



MINUTES

For

Board Meeting

January 29, 2025

6:30 PM

Academy for Urban Leadership Charter School
Perth Amboy, NJ

Dr. Paul Oliveira
Lead Administrator

Ms. Bernadette Pinto
School Business Administrator/Board Secretary

Ms. Norma Diaz
High School Principal

Mrs. Tobi Knehr
Middle School Administrator

I. CALL TO ORDER:

The meeting was called to order at 6:38 PM by President Eloisa Hernandez-Ramos.

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		Additional Attendees	
Ms. Eloisa Hernandez, President	Present	Ms. Norma Diaz, High School Principal	Present
Mr. Ambiorix Ramirez, Board Member	Present	Mrs. Tobi Knehr, Middle School Administrator	Excused
Ms. Yadira Puntiel, Board Member	Present	Ms. Patricia Bombelyn, Board Attorney	Present arrived at 6:48 pm
Ms. Mayra Mercado, Board Member	Present arrived at 6:50 pm		
Ms. Cecilia Vaquero, Board Member	Present		
Ms. Bernadette Pinto, SBA/Board Secretary	Excused		

Dr. Paul Oliveira, Chief Lead Administrator	Present		
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V. APPROVAL OF MINUTES:

Motion to approve the public and closed Session Minutes of the Board Meeting held on: (Copies in the hands of Board Members).

i. December 18, 2024 - Regular Board Meeting

Board Members	Motion	Second	Aye	Nay	Abstain
Ms. Eloisa Hernandez, President			X		
Mr. Ambiorix Ramirez, Board Member	X		X		
Ms. Mayra Mercado, Board Member			X		
Ms. Cecilia Vaquero, Board Member		x	x		

VI. CORRESPONDENCE: None

VII. PUBLIC COMMENTS (agenda items only):

The Board President invites members of the public to present any comments to the Board (limited to three minutes). Please begin your comments by stating your name and address. Individuals are invited to speak on one topic at a time, and no individual will speak more than once until all individuals so desiring have spoken once. The public is reminded to ensure the efficient and orderly operations of the meeting; members will be limited to speaking on agenda items for three minutes.

Adriana Ferreira and Ashley Arias, both 11th-grade students, expressed their deep concerns and frustrations with the student body regarding the treatment of students by our computer science teacher. Over the past months, we have collected statements from 69 students who have voiced dissatisfaction with his teaching methods and grading policies. Students feel that grades are being used as punishment rather than accurately reflecting their work and understanding of the material. There are significant inconsistencies in grading, and many students believe they are not being assessed fairly. Furthermore, his teaching methods are not fostering an effective learning environment, leaving many of us struggling to succeed in the course despite our efforts. We request that the school board review these concerns and take appropriate action to ensure that grading remains fair and that students have a learning experience that aligns with the school's academic standards.

VIII. PRESENTATIONS:

The Student of the Month award was presented by Ms. Diaz to the following students

Alondra Cordero Rios

Leslie Cruz

Ruth Ynoa Nunez

IX. STAKEHOLDERS REPORTS: None

X. CHIEF LEAD ADMINISTRATORS REPORT:

Dr. Oliveira presented his Lead Person report sharing the data for January 2025 that included Professional Development for Administration, Teaching, and Support Staff, four unfounded HIB Cases, Safety Drills that included Lockdown and Fire Drills, Lockdown Drill and Discipline Report, Student Attendance, Staff Attendance, Special Services (I & R S, Classified, Bilingual/ESL, Free/Reduced Lunch Students, Enrollment, School-Wide Activities: Guidance Department Activities Reports, Parent Outreach/Engagement, Longitudinal Summary for ELA and Mathematics.

XI. COMMITTEE REPORTS:

1. Academic Excellence
2. Human Resources and Recognition
3. Finance and Facilities
4. Executive/Governance

ACADEMIC EXCELLENCE

The Academic Excellence Committee, upon recommendation of the Lead Administrator, presents the following motions to the Academy for Urban Leadership Charter School Board of Trustees for approval:

1. Approve the following staff Professional Development requests. Title II, Acct. #20-270-200-300-000-096.

Professional Development	Staff Member	Date(s)	Location	Funding Source
AASA Conference	Dr. Oliveira	4/4/25-4/8/25	New Orleans, LA	No Cost
LSW Exam	Mabel Leonardo	2/28/25	Association of Social Work Board	No Cost

2. Approve the utilization of Edmentum to provide a NJ-certified instructor to provide virtual instruction to students in AP Calculus. Total cost not to exceed \$10,600.00, Acct. #20-231-100-300-000-096.
3. Approve AULCS Field Trips. Copy in the hands of the board of trustees. Acct. #11-000-270-500-000-072.

Number of Students /chaperones	Grade(s)	Requested by	Date	Time	Event/ Location	Expense(s)
65/7	7,8,9,10,11 &12	Mrs. Susan Spiecker	3/12/25	8:30 AM - 2:00 PM	Teen Arts Festival Middlesex College, Edison, NJ	Entry fee \$400.00 Bus- \$410.00 total not to exceed \$810.00

HUMAN RESOURCE AND RECOGNITION

The Human Resource and Recognition Committee, upon recommendation of the Lead Administrator, presents the following motions to the Academy for Urban Leadership Charter School Board of Trustees for approval. All appointments and reappointments are contingent upon and may be modified based on student participation and the district's receipt of sufficient State School Aid and other revenue funding.

1. Appoint the following staff as listed (Certified):

#	Candidates Name	Effective Date	Degree	Credited Exp./ Step	Assigned Subj. Area	Location	Total Annual Salary Rate
1.	Salwa Saadeh	1/30/25	MA	7	English Language Arts	High School	\$71,250.00*
2.	Dr. Leslie Kruten	1/30/25	DR	28	Special Education Teacher	High School	\$80,000.00*

*Candidates with * will teach a sixth period and receive 15% of the base salary per the CBA.

2. Appoint the following staff as listed (Non-Certified):

#	Candidates Name	Effective Date	Title	Total Compensation Rate
1.	Yaneiri Nunez	1/30/2025	Part-Time Aide	\$30.00/hr
2.	Lucy Rodriguez	1/30/2025	Part-Time Aide	\$30.00/hr
3.	Sylvia Saracho	1/30/2025	Part-Time Aide	\$30.00/hr

3. Accept the rescinding of the following staff:

#	Employee Name	Position Title	Effective Date
1.	Esmeralda Cabrera	Mathematics Teacher	01/03/2025

4. Appoint the following staff as listed for 2024-2025 Stipend Positions:

#	Candidate Name	Stipend Position	Stipend Amount
1.	Aileen Velez	Senior Class Advisor	Prorated \$2,200.00
2.	Carmen Vega	Yearbook Class Advisor	\$750.00

5. Approval of the utilization of Ms. Meltem Pak as a long-term substitute in conjunction with her paraprofessional duties to be responsible for all instructional duties for mathematics from January 2025 to June 2025 at a stipend not to exceed \$11,000.00.
6. Approve the job description for Confidential Clerk.
7. Approve the job description for Senior Army Instructor (SAI).
8. Approve the job description for Substitute Nurse.
9. Approve the job description for Substitute Security Guard.
10. Approve the job description for Substitute Custodian.
11. Approve the job description for Academic Interventionist.

FINANCE AND FACILITIES

The Finance and Facilities Committee, upon recommendation of the Lead Administrator and the School Business Administrator, presents the following motions to the Academy for Urban Leadership Charter School Board of Trustees for approval.

1. Approve the Bills List for the period of December 19, 2024 - January 23, 2025.
2. Approve the Board Secretary Report and Treasurer Report for December 2024.
3. Approve the Revised FY25 Budget for \$8,189,340.
4. Approve the FY25 IDEA Amendment.
5. Approve the FY25 Title I, Title I SIA Part A, Title II, Title III, and Title IV Amendments.

EXECUTIVE/GOVERNANCE

The Executive/Governance Committee, upon recommendation of the Chief Lead Administrator, presents the following motions to the Academy for Urban Leadership Charter School Board of Trustees for approval:

*Second reading of the following policies:

1. **Policy #0141 Board Member Number and Term (Revised)**
2. **Policy #0141.1 Board Member Number and Term – Sending District**
3. **Policy #0141.2 Board Member Number and Term – Receiving District**
4. **Policy #0164.6 Remote Public Board Meetings During Declared Emergency (M)(Abolished)**
5. **Policy #2200 Curriculum Content (M) (Revised)**
6. **Policy #3160 Physical Examination (M) (Revised)**
7. **Policy #4160 Physical Examination (M) (Revised)**
8. **Policy # 5337 Service Animals (Revised)**
9. **Policy #5350 Student Suicide Prevention (M) (Revised)**
10. **Policy #7231 Gifts from Vendors (M) (Abolished)**
11. **Policy # 8420 Emergency and Crisis Situations (M) (Revised)**
12. **Policy #8467 Firearms and Weapons (M) (Revised)**
13. **Policy #9181 Volunteer Athletic Coaches and Co-Curricular Activity**
14. **Policy #9323 NOTIFICATION OF JUVENILE OFFENDER CASE DISPOSITION**
15. **Policy #7610 VANDALISM**

*Second reading of the following Regulations:

1. **Regulation #3160 Physical Examination (M) (Revised)**
2. **Regulation #4160 Physical Examination (M) (Revised)**
3. **Regulation #5200 Attendance (M) (Revised)**
4. **Regulation # 8467 Firearms and Weapons (M) (Revised)**
5. **Regulation # 7610 VANDALISM**

First reading of the following policies:

1. **Policy #5516 Use of Electronic Communication Devices**
2. **Draft of Flexible Time Policy**

President Hernandez requested that policies 0141-0141.2 be removed from the second reading to reflect the election process and the flexible time policy for further review.

Mr. Ramirez requested that a regulation be drafted for policy 9393.

Accept the resignation of Yadira Puntiel, board member, effective December 18, 2024.

Board Members	Motion	Second	Aye	Nay	Abstain	Absent
Ms. Eloisa Hernandez, President			x			
Mr. Ambiorix Ramirez, Vice President		x	x			
Ms. Mayra Mercado, Corporate Secretary	x		x			
Ms. Cecilia Vaquero, Board Member			x			

Consent Agenda Items 8:07

Board Members	Motion	Second	Aye	Nay	Abstain	Absent
Ms. Eloisa Hernandez, President			x			
Mr. Ambiorix Ramirez, Vice President		x	x			
Ms. Mayra Mercado, Corporate Secretary	x		x			
Ms. Cecilia Vaquero, Board Member			x			

XIII. OTHER MOTIONS:

- 1. Approve Hermione Herrera as Youth Representative Board of Trustees member, effective January 29, 2025.**

Board Member	Motion	Second	Aye	Nay	Abstention
Ms. Eloisa Hernandez, President			x		
Mr. Ambiorix Ramirez, Vice President			x		
Ms. Mayra Mercado, Corporate Secretary	x		x		
Ms. Cecilia Vaquero, Board Member		x	x		

- 2. Approve Carlos Rei, as a Board of Trustees member, effective January 29, 2025.**

Board Member	Motion	Second	Aye	Nay	Abstention
Ms. Eloisa Hernandez, President			x		
Mr. Ambiorix Ramirez, Vice President	X		x		
Ms. Mayra Mercado, Corporate Secretary		x	x		
Ms. Cecilia Vaquero, Board Member			x		

- 3. Approve Dr. Jose Aviles, a Board of Trustees member, effective January 29, 2025.**

Board Member	Motion	Second	Aye	Nay	Abstention
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Ms. Eloisa Hernandez, President			x		
Mr. Ambiorix Ramirez, Vice President			x		
Ms. Mayra Mercado, Corporate Secretary	x		x		
Ms. Cecilia Vaquero, Board Member		x	x		

XIV. 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 the 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: Personnel & Attorney-Client Privilege

Motion to move into Executive Session:

Time Entering 8:09 PM

Board Members	Motion	Second	Aye	Nay	Abstain
Ms. Eloisa Hernandez, President			X		
Mr. Ambiorix Ramirez, Board Member		x	X		
Ms. Mayra Mercado, Board Member	x		X		
Ms. Cecilia Vaquero, Board Member			X		

Time Returning 9:00 PM

XIII. OTHER MOTIONS:

1. **Approve Hermione Herrera as Youth Representative Board of Trustees member, effective January 29, 2025.**

Board Member	Motion	Second	Aye	Nay	Abstention
Ms. Eloisa Hernandez, President			x		
Mr. Ambiorix Ramirez, Vice President			x		
Ms. Mayra Mercado, Corporate Secretary	x		x		
Ms. Cecilia Vaquero, Board Member		x	x		

COMMENTS FROM THE PUBLIC:

Members of the public desiring to make a public comment may come forward at this time. Please begin your comments by stating your name and address. Individuals are invited to speak on one topic at a time, and no individual will speak more than once until all individuals so desiring have spoken once.

The public is reminded that to ensure the efficient and orderly operations of the meeting, members of the public will be limited to speaking on items for three minutes.

Mr. Ramirez spoke about creating social emotional and restorative workshops for teachers.
President Hernandez reminded the board that Lead person evaluations have to be completed.

NEW/UNFINISHED BUSINESS:

Contacted MCC to arrange Science lab partnership.

Contacted multiple textbook vendors for samples of Science, Math, ELA, and History Textbooks

Consider creating a science lab partnership with MCC or adopting a new science program with labs.

Dr. Oliveira is waiting for a response from MCC and HMH.

BOARD MEMBER COMMENTS:

XIV. ADJOURNMENT:

Motion to Adjourn

End Time 9:23 PM

Board Member	Motion	Second	Aye	Nay	Abstention	Absent
Ms. Eloisa Hernandez, President			X			
Mr. Ambiorix Ramirez, Board Member		X	X			
Ms. Mayra Mercado, Board Member	X		X			
Ms. Cecilia Vaquero, Board Member			X			