

**Empowerment Academy Charter School
Board of Trustees Regular Meeting
Thursday, February 10, 2022, 7:30 pm
240 Ege Avenue
Jersey City, NJ 07304**

Minutes

A. Call to Order!

B. Welcome

C. Roll Call

Board Member	Present	Absent
Monica Zaslower	X	
Jermaine Pharmes		X
Tom Gallagher	X	
Lonnie Sobel	X	
Thomas Ogorzalek	X	
Dami Kabiawu	X	
Sapreet Saluja	X	

D. Approval of January 13, 2021, Meeting Minutes

Motion: Thomas Gallagher

Second: Lonnie Sobel

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja

Absent: J. Pharmes

No: None

E. Facilities Update/High School (Bret Schundler)

1. 22 – 02-10 -01 Resolved, The EA Board of Trustees approves the terms of the attached Lease Modification between the Corporation and Our Lady of Victories School. The lease modification authorizes Empowerment Academy to consolidate the adjacent lot it is purchasing with the OLV school property it leases. In exchange for increasing OLV's lot size with the purchased lot, Empowerment receives permission to put its modular classroom, etc., on the expanded school yard created, gains annual rent credits and lease extension options, and gains the right to sublease the school to another charter school.

Motion: Thomas Ogorzalek

Second: Sapreet Saluja

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

2. 22-02-10-02 Resolved, the EA Board of Trustees approves the revised Pre-Development and Lease Commitment Agreement between EA and Friends of Quality Education (“FQE) regarding the prospective development of school facilities for Empowerment Academy and for Beloved Community Charter Schools, including the revised percentages of the predevelopment expenses incurred by FQE that are to be reimbursed to FQE by Empowerment Academy and by Beloved Community Charter School.

Motion: Thomas Ogorzalek
Second: Sapreet Saluja

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

3. 22-02-10-03 Resolved, The EA Board of Trustees approves the 3-year lease and the installation and removal of Ten (10) Modular Classrooms proposal from Aries Building Systems LLC. In the amount of \$883,665. Total cost of l is as follows:

a. Three Year Lease of Modular Classrooms	\$609,228
b. Delivery, Block, Level, Anchor & Skirt	\$229,437
c. Tear Down & Removal	\$ 45,000

Motion: Tom Ogorzalek
Second: Sapreet Saluja

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

F. Policy/Handbooks

1. 22-02-10-04 Resolved, The EA Board of Trustees approves the Three-Year ELL Plan. New Jersey’s Administrative Code (N.J.A.C. 6A-15-1.6) requires that school districts, “providing a bilingual program, English as a second language (ESL (English as a Second Language)) program, or English Language Services (ELS) shall submit a plan every three years to the Department of Education for approval.”

Motion: Lonnie Sobel
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

G. Human Resources

1. 22-02-10-05 Resolved, The EA Board of Trustees approves of the following new hires for SY22 effective on the dates listed through June 30, 2022:

Employee	Position	Salary	Attendance Bonus	Start Date
Ilana Fontan	Custodian/Security	\$15.50	\$0	2/07/22
Nicole Mestre (1)	Kindergarten Teacher	\$59,500 (Prorated)	\$750	1/17/22
Anthony Dworzanski	ELA - RTI	\$70,000	\$750	4/04/22
Denisse Carrasco	Permanent Sub	\$37,000 (Prorated)	\$450	2/21/22
Alexis Akridge	5 th Grade Teacher Assistant	\$32,000 (Prorated)	\$450	2/23/22

(1) Took Over Responsibilities for Teacher Who Resigned.

Motion: Thomas Ogorzalek
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

2. 22-02-10-06 Resolved, The EA Board of Trustees approves of stipends in the amount of \$13,000 (Prorated) to be paid to the following Teacher Assistants for performing the duties and responsibilities of Long Term Substitutes effective February 1, 2022 through June 30, 2022:

- a. Alexis Haddock
- b. Tyneisha Chambers

Motion: Thomas Ogorzalek
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

3. 22-02-10-07 Resolved, The EA Board of Trustees approves of a stipend to be paid in the amount of \$965 to Armani Royster as EA's Cheerleading Coach effective 2/1/22 – 3/04/22.

Motion: Thomas Ogorzalek
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

4. 22-02-10-08 Resolved, The EA Board of Trustees approves of the Appreciation Commitment Incentive Policy whereby:

- a. A permanent \$1,000 increase to the base salary of non-administrator, NJDOE-certificated Lead Teachers, Staff Substitutes, and Student Support Professionals (Nurses, Counselors and Social Workers) who have been with the school for at least four full September to June academic years; and
- b. A permanent \$500 increase to the base salary of Assistant Teachers and One-on-One Aides who have been with the school for at least four full September to June academic years.

Motion: Thomas Ogorzalek
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

5. 22-02-10-09 Resolved, The EA Board of Trustees approves of offering a Performance Bonus Stipend of \$50 for the completion of the Mid-Year Teacher Survey

Motion: Thomas Ogorzalek
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

6. 22-02-10-10 Resolved, the Empowerment Academy Board of Trustees approves the provision of a Re-Signing Bonus for certificated teachers, nurses, social workers, and counselors who return to Empowerment Academy and work through the SY22-23 with \$500 paid in their January 30, 2023, paycheck and \$500 paid in their June 30, 2023, paycheck.

Motion: Thomas Ogorzalek
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

7. 22-02-10-11 Resolved; The EA Board of Trustees accepts the
Resignation/Termination of the following employee:

Employee	Position	Status	Effective
Edward Martins-Krasner	Teacher Assistant	Resignation	2/28/22
Lavon Smith	Data Coordinator	Termination	2/03/22
Jorge Colon	Spanish Teacher	Resignation	3/04/22

Motion: Thomas Ogorzalek
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

8. 22-02-10-12 Resolved, The EA Board of Trustees approves the following SY22-23
salary increments and starting (no experience) salaries for the following instructional
leadership positions:

Position	SY22-23 Salary Increment	SY22-23 Starting Salary
Director of Education	\$15,000	\$105,000
Academic Dean	\$10,000	\$85,000
Dean of Students	\$7,000	\$75,000
Dean of Curriculum	\$9,000	\$80,000
Special Education Coor	\$7,000	\$75,000

Motion: Thomas Ogorzalek
Second: Thomas Gallagher

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

I. Business

1. 22-02-10-13 Resolved, The EA Board of Trustees approves the Payment of Claims
in the amount of \$312,367.37 for the period 2/01/22 – 2/28/22.

Motion: Monica Zaslower
Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

2. 22-02-10-14 Resolved, The EA Board of Trustees authorizes the School Business Administrator to fund the Payrolls of February 15, 2021 for \$460,000 and for February 28, 2021 for \$460,000. Employer Taxes are included in each payroll.

Motion: Monica Zaslower
Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

3. 22-02-10- 15 Resolved, The EA Board of Trustees approves of the January 2022's Board Secretary Report and its submission to the NJDOE.

Motion: Monica Zaslower
Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

4. 22-02-10-16 Resolved; The EA Board of Trustees approves of increasing the advancement to School Partners \$5,000 for online job postings cost. Total advancement now increases from \$5,000 to \$10,000.

Motion: Monica Zaslower
Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

5. 22-02-10-17 Resolved, The EA Board of Trustees approves the expenditure of \$15,000 to Workable Inc for an online recruitment and evaluation software. Cost to be split with Beloved Community Charter School.

Motion: Monica Zaslower
Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

6. 22-02-10-18 Resolved, The EA Board of Trustees approves of the expenditures to A1 Wiring Solutions for the following:

- | | |
|---|------------|
| a. Upgrade Security System & Install Cameras for Modular Classrooms - LES | \$6,745.00 |
| b. Install Wiring, Equipment & Additional Cameras – UES | \$4,119.00 |
| c. Purchase & Installation of three additional cameras in Stairways – UES | \$1,500.00 |

7. 22-02-10-19 Resolved, The EA Board of Trustees approves of the following expenditure of \$13,729 for a 3-year agreement with ClassLink. ClassLink is a single sign-on solution that gives students access to everything they need to learn, anywhere, with just one password, accessible from any device.

Motion: Monica Zaslower
Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

8. 22-02-10-20 Resolved, The EA Board of Trustees approves of reimbursing employees for the cost of parking at the Westside Station Light Rail Parking Lot. Cost of parking is \$2.30/Day or \$46.00/Month.

Motion: Monica Zaslower
Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

9. 22-02-10-21 Resolved; The EA Board of Trustees approves the attached Personnel Shares Services Agreement revised to include up to \$20,000 of payments from Beloved Community Charter School to Empowerment Academy Charter School for faculty recruitment assistance provided to Beloved.

Motion: Monica Zaslower
Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja
Absent: J. Pharmes
No: None

10. 22-02-10-22 Resolved, The EA Board of Trustees approves of the revised SY22 Budget and its submission to the NJ DOE.

Motion: Monica Zaslower

Second: Thomas Ogorzalek

Yes: M. Zaslower, T. Gallagher, L. Sobel, T. Ogorzalek, D. Kabiawu, S. Saluja

Absent: J. Pharmes

No: None