

Empowerment Academy Charter School

Board of Trustees Regular Meeting

Thursday, May 31, 2022, 7:30PM

240 Ege Avenue

Jersey City, New Jersey 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 April 14, 2022 Minutes

Motion: Lonnie Sobel

Second: Monica Zaslower

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

Absent: J. Pharmes, D. Kabiawu

No: None

Abstain: T. Gallagher

E. School Calendar

Roll Call Vote on Item 1

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

Absent: J. Pharmes, D. Kabiawu

No: None

1. **22-04-14-01** Resolved, The EA Board of Trustees approves of the School Calendar for the 2022 – 2023 School Year.

F. Human Resources

Roll Call Vote on Items 1 - 9

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

Absent: J. Pharmses, D. Kabiawu

No: None

1. **22-04-14-02** Resolved, The EA Board of Trustee approves the implementation of the following Faculty Retention Bonus:

The Board of Empowerment Academy Charter School approves the implementation of a SY22-23 Faculty Retention Bonus for lead Teachers, Social Workers, School Counselors, and School Nurses. Under the policy, any such faculty member employed by the school on or before September 1, 2022, who serves throughout the year and is still employed by the school on the last day of school for students in June 2023, shall receive a \$1,000 Faculty Retention Bonus paid out to the employee with the employee's June 30, 2023 paycheck.

2. **22-04-14-03** Resolved, The EA Board of Trustees approves the payment of a \$2,000 stipend to Bobby Seetaram for work during Spring Break related to the installation of new modular classrooms at EA's Ege Avenue location.
3. **22-04-14-04** Resolved, the EA Board of Trustees approves the offering of renewal contracts to the staff members listed in the attached Contract Renewals matrix at the salaries or hourly compensation rates, and for the terms or hours and number of weeks stated.
4. **22-04-14-05** Resolved, the EA Board of Trustees approves the following title and salary change for SY22-23:

Employee	Position Change	New Salary	Start Date in New Role
Cedric Thorbes	From Dean of Students to Academic Dean	\$94,000	July 1, 2022
Lauren Golden	From Academic Dean to Coordinator of Assessment and Data	103,000	July 1, 2022
Brian Albanaese	From Dean of Students to Academic Dean for Grade Levels 3-4	92,000	July 1, 2022
Myronda Clinton	From Instructional Support Counselor to School Counselor	\$63,000 (including \$1,000 Commitment Increment)	July 1, 2022
Michelle Fabio	Dean of Students – Increase in Responsibilities	\$88,500	

5. **22-04-14-06** Resolved, The EA Board of Trustees approves of the following new hire and or additional contracts for SY22 effective May 27, 2022, through June 30, 2022:

Employee	Position	Annual Salary/Hrly Comp	Start Date
Angela Thomas	Principal	\$105,000	June 1, 2022
Ilyssa Thomas	Coor of Faculty Hiring (PT: 15 Hrs/Wk)	\$37.50/Hr	May 1, 2022

6. **22-04-14-07** Resolved, The EA Board of Trustees approves of the following new hires for SY23 effective with the dates listed through June 30,2023:

Employee	Position	Salary	Start Date
Melissa Judilla	Classroom Lead Teacher	\$64,000	8/17/22
Catalina Thomas	Social Worker	\$63,500	8/17/22
Jubrial Neshiewat	Dean of Students	\$75,000	7/2/22
Brittany Airey	Dean of Curriculum & Instruction	\$85,000	7/1/22
Angela Thomas	Principal	\$105,000	7/1/22
Kathryn Kalaigian	Teacher	\$62,000	9/1/22
Martha Landry	Teacher	\$64,000	9/1/22
Suzanne Carbonne	Principal	\$105,000	7/1/22

7. **22-04-14-08** Resolved, The EA Board of Trustees approves of the following Resignations:

Employee	Position	Effective
Ziv Zamecheck	Teacher	6/30/22
Katelyn Geltzeiler	Grade Level Lead	06/30/22
Vanessa Allen	Kindergarten Teacher	5/19/22

8. **22-04-14-09** Resolved, The EA Board of Trustess approves the following SY21-22 bonues to be paid 6/15/22:

Employee	Position	Effective
Mariela Diaz	Grade Level Lead	\$3,000
Myronda Clinton	Kindergarten Teacher	\$2,000
Kadeedra Browne	Social Worker	\$500
Angelica Juarez	Teacher Assistant	\$750

9. **22-04-14-10** Resolved, The EA Board of Trustees approves of the following SY22-23 Stipends and Bonuses to be paid to Deans of Students, Lead Teachers, Substitute

Teachers, Teacher Assistants, School Nurses, School Counselor, School Social Workers and One to One Aides:

Employee	Attendance Bonus	Summer Institute Stipend
Coordinator of Special Ed	\$750	\$280/day
Deans of Students	\$750	\$280/day
Lead Teachers	\$750	\$240/day
School Counselors	\$750	\$240/day
School Nurses	\$750	\$240/day
School Social Workers	\$750	\$240/day
Instruct. Support Counselor	\$600	\$200/day
Substitute Teachers	\$600	\$180/day
Teacher Assistants	\$450	\$120/day
One-to-One Aides	\$450	\$120/day

G. Business

Roll Call Vote on Items 1 - 10

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

Absent: J. Pharmes, D. Kabiawu

No: None

1. **22-04-14-11** Resolved, The Board of Trustees approves the Payment of Claims in the amount \$864,534.13 for the period 4//28/22 - 5/31/22
2. **22-04-14-12** Resolved, The Board of Trustees authorizes the School Business Administrator to fund the Payrolls of May 15,2022 and May 31,2022 in the amount of \$480,000, respectively. Employer Taxes are included in each Payroll.
3. **22-04-14-13** Resolved, The EA Board of Trustees approves the April 2022 Board Secretary Report and its submission to the NJ DOE.
4. **22-04-14-14** Resolved, The EA Board of Trustees authorizes the School Business Administrator to enter into an agreement with Preferred Environmental Services LLC for the removal and disposition of a 2,000 gallon Above Ground Oil Storage Tank.
5. **22-04-14-15** Resolved, The EA Board of Trustees approves the School Partners Contract for SY22-23 in the amount of up to \$184,200, or \$208,200 if its Principal serves as Acting Lead Person through the school year.

6. **22-04-14- 16** Resolved, The EA Board of Trustees authorizes the School Business Administrator to enter into an agreement with EA Services Corporation for the removal and disposal of asbestos roof before demolition of the garage where additional modular classrooms are to be located. Total Cost - \$8,800
7. **22-04-14-17** Resolved, The EA Board of Trustees authorizes the School Business Administrator to enter into an agreement with East Coast Electrical Services LLC for the installation of electrical power to additional modular classrooms. Total Cost - \$39,000
8. **22-04-14-18** Resolved, The EA Board of Trustees accepts from the Office of Grants Management the following allocations from the Elementary and Secondary Education Act (ESEA):

Title IA	\$532,135
Title IIA	\$ 55,540
Title III	\$ 25,092
Title IVA	\$ 39,486
Total	\$652,253

9. **22-04-14-19** Resolved, The EA Board of Trustees approves the creation of a Capital Reserve for Facilities Improvement, and authorizes its School Business Administrator: 1) to create the necessary accounts; 2) to amend EA's SY21-22 Revised Budget through the listing of a \$2,500,000 capital outlay for facility improvements on the appropriate Budget line; and 3) to amend EA's SY22-23 Preliminary Budget through reducing the capital outlay for facilities improvements from \$5,000,000 to \$2,500,000, and listing that \$2,500,000 capital outlay on Line 80 or 81 as appropriate.
10. **22-04-14-20** Resolved, The EA Board of Trustees approves of the re-appointment of Johnson Law Firm as School Attorney for SY23. EA will pay Johnston Law Firm for legal services at a reduced rate of \$285 per hour for Principals and Counsel, \$255 per hour for Associates and \$115 per hour for Paralegal.