

Juie Mitchell
Julie Elliott
Lorelle Holaway
Kirk Mitchell
Yvette Skaff
Kristina Anders
Sonia Torres
Ralph Gallo
Xiomara Hadnot
KEisha Carter
Doug Anderson

7:07pm called to order

Approval of minutes
1st Xiomara Hadnot
2nd AnthonyMcGilchrist

Ralph-hopefully this will be our last virtual meeting
Charter Renewal review and expansion was discussed
Thank you to all those who helped out

Enrollment update 351- full enrollment
Healthy waiting list for this year and next
All Kindergarten spots filled

Covid Updates
No protocols will be changed
Things may be revamped as numbers are dropping
Notifications will continue to go out and are become less frequent
Discussed Covid mask protocols possibly changing but it will be done in tandem with the Health Department.

SLT Rutgers Collaborative Update

Ms. Yvette Skaff reviewed today's training. The collaboration is about the importance of collaboration and student achievement. We now have a team feeling and feel like veterans for the first time. They work directly one on one with issues that they face as a school.
Mr. Gallo elaborated on how they just started allowing in person meetings at Rutgers. The takeaway is that we are still recalibrating how we operate and will be working on record keeping and focus on being transparent with our communication. This is important work and all that has gone well can be attributed to the SLT collaborative. He thanked the whole team for the day.

Sonia Torres-

Still looking for a nurse. We have had three consistent substitute nurses. Tonight we will be adding more substitutes. Still looking for full time
Dr. Nan's replacement leave will move to another position.

Kristina Anders-

Julianna, a special education teacher, will be going out on maternity leave as of 2/10/22. Erica Miller will be coming forward tonight to be the leave replacement. She has a special education certification. There has been shadowing and planning this week to ease the transition to have her fulfill the position.

Sonia Torres-

Ms Nicole could not make it tonight. She made a loom and it was shared by Mr. Gallo.

Highlighted all the resources she will be providing to the community.

Julie Mitchell- will this only be used for Black History MOnth. Ms Torres- reviewed that it is infused through the new racial equity curriculum.

Ms. Anders reviewed the HIB report received 2/4/22 against 3 students. 4 students were spoken to along with witnesses. Some allegations were found, one was not. It was not a confirmed HIB but there was a noted conflict. Recommendations were made for remedial measures.

Julie Mitchell-What examples are the measures that are put in place? Ms. Anders Social skills groups will begin using some of the SEL curriculum purchased last year. The additional support staff will go through some work with the other counselor in the school. Parent workshops will also be available especially for our middle school students and families. Julie Elliot- in this case there was a specific incident but if there are other groups that don't rise to your level, how do you identify those students? K. Anders- we rely on teacher feedback and Mr. Blanco, the school social worker. Ms. Rosen has reached her max of students she can service. Students are encouraged to talk to teachers, parents and administrators to talk about these issues. sStudent who do bring these issues to light are praised. Ms. Hollaway shared that she believes the teachers are instrumental in this. Ms. Anders shared her feedback that the teachers and students bring to her attention. J. Mitchell, are the parent workshops going to be put out to the community? K. Anders- Yes

R. Gallo- START STRONG assessment was taken in OCTober. THis is an interim assessment put out as a result of not doing assessments in the Spring of last year. This assessment tests previous standards for ELA, Math, SS/Sci. Once results were official they were sent home to parents in early January. It was important to send home before parent teacher conferences. They were able to bring concerns and discuss with teachers. NJSLA assessments are usually lengthy however, being that this is a stand alone assessment. This is on a 3 scale of proficiency rather than 5 point. The scale and results were presented and reviewed. Concerns and gaps will be reviewed with chairs and teachers. This additional piece of data was compared to Teaneck Public School to see how we did. The results look great in comparison and even in areas of struggle are still favorable. Percentage of support areas were reviewed.

J. Holloway-pretty impressive numbers with the years we have had. J. Mitchell- will the results for the NJSLA be compared to previous years? Or will we not? R. Gallo - We will take the assessment first and then we will look at that. We will not compare to start Strong being they are different assessments. J. Mitchell- given the impact of the pandemic when we have data for comparisons? R. Gallo- at a student level this is important. This shows us who needs to attend basic skills, in terms of school wide proficiency at least after two years we will have a basis of comparison. J. Mitchell- The purpose of this test is to assess where students were on the heels of the pandemic? R/ Gallo, how they were after a year of hybrid instruction. J. Mitchell- I am assuming this will show you where improvements need to be made and you are adequately preparing for NJASK test in the number of years and that sounds like a lot. So I guess my question is are there enough resources to pull this off? R. Gallo- What we do have and what we have put in place, in terms of addressing where they are, the basic skills programs are outside of regular instruction. Teachers are not looking at this and putting a pause on this year's standards. In terms of filling in the gap, a lot of these programs are made from grants and other supports put in place for learning loss. We will not have an idea of how effective these things are and we will not know until there is another unit of measure. In terms of resources we are doing the best we can. In a recent ADMIN meeting outside resources of tutoring programs have been discussed.

J. Elliot- Board Retreat is officially on the calendar for the evening of MArch 15th, Wednesday. Training on ethics and role of the board. We have a fairly young board and want to make sure everyone is aware of what we can and cannot accomplish as a board. Draft goals have been sent to board members and those are open for discussion and debate. Strategic plan dates have been put on 4/6/22, 4/20/22, 5/4/22

NJSLA 7-8:30pm issue with us going virtual is the technology components must be present to be done virtually. The account may need to be updated. They hold focus groups with all stakeholders and the goal is to try to ask questions to determine needs and what we want the community to look like over five years.

Committee Updates:

X. Hadnot reviewed each area of the curriculum. TAG< ELA< MATH<G&T<SS

A. McGilchrist- strategic plan and board retreat. Hoping to develop a new student survey, lead person evaluation, board elections timeline, and reviewing state legislation.

L. Holloway check register reviewed. Nothing unusual for the December 2021 reports. Semi waiver was discussed and we will not be moving forward and what we have done in the past. Personnel was reviewed. Health benefit month, for the month of Feb approx \$30,000 in savings. Budget looks like we are in the red, once adjustments are made there is a projected surplus.

Resolutions:R. Gallo

Resolution: 220201-budget summary

Moved by: L. Hallway

Second:J. Mitchell

Comment- J. Mitchell getting quotes on the new hvac units, Gallo said we can look into it. Gallo- looking forward, yes we should look at upgrading the older units. J. Elliot- what is the life span of the units? R. Gallo- I don't know

Resolution carries

Resolution: 220202-SBA financial report

Moved by: Hollway

Second: J. Mitchell

Resolution carries

Resolution: 220203-revised budget

Moved by: Hollway

Second: J. Mitchell

Resolution carries

Resolution: 220204-semi waiver

Moved by: J. Mitchell

Second: X. Hadnot

A. MCGilchrist- asked for explanation

K. Anders- some services for special education students can be made for through medicaid we have 6 students. Any schools under 40 students if we waive we do not have to participate in semi's. IF one family does not agree, it would result in the state putting us on a corrective action plan. We are looking at under \$3,000 so we are proposing to pay it through our teachers salaries.

Resolution carries

Resolution: 220205-ELL 3 year plan

Moved by: Hadnot

Second: Hollway

Resolution carries

Resolution: 220206-Substitute nurses

Moved by: J. Mitchell

Second: D. Anderson

K. Mitchell- What is a full time nurse's salary? It can range from \$50,000- \$90,000 depending on experience R. Gallo- each rate is negotiated and we are trying to be consistent and enticing going forward. D. Anderson- it is hard to get nurses due to shortage. J. Mitchell- we raised the rates right R. Gallo- used to be \$125-\$150 this has been bumped up the last three months. Hopefully we can get a permanent one sooner than later. .

Resolution carries

Resolution: 220207-personnel appointments ESY 6/27-7/29/22 no 7/4/22

Moved by: Hadnot

Second: Hollway

X. Hadnot-How are we approving this without knowing what we need? K. Anders-All are chosen and told contingent upon student needs. Those who stay will be chosen by skill set. A.

McGilchrist-For a summer program why are we approving this in Feb and not later in the year.

K. Anders-We start making IEP decisions after December break. Students must have characteristics of noted regression. She reviewed those who are identified as being more than 6 weeks behind and have an IEP. X. Hadnot- Is this earlier than usual? R. Gallo- not really in reviewing last year. We legally have to have this program. K. Anders- last year staff was requested in February. We are doing five weeks instead of four weeks and beginning in June instead of July in hopes to close some of the instructional gaps that have happened.

Resolution carries

Resolution: 220207-coaches

Moved by: J. Mitchell

Second: L. Hallaway

A. McGilchrist-Are these the same coaches as last year? R. Gallo Yes. J. Mitchell two are parents in the community and r. Gallo one is a custodian

Resolution carries

Resolution: 220209- maternity leave

Moved by: A. McGilchrist

Second: D. Anderson

D. Anderson- there is nothing the school has to pay T. J(BA)- FMLA state plan

Resolution carries

Resolution: 220210-personnel appointment

Moved by: Hadnot

Second: McGilchrist

D. Anderson- still going out on short term disability? R. Gallo this is the replacement D.

Anderson- I guess that would be a no

Resolution carries

Resolution: 220211-resignation

Moved by: J. Mitchell

Second: K. Mitchell

Lauren is not leaving on bad terms. This is a choice she had to make for her family. J. Elliot-teachers have to give 60 days correct? What about retirement? R. Gallo-Similar and yes.

Resolution carries

Resolution: 220212- HIB report

Moved by: Hadnot

Second: McGilchristat

- A. McGilchrist- with student ABCD two had to serve lunch detention, did anything happen to the unfounded. K. Anders- that particular student will have the group with the social worker. A. McGilchrist- anything further? K. Anders - No Social worker will help mediate
- A. McGilchrist- when they meet with a social worker will it be the three students or all four? K. Anders- the three students. The fourth student does not have a history with this and that person just made a bad decision.
- B. J. Mitchell- with some of these HIB reports do they involve repeat offenders? K. Anders not this year. The HIB report that came out today is the first one that has escalated to a bullying situation. It appears they are having a difficult time getting along. No repeat offenders. J. Mitchell- do the workshops require parent consent? K. Anders- this particular meeting does not require consent because it is remedial action. The social skills groups require parent consent. J. Elliot- roughly how many students did he invite and are they across grade levels? K. Anders- across all grade levels.

Resolution carries

Adjourned: 8:33pm