



# Board of Trustees Meeting

## Meeting Minutes

### June 12, 2025

A. Call to Order

*Meeting called to order at 7:31pm.*

B. Welcome

C. Roll Call

Member	Present	Absent
Mr. Thomas Gallagher	X	
Ms. Dami Kabiawu	X	
Mr. Tom Ogorzalek	X	
Mr. Lonnie Sobel	X	
Ms. Monica Quiroga Zaslower	X	

*In Attendance:*

*Bret Schundler, Acting Head Dean*

*Menachem Bazian, School Business Administrator*

*Richard Raschdorf, School Business Administrator Emeritus*

*Angela Thomas, Director of Education*

*Bobby Seetaram, Director of Operations*

D. Approval of May 8, 2025 minutes

Member	Yes	No	Abs
Mr. Thomas Gallagher	X		
Ms. Dami Kabiawu	X		
Mr. Tom Ogorzalek	X		
Mr. Lonnie Sobel ( <b>Motion</b> )	X		
Ms. Monica Quiroga Zaslower ( <b>Second</b> )	X		

E. Public Comments

F. School Review

1. Educational – Angela Thomas

*Ms. Thomas discussed the end of year preparations as well as the status of preparations for the Summer.*

2. Financial – Menachem Bazian

*Mr. Bazian stated that there are 318 days of cash available and that the financial position of the organization is stable.*

G. Facilities – Bret Schundler

H. HIB Reports

I. Policies, Plans, and Submissions

<b>Member</b>	<b>Yes</b>	<b>No</b>	<b>Abs</b>
Mr. Thomas Gallagher	X		
Ms. Dami Kabiawu <b>(Second)</b>	X		
Mr. Tom Ogorzalek <b>(Motion)</b>	X		
Mr. Lonnie Sobel	X		
Ms. Monica Quiroga Zaslower	X		

1. **2025-06-12-01 Resolved**, the EA Board of Trustees adopts policy 250612.1, “Equity in Guidance Programs and Services Policy.”
2. **2025-06-12-02 Resolved**, the EA Board of Trustees adopts policy 250612.2, “Equity in PE and Athletics Policy.”
3. **2025-06-12-03 Resolved**, the EA Board of Trustees adopts the Empowerment Academy Charter School Strategic Plan for the years 2025-2030.
4. **2025-06-12-04 Resolved**, the EA Board of Trustees approves the school’s five Equity Needs Assessment and Plan for SYs 2026 – 2028.
5. **2025-06-12-05 Resolved**, the EA Board of Trustees approves submission of Empowerment Academy Charter School’s Comprehensive Equity Plan Strategic Plan for SYs 2026-2028 to Hudson Executive County Superintendent, Melissa Pearce.
6. **2025-06-12-06 Resolved**, the EA Board of Trustees authorizes the school’s Lead Person to execute and submit the school’s Intent to Collaborate form for SY2025 – 2026 to the Essex Regional Educational Services Commission

relating to the provision of educationally-related support services to identified homeless children.

7. **2025-06-12-07 Resolved**, the EA Board of Trustees adopts policy 250612.7, “Policies & Procedures for the Distribution of Grant-Funded Gift Cards.”

J. Human Resources

*Item 6, retirements, resignations, and terminations was amended during the meeting to include Mr. Richard Raschdorf, School Business Administrator, who is retiring effect June 30, 2025.*

<b>Member</b>	<b>Yes</b>	<b>No</b>	<b>Abs</b>
Mr. Thomas Gallagher ( <b>Second</b> )	X		
Ms. Dami Kabiawu	X		
Mr. Tom Ogorzalek ( <b>Motion</b> )	X		
Mr. Lonnie Sobel	X		
Ms. Monica Quiroga Zaslower	X		

1. **2025-06-12-07 Resolved**, the EA Board of Trustees approves of the **SY25** Contracts effective per Start Date noted on Appendix A, Schedule 1.
2. **2025-06-12-08 Resolved**, The EA Board of Trustees approves of the **SY25** stipends effective per Start Date noted on Appendix A, Schedule 2.
3. **2025-06-12-09 Resolved**, The EA Board of Trustees approves **SY26** amended contracts effective per start date noted on Appendix A, Schedule 3.
4. **2025-06-12-10 Resolved**, The EA Board of Trustees approves **SY26** contracts effective per start date noted on Appendix A, Schedule 4.
5. **2025-06-12-11 Resolved**, The EA Board of Trustees approves **SY26** stipends effective per start date noted on Appendix A, Schedule 5.
6. **2025-06-12-12 Resolved**, The EA Board of Trustees approves the retirements, resignations, and terminations effective per effective date noted on Appendix A, Schedule 6.

K. Business

*Mr. Bazian corrected the amounts for Item 1 to \$1,695,312.60 and Item 2 to \$245,827.88.*

<b>Member</b>	<b>Yes</b>	<b>No</b>	<b>Abs</b>
Mr. Thomas Gallagher	X		
Ms. Dami Kabiawu	X		
Mr. Tom Ogorzalek	X		
Mr. Lonnie Sobel ( <b>Second</b> )	X		
Ms. Monica Quiroga Zaslower ( <b>Motion</b> )	X		

1. **2025-06-12-13 Resolved**, The EA Board of Trustees approves the Payment of Claims in the amount of \$1,525,454.26 for the period June 2 – June 30, 2025.
2. **2025-06-12-14 Resolved**, The EA Board of Trustees approves the Payment of Claims in the amount of \$194,871.20 for the period July 1 – July 1, 2025.
3. **2025-06-12-15 Resolved**, the EA Board of Trustees approves the expenditures listed in Appendix B in the amount of \$1,085,526.94.
4. **2025-06-12-16 Resolved**, The EA Board of Trustees authorizes the School Business Administrator to fund the Payrolls of June 15, 2025, for \$850,000 and June 30, 2025, for \$850,000, respectively. Employer Taxes are included in each Payroll.
5. **2025-06-12-17 Resolved**, The EA Board of Trustees approves the Board Secretary Report for May 2025.
6. **2025-06-12-18 Resolved**, The EA Board of Trustees approves the SY25 Treasurer’s Report for May 2025.
7. **2025-06-12-19 Resolved**, The EA Board of Trustees approves an agreement with Johnston Law Firm for Legal Services effective July 1, 2025, through June 30, 2026. Compensation for legal services is at a rate of \$295 per hour for principals, \$265 per hour for other attorneys and \$118 for paralegals.
8. **2025-06-12-20 Resolved**, the EA Board of Trustees approves an agreement with Bayonne Extermination Co. effective July 1, 2025, through June 30, 2026, for extermination services in the amount of \$881.08 per month.
9. **2025-06-12-21 Resolved**, the EA Board of Trustees approves a six (6) month agreement with CESA 6 d/b/a CMS 4 Schools effective July 1, 2025, through December 31, 2025, for website hosting in the amount of \$1,390.50.
10. **2025-06-12-22 Resolved**, the EA Board of Trustees approves an agreement with JourneyEd.com effective July 1, 2025, through June 30, 2026, for Adobe K12 software site license renewal in the amount of \$2,475.00.

11. **2025-06-12-23 Resolved**, the EA Board of Trustees approves an agreement with IncidentIQ effective July 1, 2025, through June 30, 2026, for ticketing software subscription renewal in the amount of \$10,545.07.
12. **2025-06-12-24 Resolved**, the EA Board of Trustees approves an agreement with SHI International Corp effective July 1, 2025, through June 30, 2026, for CIPA compliant content filtering for student devices in the amount of \$12,404.00.
13. **2025-06-12-25 Resolved**, the EA Board of Trustees approves an agreement with NWEA effective July 1, 2025, through June 30, 2026, for MAP Growth in the amount of \$18,400.00.
14. **2025-06-12-26 Resolved**, the EA Board of Trustees approves an agreement with CDK Systems Inc. effective July 1, 2025, through June 30, 2026, for accounting software and hosting in the amount of \$8,063.00.
15. **2025-06-12-27 Resolved**, the EA Board of Trustees approves the lease agreement with Saint Paul the Apostle Parish effective July 1, 2025, through June 30, 2026 in the amount of \$575,000 subject to attorney review and exhibit finalization.
16. **2025-06-12-28 Resolved**, the EA Board of Trustees approves the revised Pre-Development and Lease Commitment Agreement with Friends of Quality Education (FQE). (The Agreement increases the Limit for Architectural, Engineering and Legal Expenses in advance of the construction bonds being issued to \$5.5 million.)
17. **2025-06-12-29 Resolved**, the EA Board of Trustees approves the award of the food service management base year contract with Maschio's Food Service for the 2025-2026 school year in the amount of \$716,200.79. Maschio's Food Services, Inc. guarantees the Empowerment Academy Charter School a guaranteed unlimited profit of \$151,492.81 for the 2025-2026 school year.
18. **2025-06-12-30 Resolved**, the EA Board of Trustees approves the agreement with PowerSchool Group, LLC for a one-year subscription to the School Messenger service from July 1, 2025 through June 30, 2026, in the amount of \$1,764.43.
19. **2025-06-12-31 Resolved**, the EA Board of Trustees approves the agreement with School Partners, LLC for consulting and acting lead person services effective July 1, 2025, through June 30, 2026 in the amount of \$262,800.
20. **2025-06-12-32 Resolved**, the EA Board of Trustees approves the extension of our PATH teacher recruitment advertising campaign through July 13, 2026 at a cost of \$11,500.

21. **2025-06-12-33 Resolved**, the EA Board of Trustees approves the initiation of a social media advertising campaign to be conducted by the Lead Person or his designees to increase enrollment. Program cost shall not exceed \$1,000.
22. **2025-06-12-34 Resolved**, the EA Board of Trustees approves an agreement with SchoolStatus for software designed to improve attendance communications with parents, effective July 1, 2025 through June 30, 2026 in the amount of \$10,648.72.
23. **2025-06-12-35 Resolved**, the EA Board of Trustees approves a 36-month lease agreement with Atlantic d/b/a Tomorrows Office for three printer/copiers in the amount of 1,400 per month effective July 1, 2025.
24. **2025-06-12-36 Resolved**, the EA Board of Trustees approves the agreement with Akaveil Technologies for ThreatLocker Cybersecurity software for all EACS computers in the amount of \$58,681.50 effective July 1, 2025 through June 30, 2026.
25. **2025-06-12-37 Resolved**, the EA Board of Trustees approves the amended SY25 shared services agreement with BelovED Community Charter School for student transportation effective July 1, 2024 through June 30, 2025. (Said agreement will automatically renew for a period of one year effective July 1, 2025 through June 30, 2026. The Adjustment Payment for SY25 is projected to be approximately \$800,000.)

*The board discussed this resolution and specified that the payment shall be subject to the calculations of School Business Administrator and that the SBA would send the calculations to the board for their information prior to issuing payment.*

26. **2025-06-12-38 Resolved**, the EA Board of Trustees agrees purchase and transfer to BelovED, or to make contributions towards the purchase by BelovED of, capital assets that are to be used by BelovED to support its provision of student bus transportation services to its own and Empowerment Academy’s students. The fair market value of such capital asset contributions shall not exceed \$1,350,000.

L. Executive Session

*Motion to go into Executive Session:*

<b>Member</b>	<b>Yes</b>	<b>No</b>	<b>Abs</b>
Mr. Thomas Gallagher	X		
Ms. Dami Kabiawu	X		
Mr. Tom Ogorzalek	X		

Mr. Lonnie Sobel ( <b>Second</b> )	X		
Ms. Monica Quiroga Zaslower ( <b>Motion</b> )	X		

*Executive session began 8:45pm and ended 9:09pm whereupon the meeting was adjourned.*