

**EMPOWERMENT ACADEMY CHARTER SCHOOL**  
**Board of Trustees Regular Meeting**  
**Thursday, February 13, 2025, 7:30PM**  
**240 Ege Avenue**  
**Jersey City, New Jersey 07304**

**MINUTES**

**A. Call to Order**

**B. Welcome**

**C. Roll Call**

Present M. Zaslower, T. Gallagher, D. Kabiawu, Lonnie Sobel, T. Ogorzalek

Absent: None

In Attendance:

Bret Schundler, Acting Head Dean

Angela Thomas, Director of Education

Richard Raschdorf, School Business Administrator

Bobby Seetaram, Director of Operations

**D. Approval of February 13,2025 Minutes**

Motion: M. Zaslower      Seconded: L. Sobel

Approved: M. Zaslower, T. Gallagher, D. Kabiawu, L. Sobel

Absent: None

Abstain: T. Ogorzalek

**E. HIB Reports**

**Roll Call Vote for Item 1**

Motion: M. Zaslower      Seconded: L. Sobel

Approved: M. Zaslower, T. Gallagher, D. Kabiawu, L. Sobel, T. Ogorzalek

Absent: None

1. **25-02-13-01** Resolved, The EA Board of Trustees approves the Acting Head Dean Recommendations of HIB Incidents during February 2025.

**F. Policies**

Roll Call Vote for Item 1

Motion: M. Zaslower      Seconded: L. Sobel

Approved: M. Zaslower, D. Kabiawu, L. Sobel, T. Ogorzalek

Absent: None

Abstain: T. Gallagher

1. **25-02-13-02 Resolved**, The EA Board of Trustees approves of the SY25 ICS Safe Zone Policy.

**G. Evaluations**

Roll Call Vote for Item 1

Motion: T. Ogorzalek      Seconded: D. Kabiawu

Approved: M. Zaslower, D. Kabiawu, L. Sobel, T. Ogorzalek, T. Gallagher

Absent: None

1. **25-02-13-03 Resolved**, The EA Board of Trustees approves the following SY25 Leadership Evaluation Tools:
  - a. Dean of Data & Assessments
  - b. Dean of Students
  - c. Dean of Culture
  - d. Academy Dean
  - e. DCI
  - f. Building Principal
  - g. Dept Chair of Student Support Services

**H. Human Resources**

Roll Call Vote for Item 1 - 7

Motion: T. Ogorzalek      Seconded: D. Kabiawu

Approved: M. Zaslower, D. Kabiawu, L. Sobel, T. Ogorzalek, T. Gallagher

Absent: None

1. **25-02-13-04 Resolved**, The EA Board of Trustees approves of the SY25 New Hires effective per Start Date noted on Appendix A, Schedule 1.
2. **25-02-13-05 Resolved**, The EA Board of Trustees approves the SY25 Stipends effective per Start Date noted o Appendix A, Schedule 2.
3. **25-02-13-06 Resolved**, The EA Board of Trustees approves of the SY25 Replacement Contracts effective per Start Date noted on Appendix A, Schedule 3.
4. **25-02-13-07 Resolved**, The EA Board of Trustees approves of the following Resignations/Termination with the effective dates listed per Appendix A, Schedule 3.
5. **25-02-13-08 Resolved**, The EA Board of Trustees approves the salaries/stipends of the employees listed per Appendix A, Schedule 4 be paid with Title IA Funds.
6. **25-02-13-09 Resolved**, The EA Board of Trustees approves the appointment of Lamar Tucker as Affirmative Action Office for the SY25 pursuant to N.J. Admin. Code 6A:7-1.5 whereas every bord o education in NJ must annually designate an Affirmative Action Officer and will be compensation for such with a \$2,000 Stipend.
7. **25-02-13-10 Resolved**, The EA Board of Trustees pursuant to N.J. Admin. Code 6A:7-1.5 whereas every board of education in NJ is to appoint an Affirmative Action Team to conduct a Needs Assessment to development and implement a Comprehensive Equity Plan to ensure and to develop policies and practices fulfill the standards of equity required of public schools.

Particiaption by individuals on the school’s Affirmative Action Team is as follows:

Cross Campus

Bret Schundler, Lead Person and Team Chairperson  
 Angela Thomas, Director of Education  
 Bobby Seetaram, Director of Operations  
 Lamar Tucker, Chairperson, Dept. Of Student Support Services Chair

LES

Jasmin Song, Dean of Assessment and Data  
 Raul Velazquez, ISC

UES

Enazir Pitchai, Math Teacher  
 Justin Hernandez, ELA Teacher

HS

JJ Neshiewat, Principal  
 Melanie Cohen, Director of Athletics

**I. Business**

Roll Call Vote for Item 1 - 19

Motion: T. Ogorzalek      Seconded: M. Zaslower

Approved: M. Zaslower, D. Kabiawu, L. Sobel, T. Ogorzalek, T. Gallagher

Absent: None

1. **25-02-13-11 Resolved**, The EA Board of Trustees approves the Payment of Claims in the amount \$877,862.66 for the period 02/02/25 - 03/01/25
2. **25-02-13-12 Resolved**, The EA Board of Trustees authorizes the School Business Administrator to fund the Payrolls of February 15,2025 for \$850,000 and February 28,2025 for \$850,000, respectively. Employer Taxes are included in each Payroll.
3. **25-02-13-13 Resolved**, The EA Board of Trustees approves the Board Secretary Report for January 2025
4. **25-02-13-14 Resolved**, The EA Board of Trustees approves the SY24 Treasurer's Report for January 2025.
5. **25-02-13-15 Resolved**, The EA Board of Trustees approves the expenditure SY26 of \$20,500 for Dean's List, a software platform that streamlines a school's day to day operations, such as family engagement and communications, school behavior and culture.
6. **25-02-13-16 Resolved**, The EA Board of Trustees authorizes the School Business Administrator to enter into an agreement for \$5,780.48 with Aramark for the 8<sup>th</sup> Grade Graduation Ceremony to be held at the St Peter's University Meeting/Ballroom.
7. **25-02-13-17 Resolved**, The EA Board of Trustees authorizes the School Business Administrator to enter into an agreement for up to \$10,000 with Progressive Therapy of NJ for Functional Behavior Assessments and Behavior Treatment Plans.
8. **25-02-13-18 Resolved**, The EA Board of Trustees approves the expenditure of \$7.445 to CDK Systems for the SY25 Accounting renewal license.
9. **25-02-13-19 Resolved**, The EA Board of Trustees authorizes the School Business Administrator to enter into an agreement with Sensory Kids & Social Minds LLCV for Speech Therapy in the middle and high schools. The cost of the service is \$100 per hour.
10. **25-02-13-20 Resolved**, The EA Board of Trustees approves of SY25 Revised Student Transportation Agreement to include the added \$90,000 for athletic teams and other student transportation costs,
11. **25-02-13-21 Resolved**, The EA Board of Trustees approves the expenditure of \$6,072.96 to ClassLink for SY26 Renewal License for Single Access Passwords for Students.
12. **25-02-13-21 Resolved**, The EA Board of Trustees approves the SY24 Annual Comprehensive Financial Report and SY24 Auditors Management Report.

13. **25-02-13-22 Resolved**, The EA Board of Trustees approves SY24 Auditors Management Report Corrective Action Plan.
14. **25-02-13-23 Resolved**, The EA Board of Trustees accepts the FY26 Special Education Medicaid Initiative (SEMI) Reimbursement Revenue amount of \$6,311.20 for special education services provided to students on Medicaid.
15. **25-02-13-24 Resolved**, The EA Board of Trustees approves the purchase from Strauss Esmay Associates LLP policy and procedure manuals templates for the cost of \$9,460 pro-rated amount \$3,121, Annual amount thereafter \$4,965.
16. **25-02-13-25 Resolved**, The EA Board of Trustees approves an increase in the SY25 IDEA Grant of \$7,544:

Original Grant Allocation	Revised Grant Allocation
\$283,715	\$291,259

17. **25-02-13-26 Resolved**, The EA Board of Trustees approves to renew the Supply Procurement System License and Maintenance Fees for the 2025 – 2026 as follows:

License & Maintenance	\$4,450
Time & Materials	\$2,100
e-PO	\$ 125

18. **25-02-13-27 Resolved**, The EA Board of Trustees approves SY26 School Calendar.
19. **25-02-13-28 Resolved**, The EA Board of Trustees authorizes the School Business Administrator to enter into an agreement with Outside General Counsel Solutions for legal services in the negotiation of a lease with St Paul the Apostle School. Attorney Fees are \$325 per hour and Paralegals are \$150 per Hour.

#### J. Field Trips

Roll Call Vote for Item 1 - 1

Motion: T. Ogorzalek      Seconded: D. Kabiawu

Approved: M. Zaslower, D. Kabiawu, L. Sobel, T. Ogorzalek, T. Gallagher  
Absent: None

1. **25-02-13-29 Resolved**, The EA Board of Trustees approve the following Field Trips:

Grade	Date	Location	Address	Cost to School
Kindergarten	3/25/25	Urban Air	Avenel, NJ	\$2,254.99
1st	3/25/25	Sea Life Aquarium	East Rutherford, NJ	\$1,750.00
2nd	3/25/25	Legoland Discovery	East Rutherford, NJ	\$1,960.00
3rd	3/25/25	Urban Air	So Hackensack, NJ	\$2,254.99
4th	3/27/25	Sportsplex at Metuchen	Metuchen, NJ	\$2,450.00
5th	3/25/25	SeaQuest Woodbridge	Woodbridge, NJ	\$998.75
6th	3/26/25	Branchburg Sports Complex	Branchburg, NJ	\$2,912.00
7th	3/26/25	Turtle Back Zoo	West Orange, NJ	\$2,055.00
8th	3/26/25	Top Golf	Edison, NJ	\$2,000.00
9th	3/27/25	Intrepid Museum	New York, NY	\$3,610.00
10th	3/27/25	Dave & Busters	Wayne, NJ	\$3,930.36