

**Empowerment Academy Charter School  
Board of Trustees Regular Meeting  
Thursday, August 8, 2019 7:30 pm  
Via Conference Call  
Minutes**

A. Call to Order

- B. In accordance with the Open Public Meetings Act, N.J.S.A. 10:4-6 *et seq.*, adequate notification of this meeting has been provided by advertising in the Jersey Journal and the Jersey City Reporter, and by posting in the Public Library at 472 Jersey Avenue, Jersey City.

C. Roll Call

D. Board Member	Present	Absent
Monica Zaslower	X	
Jermaine Pharmes	X	
Tom Gallagher	X	
Lonnie Sobel	X	
Thomas Ogorzalek		X

Attendees:

Richard Raschdorf	School Business Administrator
Shona Hendry	Acting Principal
Duanne Moeller	Director of Operations
Bret Schundler	School Partners LLC

E. Approval of July 11, 2019 Meeting Minutes

Motion: Thomas Gallagher  
Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

F. Evaluations

1. **19.08-08-01** Resolved, The EA Board of Trustees approves of Evaluation Instruments to be used for Lead Teachers and Lead Person.

Motion: Monica Zaslower  
Second: Thomas Gallagher

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharnes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

G. Handbooks

1. **19-08-08.02** Resolved, The EA Board of Trustees approves of the following handbooks for SY20:
  - a. Family Handbook
  - b. Employee Handbook
  - c. Student Culture Plan
  - d. Staff Culture Plan

Motion: Thomas Gallagher

Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharnes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

H. Staff Evaluation

1. **19.08.08-03** Resolved, The EA Board of Trustees approves of the following Staff Evaluations for SY20:
  - a. Instructional Support Counselor
  - b. ESL Teacher
  - c. Lead Teacher
  - d. Math Response to Intervention
  - e. Reading Specialist
  - f. School Nurse
  - g. Response to Intervention Teacher
  - h. Social Worker
  - i. Specials Teacher
  - j. Special Ed Coordinator
  - k. Special Education Support Teacher
  - l. Teacher Assistant
  - m. Paraprofessional

Motion: Thomas Gallagher

Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharnes	X		

Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

I. Human Resources

1. **19-08-08-04** Resolved, The EA Board of Trustees approving of the following hires for SY20 effective August 19, 2019

Employee	Position	Compensation
Nicole Carcano	Lead Teacher	\$58,000
Selina Duchesne	Teacher Assistant	\$30,000
Sima El-Ali	Teacher Assistant	\$30,000
Marissa Rodrigues	Spanish Teacher	\$60,000
Kelly Lazar	Teacher Assistant/Lead Teacher (1)	\$30,000/\$54,000
Melanie Cohen	Physical Education Teacher	\$54,000

(1) Maternity Leave Replacement

Motion: Thomas Gallagher

Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharnes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

2. **19-08-08-05** Resolved, The EA Board of Trustees approves of the following stipends to new employees for the SY20 effective August 19, 2019 through June 30, 2020.

Employee	Position	Summer Institute/Work	Homework Help	Attendance Bonus	AfterCare Coordinators
Marcus Conde	Lead Teacher	\$1,800		\$750	
Catherine Hanley	Interim Instructional Support Counselor(1)	\$1,800			
Nicole Carcano	Lead Teacher	\$1,800		\$750	
Selina Duchesne	Teacher Assistant	\$900	\$1,500	\$450	
Sima El-Ali	Teacher Assistant	\$900	\$1,500	\$450	
Marissa Rodrigues	Spanish Teacher	\$1,800		\$750	
Kelly Lazar	Teacher Assistant/Lead Teacher (1)	\$900	\$1,500	\$450	
Melanie Cohen	Physical Education Teacher	\$1,800		\$750	

Myronda Clinton	Teacher Assistant				\$2,500
Nicole Mestre	Teacher Assistant				\$2,500

(1) Maternity Leave Replacement

Motion: Thomas Gallagher  
Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

3. **19-08-08-06** Resolved, The EA Board of Trustees approves the contract of Richard Raschdorf, School Business Administrator, for the SY20

Motion: Thomas Gallagher  
Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

J. Business

1. **19-08-08-07** Resolved, The EA Board of trustees approves of the Payment of Claims in the amount of \$92,992.78. Checks were issued after July Board Meeting in case Vendors required prepayments before shipping.

Motion: Thomas Gallagher  
Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

2. **19-08-08-08** Resolved, The EA Board of Trustees approves the Payment of Claims in the amount of \$143,342.03 for the period 8/6/19 – 9/01/19.

Motion: Thomas Gallagher  
Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharnes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

3. **19-08-08-09** Resolved, The EA Board of Trustees authorizes the School Business Administrator to fund the Payrolls of \$51,000 for August 15, 2019 and \$55,000 for August 31, 2019. Employer Taxes are included in each payroll.

Motion: Thomas Gallagher  
Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharnes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

4. **19-08-08-10** Resolved, The EA Board of Trustees approves the revision of the Personnel Shared Services Agreement with Beloved Community Charter School. EACS pays BCCS \$214,340 for services provided to EA's 4<sup>th</sup> and 5<sup>th</sup> Grades. BCCS pays EACS \$122,040 for Business and Operational Support. Net Cost to EACS \$92,300.

Motion: Thomas Gallagher  
Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharnes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

5. **19-08-08-11** Resolved, The EA Board of Trustees approves the revision of the Student Transportation Shared Services Agreement with Beloved Community Charter School. Annual Cost - \$300,420.

Motion: Thomas Gallagher  
Second: Monica Zaslower

Board Member	Yea	Nay	Absent
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Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

6. **19-08-08-12** Resolved, The EA Board of Trustees authorizes the School Business Administrator to enter into a contract with Panavid to uipgrade speaker system. Cost \$8,850.

Motion: Thomas Gallagher

Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

7. **19-08-08-13** Resolved, The EA Board of Trustees approves of a School Food Authority (Beloved Community Charter School) to School Food Authority (EACS) contract for BCCS to supply EACS 4<sup>th</sup> and 5<sup>th</sup> Graders meals while at Beloved Community Charter School.

Motion: Thomas Gallagher

Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

8. **19-08-08-14** Resolved, The EA Board of Trustees approves a lease modification to include an additional \$90,000 paid over 22 months from September 1, 2019 through June 30, 2021. Lease is restructured to include Leasehold Improvements.

Motion: Thomas Gallagher

Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

9. **19-08-08-15** Resolved, The EA Board of Trustees approves the expenditure of an Apple MacBook Pro for Director of IT to run EACS and BCCS IT operations. Cost - \$3,358 to split with BCCS.

Motion: Thomas Gallagher

Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X

10. **19-08-08-16** Resolved, The EA Board of Trustess approves authoriaes the School Business Administrator to enter into an agreement with Educational Services Commission of NJ for Child Student Team Services. Projected Annual Cost - \$19, 582 consisting of 38 Annual Reviews at \$263 each and 6 Student Re-Evaluations at \$1,598 each. Requires 50% deposit of \$9,700 before services are to begin.

Motion: Thomas Gallagher

Second: Monica Zaslower

Board Member	Yea	Nay	Absent
Monica Zaslower	X		
Jermaine Pharmes	X		
Tom Gallagher	X		
Lonnie Sobel	X		
Thomas Ogorzalek			X