



I. Call to Order by Board Secretary: 6:01 PM

II. Public Notice of Meeting/NJ Sunshine Law

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advanced notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon in accordance with N.J.S.A 10:4-6 et seq.

On the rules of this act, Newark Educators' Community Charter School has caused notice of this meeting by publicizing the date, time, and place, of the regularly scheduled meeting in the Public Notice Section of the Star Ledger, distributed to Municipal Clerk and posted at the Newark Educators' Community Charter School located at 88-108 Shipman Street, Newark, NJ 07102. Formal action may take place at this meeting.

III. Roll Call

Voting Members	Role	Present	Absent	LA/ED
Chalynda Maynard	President	X		
Steven Lewis	Vice President	X		
Al-Jabbar Riddle	Trustee	X		
Torra Waynick	Trustee	X		
Tenelle Edmundson	Trustee	X		
Eric Thompson	Trustee		X	
Jean-Guy Lauture	Trustee	X		
Olivia Keith	Trustee	X		
Non-Voting Members	Role	Present	Absent	LA/ED
Patrice Usry	Operations Manager	X - 6:04 PM		
Joyce Kornegay	Consultant	X - 6:05 PM	X	
Brian Falkowski	SBA/Board Secretary	X		
Kristina Haugen	School Business Office	X		
Amanda Michel	Staff Representative	X		
TBD	Parent Representative			

IV. Board Business: Chalynda Maynard will send an email to the board of trustee members to check their availability for a goal setting meeting this month – email will include the dates.

V. Public Comment

1. Graciela Walker addressed concerns regarding NECCS staff and students, clear communication with staff and guidance, staff concerns regarding COVID protocols. Availability of the zoom link for the BOT meeting, school operations, protocol regarding contact tracing, and COVID positive cases. Unresponsiveness from the administration. Protocol when a school nurse is not present. Student and staff daily check-in forms. Delay in the AC and ventilation work, lack of regulated ventilation. Plan for emergencies. Guidance when you come in contact with someone who has COVID. Staff feels unsafe from a lack of communication.
2. Karen Lockwood addressed concerns with the school assessment deadline, requested clarifying questions, and did not receive a response, school nurse onsite, ventilation system, defunct ac units, SPED services, staff resignations, and adequate staffing.
3. Phyllis Saunders addressed concerns with position change, compensation for acting as a lead teacher, was told her position changed three times. Classroom temperature and adequate breaks throughout the day.
4. Brittany McGuire addressed concerns with student, addressed staffing and not having a co-teacher, nurse onsite. Feels unsupported.
5. Brittany Tegg – 6th year at NECCS this is the first year she feels there is no support. Concerned with classroom size, not having an associate teacher, no coverage during prep period, student assessment request. No support system. Not sustainable.

6. Samera Acquah-Amissah shares the same sentiment as her colleagues. Addressed concerns about not having a TA and student aide in her classroom.
7. Tangy Rosado, PreK Master Teacher, addressed concern with the teacher shortage. Requested clarity on protocol and if substitutes can be vetted to teach scholars. Feels she cannot give 100 percent because she has to assist with classroom coverage.
8. Lisette Diaz would like to know what the plan is moving forward. Staff would like concerns addressed as soon as possible. Concerned with lack of communication, staff coverage, COVID procedures, and air quality.
9. Heather Lieberman continued to read Graciela Walker’s statement. In her statement, Graciela quoted the School Ethics Act and accused the BOT of violating the School Ethics Act and the Code of Ethics. Concerns with new curriculum and curriculum consultant. Student assessment deadline and clarification. Classes are being covered by non-certified staff. Exit interviews and resignations. Accountability for operations staff differing from academic staff. The person making changes to the handbook, chain of command, and org chart is not qualified.
10. Detra DeNully continued reading Graciela Walker’s statement. Changes being made are supposed to be reviewed by certified staff and shared with the board committee. Addressed concerns with not having enough certified staff and services for a student. Accused the board of violating the NJ School Board Code of Ethics, Graciela Walker referred all complaints to the CAO. Divide with NECCS curriculum.
11. Amanda Michele reiterated what her co-workers stated. Would like the board to understand that these issues are of high concern—addressed concerns with the request and deadline of the student assessment data.
12. Jennifer Califano addressed concerns with HVAC and air quality in the building. Full-time nurse onsite – when this will be addressed. Will not come back into the building until she feels safe.
13. Julitza Figueroa stated students are not receiving services. Would like to know how and when this will be addressed.

VI. Committee Reports – Nothing to report

Committee	Notes/Summary
Development	
Personnel	
Facilities/Finance	
Curriculum	
Grievance	
Policy	
Strategic Planning	
Marketing/Outreach	

VII. School Business

1. Principal’s Report

Joyce Kornegay presented principals report.

Chalynda Maynard requested an update on hiring. Does the school have any new candidates in process?

Hiring update provided by Joyce Kornegay.

2. Staff Report

Retention Type	Board Meeting												Total
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
	2020	2020	2020	2020	2020	2020	2021	2021	2021	2021	2021	2021	
Open Positions													
Resignations		(7)	(8)										
Terminations													
Non-renewals													
Other													
New Hires		4	4										

Interim Hires													
Net Change		(3)	(4)										

VIII. Acceptance of Meeting Minutes

Motion for Newark Educators’ Community Charter School, Board of Trustees to accept the meeting minutes from August 10, 2021, and August 19, 2021.

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Al-Jabbar Riddle		X				Torra Waynick		X			
Chalynda Maynard	1 st	X				Steven Lewis		X			
Tenelle Edmundson		X				Eric Thompson					X
Olivia Keith		X				Jean Guy	2 nd	X			

IX. Motions for Approval

1. Finance

- a. Bills List: To approve/ratify the August and September 2021 bills as attached and the following payrolls:

Gross Payroll	08/13/2021	\$50,992.66
Gross Payroll	08/30/2021	\$51,351.01
Gross Payroll	09/15/2021	\$93,333.39

- b. Board Secretary’s and Treasurer’s Report: To approve the Secretary’s and Treasurer’s Reports for July and August 2021 as per the attached. Pursuant to N.J.A.C. 6A:232.11(a), the Newark Educators’ Community Charter School Board of Trustees acknowledges receipt of the secretary’s certification, and after review of the monthly financial report (appropriations section) certifies that, to the best of its knowledge, as of July and August 2021, no major account or fund has been over expended in violation of N.J.A.C. 6A:232.11(b), and that sufficient funds are available to meet the school’s financial obligations for the remainder of the fiscal year.
- c. Transfers: Approve transfers up to August 31, 2021.

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Al-Jabbar Riddle		X				Torra Waynick		X			
Chalynda Maynard	2 nd	X				Steven Lewis		X			
Tenelle Edmundson		X				Eric Thompson					X
Olivia Keith		X				Jean Guy	1 st	X			

2. Buildings & Grounds – Nothing to Report

3. Personnel

- a. To approve the following resignations:
 - i. Ms. Cassandra Childs - Effective 9/2/2021.
 - ii. Ms. Jennifer Mckenzie - Effective 10/29/2021.
 - iii. Ms. Graciela Walker - Effective 9/10/2021.
 - iv. Ms. Karen Lockwood - Effective 10/22/2021.
 - v. Ms. Jennifer Califano - Effective 10/18/2021.
 - vi. Ms. Nayia Atkins - Effective 10/14/2021.
 - vii. Ms. Julitza Figueroa - Effective 10/25/2021.
 - viii. Ms. Heather Lieberman- Effective 09/15/2021 versus her official end date 9/24/2021
- b. To approve the following new hires:
 - i. Ms. Alicia Lampley - Intervention Specialist, 12-month, salary of \$110,000, effective 9/7/2021.
 - ii. Ms. Leslie Graham - Lead Teacher, 10-month, salary of \$65,000, effective 9/15/2021.

- iii. Mr. Jermayne Noseal - Technology Coordinator, 12-month, salary of \$50,000 effective 9/15/2021.
- iv. Mr. Kevin Flannigan - Executive Director, 12-month, salary \$130,000, effective 10/1/2021.
- v. Ms. Shamika Thomas- Associate Teacher, 10-month, salary \$27,625.00, effective 09/15/2021
- vi. Ms. Doreen Tanner- Former Employee, will be doing aftercare from 3:30-6pm at \$16.50 an hour
- vii. Ms. Rosetta Clarke- Aftercare new hire, 3:30-6pm at \$16.50 an hour
- viii. Ms. Latifa Truesdale, Associate Teacher, 10 Month, Salary \$27,625 effective 09/15/2021
- c. To approve a salary, increase for M. Patrice Usry, Operations Manager, to \$86,000, effective 8/11/2021.
- d. To approve Ms. Yesenia Borbon, Nurse Consultant, for \$320 a day, effective 9/07/2021.
- e. To approve Ms. Patrice Usry's stipend effective 9/07/2021 for EA responsibilities at \$1,575.00 per month
- f. To approve the new Associate Teacher Substitute Contract.

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Al-Jabbar Riddle		X				Torra Waynick	2 nd	X			
Chalynda Maynard	1 st	X				Steven Lewis				X	
Tenelle Edmundson		X				Eric Thompson					X
Olivia Keith		X				Jean Guy		X			

4. Policy/Operations/Curriculum/Miscellaneous – Nothing to report

X. Enrollment Report

Grade	2022	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
	ENR	15,	15,	15,	15,	15,	15,	15,	15,	15,	15,	15,	15,
		2021	2021	2021	2021	2021	2021	2022	2022	2022	2022	2022	2022
Pre K	45												
K	50												
1	50												
2	50												
3	50												
4	50												
Total	295												

XI. Information – None

XII. Old Business – None

XIII. Adjourn Public Session and Open Executive Session: 7:06 PM

Board adjourns to closed session to discuss personnel matters.

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Al-Jabbar Riddle		X				Torra Waynick	1 st	X			
Chalynda Maynard	2 nd	X				Steven Lewis		X			
Tenelle Edmundson		X				Eric Thompson					X
Olivia Keith		X				Jean Guy		X			

XIV. Adjourn Closed Session and Open Public Session: 8:13 PM

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Al-Jabbar Riddle		X				Torra Waynick	1 st	X			
Chalynda Maynard		X				Steven Lewis	2 nd	X			
Tenelle Edmundson		X				Eric Thompson					X
Olivia Keith		X				Jean Guy		X			

XV. New Business: On behalf of Newark Educators Charter School, Chaylnda Maynard thanked the staff for attendance and expressing their concerns to the board. The board discussed and reviewed all of the employee concerns and will be requesting information from the school to gain clarity on the issues.

The Board of Trustee recommendations are as follows:

1. Newark Educators Community Charter school has a job fair to help fill vacancies.
2. A current buildings and grounds assessment will be completed to provide clarity surrounding the HVAC issues. If an assessment was completed within the last three months and does not address air quality, temperature, and any other potential issues in the building, the board is requesting that a new assessment be conducted. The assessment report will be presented at the next board meeting on October 12, 2021.
3. Conduct a review of the policy and procedure surrounding a nurse's absence.
4. Review of the COVID-19 policy to ensure it is up to date and if the school is in compliance.
5. Board meeting zoom link will be provided 24 hours in advance under the board section.
6. Minutes will be posted seven business days after board approval.
7. Requesting exit interviews be conducted to provide anonymous data that will show the trends of the staff resignations.

XVI. Adjournment: 8:18 PM

Voting Members	Motion	Yes	No	Abstain	Absent	Voting Members	Motion	Yes	No	Abstain	Absent
Al-Jabbar Riddle		X				Torra Waynick	2 nd	X			
Chalynda Maynard		X				Steven Lewis		X			
Tenelle Edmundson		X				Eric Thompson					X
Olivia Keith		X				Jean Guy	1 st	X			