the ratings, sometimes people look at the rating and they get dismayed. But if I tell you something like, the pacing of the lesson was off, I can show you how to fix it. Now you're not like, oh, my God, they hate me. It's not about that. It should be a completely objective process. So it has taken a long time. But I think that it will help us help our teachers get better. (Mincy)
- And I just realized that we may be talking at a very granular level for the people that are, if anybody's tuning in, basically they took instead of using standardized teacher review formats, they basically

** : Motion Seconded



made a custom built for MPTCS way of reviewing our teachers and improving their abilities or their teaching abilities in various categories. So we got this custom built for MPTCS, it's really awesome. (Valdivieso)

- And I will add that it will also encourage the supervisors to create an action plan with timelines and all of that so we'll give them time to try to reach the goals and see where they are. And so it's not just the mishmash of just do this. You haven't done this correctly. So what will happen is that some kind of formal plan should be created with timelines and then we'll see where this teacher goes from there. But I think it's great. Absolutely. I think we're gonna see a big difference in instruction, I really do. (Towe)
- And before we vote, if I made you highlight one more thing regarding the field trips, this is this came in after our subcommittee meeting. But our high school students, the culinary arts students, we are one of two high schools throughout the entire state of New Jersey that was invited to participate in the ProStart Exposition. It's a massive food Expo at the MetLife Expo Center and Secaucus. So our culinary students will actually be preparing the appetizers for the 400 guests at that Expo. So we'll circle back with the pictures and whatnot, but I just thought that was worth mentioning because the folks at the high school level are really doing a phenomenal job with the program. And I guess we're being recognized at this state, national, and international level at this point. So it's all, it's all great stuff. (Abbaleo)

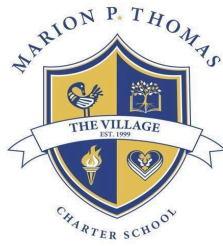
IX. [2024-8-26-V: Resolution to Establish Safety Committee](#)

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Vincent Rouse	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Julio Valdivieso**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briana Gilchrist	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Allan Boomer	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashay Carter	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Toni Ince	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dr. Princess Towe	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Discussion:

- I just want to say I think it's really important. Safety is one of those primary needs where if students don't feel safe, then it's hard for them to learn, it's hard for them to grow. And we as board members need to make sure we're paying adequate attention. So I like that we're creating this new committee to make sure that safety gets addressed. (Boomer)
- I think this will probably also include student discipline issues as well, and we gotta finish parsing out exactly what goes under it. We'll probably follow up in the future month with the resolution to empower the safety committee like we have for the other standing committees that actually maps out exactly what it's going to be covering, which will then require us to probably update the culture and committee one as well. But I think in the past we made the decision not to have, like a discipline committee because that comes with all kinds of negative connotations. But, you know, safety. And as far as Maslow would probably say, it's very related to discipline and safety and all that. (Valdivieso)
 - Have you guys had a chance to look at any models? Any ideas? Or you're not there yet? (Towe)

** : Motion Seconded



- In terms of what for the committee? (Valdivieso)
 - Right. (Towe)
 - Well, yeah, so it shouldn't be that hard to figure it out because like with culture and climate, we already had standing areas that were regularly reported on. And so it just became less of a problem identifying it. It was like we had at least 10 different things that we had to get to every meeting. And if any of them had anything that we had to substantively cover, we'd only get through 3 or 4 at best. We're like, we need to, so it's just going to be a matter of splitting the things that we're already kind of covering in that big culture and climate committee and then and and just moving them over so it's not going to be too much of shift in what's covered just branching it out so we have more ability. (Valdivieso)
 - Absolutely. And as we recall, we did discuss this at our board retreat about this splitting and so again, it's a great idea as we continue to make sure our students and staff are safe. (Rouse)

7. PUBLIC COMMENT - It is now time for public participation. To engage in public comment, all speakers must register via the district's website no later than 5 calendar days prior to the advertised meeting by 5:00 PM ET. Please state your name and address for the record. All speakers will have 2-minutes to address the BOT.

- No speaker's for public comment.

EXECUTIVE SESSION | Motion: Rouse - Towe** | Approved

LEAVE EXECUTIVE SESSION | Motion: Towe - Boomer** | Approved

8. CLOSED SESSION - 7:15 PM

9. CLOSING REMARKS FROM BOARD CHAIR:

Thank you to all for your hard work and dedication to the village. Have a great evening! Committees thank you for meeting.

10. MOTION TO ADJOURN: 7:15 PM ET Gilchrist - Towe** | Approved

Respectfully submitted at: 8/26/2024

Submitted by: Elijah D. Griffiths