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2a Personnel Report 11-20-14.doc

3 Tuitions Report - Public 11-20-14.docx

4 Supt.'s Report - Excellence News 11-20-14 (1).doc

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4a Supt.'s Report - Considerations 11-20-14.doc

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4bb Supp. Supt.'s Report - Use of Facilities Considerations 11-20-14.doc

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5 Authorizations Report without rationale 11-20-14.docx

6 Finance and Accounting Report 11-20-14.doc

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10 Assistant Superintendent Contract 2014-2015 11-20-14.doc

10a Amendment of Long Range Facilities Plan and PreDevelopment Application School No. 22 11-20-14.doc

10aa Directors Contract 11-20-14.doc

10b Payment for Unused Vacation Days 11-20-14.doc

10bb Confidential Legal Secretaries Contract 11-20-14.doc

10c Payment for Unused Sick Days 11-20-14.doc

10d Revised Policies and Regulation 11-20-14.doc

10e Procurement of Supplemental Special Education Services 11-20-14.doc

10f Appointment of Interim Supervisor - Mathematics (Pre-K-5)- Palak Shah 11-20-14.doc

10g Renewal General Liability Insurance 11-20-14.doc

10h N. J. Quality Single Accountability Continuum (QSAC) District Improvement Plan 2013-2014 11-20-14.doc

10p Appointment of Vice Principal - Christine Silveira-Francisco 11-20-14.doc

10q Supervising General Counsel-Board Attorney Contract 11-20-14.doc

10r Assistant Board Secretary and Comptroller Contract 11-20-14.doc

10s Confidential Administrative Secretaries Contract 11-20-14.doc

10t Director of Personnel Contract 11-20-14.doc

10u Senior Staffing Assistant Contract 11-20-14.doc

10v Staffing Assistants Contracts 11-20-14.doc

10w Investigators Contracts 11-20-14.doc

10x Human Resources Confidential Secretaries Contracts 11-20-14.doc

10y Associate Counsel Contracts 11-20-14.doc

10z Non-Certified Administrators Contracts 11-20-14.doc

**OPENING CALENDAR**

November 20, 2014

**PUBLIC SESSION****Invocation**

Dr. William Greene, Comptroller

**Presentation of the Colors**

Admiral William F. Halsey, Jr. Leadership Academy JROTC

**Pledge of Allegiance**

Leslie Estevez, 8<sup>th</sup> grade student  
Dr. Orlando Edreira Academy School No. 26

**Star Spangled Banner by Francis Scott Key**

Nicole Estevao, 12th grade student, Thomas Jefferson Arts Academy

**Pledge of Ethics**

Leslie Estevez, 8<sup>th</sup> grade student  
Dr. Orlando Edreira Academy School No. 26

**Core Beliefs – Video****PERFORMANCES**

“Fiesta del Tigre” composed and arranged by Mike Story  
“My Funny Valentine” by Richard Rodgers and Lorenz Hart arranged by Dave Wolpe  
“Paco's Canon” arranged by George Shutack

Dr. Orlando Edreira Academy Jazz Band

Scene from the play "You Can't Take It With You"  
Thomas Jefferson Arts Academy  
Theater Arts Students

**PRESENTATIONS**

**Student Excellence**

Janiyah Fullwood- 6th grade student, Mabel G Holmes School No. 5  
City wide Essay contest winner entitled, "My Goals for 2014".

Elizabeth High School Lower Academy students  
"Be the Change Club" - We Scare Hunger Campaign

**Stars of Excellence**

Lester Dominguez, Director of Transportation  
Joseph Padlo, Assistant Director of Transportation  
Michael Rijo, Assistant Director of Transportation

Recognition for their efforts in efficiently managing transportation for all instructional team members for the back to school event held at the Thomas G. Dunn Sports Center

**BOARD OF EDUCATION**

The Superintendent of Schools recommends approval of the following recommendations.

**LEAVES OF ABSENCE**

Recommended: That the following requests for leave of absence be granted, **without pay**, as below written.

**Instructional Department****Certified Staff**

Nina M. Armento, Teacher-Fourth Grade (No. 1989), School No. 21 – effective February 16, 2015 through March 31, 2015.

Shawnette Latrice Cruz, Teacher-English Language Arts Grades 6-8 (No. 4924), School No. 9 – effective November 3, 2014 through January 30, 2015.

Cristina Pereira Dematos, Teacher-Pre-Kindergarten (No. 880), School No. 26 – effective December 1, 2014 through February 27, 2015.

Mali Y. Land, School Psychologist (No. 4008), Division of Special Services – effective February 23, 2015 through April 30, 2015.

Judy Lee Lopez, Teacher-ESL in Class Support (No. 301), School No. 4 – effective October 1, 2014 through January 15, 2015.

Kristen Ostrega, Library/Media Specialist (No. 1482), School No. 29 – effective January 1, 2015 through June 30, 2015.

Erin Sugrue, Teacher-Mathematics (No. 3822), School No. 22 @ 31 – effective March 2, 2015 through May 29, 2015.

Vania R. Virtudes-Rocha, Teacher-Pre-School Disabilities (No. 3888), School No. 6 – effective April 16, 2015 through May 26, 2015.

Support Staff: Registered Nurse

Anna Elizabeth Gillon, Registered Nurse (No. 4359), School No. 16 (Annex) – effective December 11, 2014 through January 13, 2015.

Support Staff: Child Development Associate

Lacelyda Casatejada, Child Development Associate (No. 1002), School No. 1 – effective October 16, 2014 through November 7, 2014.

Sandra Lema-Inga, Child Development Associate (No. 1871), School No. 5 – effective February 2, 2015 through March 31, 2015.

Support Staff: Assistant

Daicy Diaz, Assistant- Personal (No. 2550), School No. 29 – effective November 3, 2014 through November 28, 2014.

**Business Office**Custodian

Gilberto T. Diaz, Custodian (No. 2978), 81 Welcome Center – effective October 1, 2014 through November 28, 2014.

Security Guard

Carlos A. Gonzalez, Jr., Security Guard (No. 4560), School No. 5 – effective November 3, 2014 through December 15, 2014 and December 16, 2014 through January 30, 2015.

Food Service

Awilda Acevedo, Food Service Worker 2 Hour (No. 4124), School No. 1 – effective October 1, 2014 through October 24, 2014.

**EXTENSION OF A LEAVE OF ABSENCE**

Recommended: That the following assignment of personnel extending from leave of absence be granted **without pay** as below written.

**Instructional Department**Certified Staff

Jennifer Berkin, LDT-C (No. 503), Division of Elementary Education, presently on a leave of absence extension from December 1, 2014 through February 27, 2015.

Dorothy Ann Tenbroeck, Teacher-Sixth, Seventh & Eighth Grade (Science) (No. 978), School No. 14, presently on a leave of absence extension from November 3, 2014 through November 14, 2014.

Support Staff: Child Development Associate

Brenda Griggs, Child development Associate (No. 4502), School No. 5B (Annex B), presently on a leave of absence extension from October 1, 2014 through November 14, 2014.

**Business Office**

Food Service

Carmen Ortiz, Food Service Worker 2 Hour (No. 4206), School No. 1, presently on a leave of absence extension from September 1, 2014 through October 30, 2014.

**CHANGE IN TYPE OF LEAVES OF ABSENCE**

Recommended: That the following change in type of leave of absence be granted, as below written.

**Instructional Department**

Certified Staff

<u>Name</u>	<u>Assignment</u>	<u>From</u>	<u>To</u>
Tracy A. Johnston	Teacher-First Grade (No. 810) School No. 18	12/16/14 to 2/6/15	11/17/14 to 2/13/15
Cindy F. Serzan	Teacher-Sixth Grade (No. 2399) School No. 7	12/1/14 to 2/27/15	11/17/14 to 2/27/15

**RETURNING FROM LEAVE OF ABSENCE**

Recommended: That the following assignment of personnel returning from leave of absence be granted, as below written. **Subject to correction of errors.**

**Instructional Department**

Certified Staff

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Jennifer Berkin	LDT-C (No. 503) Division of Elementary Education Account No. 20-257-200-100-00-03	\$87,841	3/2/15
Shawnette Latrice Cruz	Teacher-English Language Arts Grades 6-8 (No. 4924) School No. 9 Account No. 15-130-100-101-09-00	\$72,999	2/2/15
Cristina Pereira Dematos	Teacher-Pre-Kindergarten (No. 880) School No. 26 Account No. 20-218-100-101-26-02	\$68,251	3/2/15
Tracy A. Johnston	Teacher-First Grade (No. 810) School No. 18 Account No. 15-120-100-101-18-00	\$64,704	2/16/15
Mali Y. Land	School Psychologist (No. 4008) Division of Special Services Account No. 11-000-219-104-00-00-01	\$97,272	5/1/15
Judy Lee Lopez	Teacher-ESL In Class Support (No. 301) School No. 4 Account No. 15-244-100-101-04-00	\$68,799	1/16/15
Dorothy Ann Tenbroeck	Teacher-Sixth, Seventh & Eighth Grade (Science) (No. 978) School No. 14 (.5) School No. 28 (.5) Account No. 15-130-100-101-14-00 (.5) Account No. 15-130-100-101-28-00 (.5)	\$70,427	11/17/14
Vania R. Virtudes-Rocha	Teacher-Pre School Disabilities (No. 3888) School No. 6 Account No. 11-215-100-101-94-00	\$69,520	5/27/15

Registered Nurse

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Anna Elizabeth Gillon	Registered Nurse (No. 4359) School No. 16 (Annex) Account No. 15-000-213-100-16-00	\$58,234	1/14/15

Support Staff: Child Development Associate

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Lacelyda Casatejada	Child Development Associate (No. 1002) School No. 1 Account No. 20-218-100-106-01-02	\$38,839	11/10/14
Brenda Griggs	Child Development Associate (No. 4502) School No. 5B (Annex B) Account No. 20-218-100-106-05-02-02	\$38,839	11/17/14
Sandra Lema-Inga	Child Development Associate (No. 1871) School No. 5 Account No. 20-218-100-106-05-02	\$38,839	4/1/15

Support Staff: Child Development Associate

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Daicy Diaz	Assistant-Personal (No. 2550) School No. 29 Account No. 11-000-217-106-00-00	\$43,074	12/1/14

**Business Office**Security Guard

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Carlos A. Gonzalez Jr.	Security Guard (No. 4560) School No. 5 Account No. 15-000-260-110-05-30	\$33,812	2/2/15

Food Service

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Awilda Acevedo	Food Service Worker 2 Hours (No. 4124) School No. 1 Account No. 11-000-260-107-00-00-02	\$5,951	10/27/14

**RETIREMENTS**

Recommended: That the following notices of retirement be accepted, as below written.

**Instructional Department**Certified Staff:

Eunice Yamile Couselo, Anti-Bulling Coordinator (No. 4587), Division of Elementary & Secondary Education – January 1, 2015.

Dora C. Kuznitz, Principal, School No. 25 – effective January 1, 2015.

Myrna Medina, Teacher Resource Center (No. 3506), School No. 6 – effective January 1, 2015.

Nancy Monaco, Guidance Counselor (No. 1180), School No. 30 – effective January 1, 2015.

Amy Nircho, Speech Therapist (No. 2336), Division of Elementary & Secondary – January 1, 2015.

Diego Quintero, Teacher-ESL In Class Support (No. 3427), School No. 6 – effective January 1, 2015.

Ann Marie Remus, Supervisor of Grants (No. 2619), Division of Staff Development – effective January 1, 2015.

Josephine Sims, Teacher-Second Grade (No. 1404), School No. 2 – effective January 1, 2015.

Joseph W. Wiatr, Teacher-Resource Center (No. 3234), School No. 6 – effective February 1, 2015.

**RESIGNATIONS**

Recommended: That the following notices of resignation be accepted, as below written.

**Instructional Department**Certified Staff

Jeizza Michelle Andrade, Teacher-Learning/Language Disabilities (No. 3613), School No. 20 – effective December 23, 2014.

Support Staff: Child Development Associate

Danay Barcelo, Child Development Associate (No. 483), School No. 7 – effective September 1, 2014.

Luz Garcia, Child Development Associate (No. 4122), School No. 9 – effective January 1, 2015.

**Business Office**

Food Service

Isabel Oliveira, Cook Manager I (No. 2763), Thomas A. Edison Career & Technical Academy – effective October 22, 2014.

Iris Vega, Food Service Worker 2 Hours (No. 3039), School No. 5 – effective October 20, 2014.

**RESCIND OF RESIGNATIONS**

Recommended: That the following Rescind of Resignation be made, as below written.

**Business Office**

Food Service

Elisa Lima, Food Service Worker 2 Hours (No. 3836), School No. 30 – effective September 22, 2014.

**REAPPOINTMENTS**

Recommended: That the following reappointments of personnel be granted, as below written, September 1, 2014 through June 30, 2015. **Subject to correction of error**

**Instructional Department**

Support Staff: Assistants

<u>Name</u>	<u>From</u>	<u>Salary</u>	<u>Date</u>
Johana Algaba	Assistant-Bilingual Kindergarten (No. 5084) School No. 28 Account No. 15-241-100-106-28-01	\$40,292	11/24/14

Eimy Luna	Assistant-Kindergarten (No. 5085) School No. 4 Account No. 15-190-100-106-04-01	\$39,704	11/24/14
Marilu Torres Solano	Assistant-Kindergarten (No. 5086) School No. 9 Account No. 15-190-100-106-09-01	\$39,704	11/24/14
Juana Zuloaga	Assistant-Bilingual Kindergarten (No. 5087) School No. 13 Account No. 15-241-100-106-13-01	\$40,292	11/24/14

### **APPOINTMENTS**

Recommended: That the following appointments of personnel be approved, from September 1, 2014 through June 30, 2015, as below written. **Subject to correction of errors**

#### **Instructional Department**

##### Certified Staff

Jason S. Goldstein, graduate of Kean University, NJ (BA 2009). Teacher-Chemistry (No. 5072), John E. Dwyer Technology Academy. Certification: Teacher of Chemistry (Standard 8/10). Salary: \$61,620, effective November 3, 2014.

Account No. 15-140-100-101-82-00

Julia M. Marte, graduate of Saint Peter's College, NJ (BA 2010). Teacher-Bilingual First Grade (Team) (No. 3170), Nicholas S. La Corte School No. 3. Certifications: Teacher of Bilingual/Bicultural Education (provisional 9/13), Elementary School Teacher in Grades K-6 (Standard 8/14); Elementary School with Subject Matter Specialization: Science in Grades 5-8 (Provisional 9/13). Salary: \$61,716, effective January 5, 2015.

Account No. 15-241-100-101-03-00

Bo Kyung Park, graduate of Rutgers University, NJ (BA 2011). Teacher-Music (No. 3907), Christopher Columbus School No. 15. Certification: Teacher of Music (Standard 6/14). Salary: \$61,191, effective December 16, 2014.

Account No. 15-120-100-101-15-00-20

Jill Sherry Rappa, graduate of Kean University, NJ (BA 1998). Teacher-Fifth Grade (No. 155), Terence C. Reilly School No. 7. Certifications: Teacher of English (Standard 10/99), Elementary School Teacher (Standard 7/98). Salary: \$66,663, effective November 21, 2014.

Account No. 15-120-100-101-07-00

Ashley O'Brien Rully, graduate of Rutgers University, NJ (MA 2008). Guidance Counselor (No. 2997), Thomas Jefferson Arts Academy. Certification: School Counselor (Standard 6/13). Salary: \$71,697, effective November 3, 2014.

Account No. 15-000-218-104-84-00

### **Business Office**

#### System Analyst II

Eduardo A. Solis, graduate of Devry University, NJ (BA 2004). System Analyst II (No. 1882), 94-Mitchell Building Business Office Division of Technology. Salary: \$60,355, effective November 3, 2014.

Account No. 11-000-252-104-00-41-40

#### Security Guard

Jorge L. Tapia, graduate of Inca, Peru (Evaluated by Josef Silny) (High School Diploma 1985). Security Guard, George Washington Academy School No. 1. Salary: \$32,795, effective November 24, 2014.

Account No. 15-000-260-110-01-30

### **TRANSEERS**

Recommended: That the following transfers of personnel be approved, as below written.

#### Instructional Department

#### Certified Staff

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Felice Adamcik	Guidance Counselor (No. 3916) Admiral William F. Halsey, Jr. Leadership Academy	Guidance Counselor (No. 4030) School No. 16 Salary: \$109,599 Account No. 15-000-218-104-16-00	11/24/14
Claudette Ashmead	Teacher-Behavioral Disabilities (No. 2275) School No. 23	Teacher-Resource Center (No. 3506) School No. 6 Account No. 15-213-100-101-06-00	1/1/15
Linda H. Bean	Guidance Counselor (No. 4030) School No. 16	Guidance Counselor (No. 3916) John E. Dwyer Technology Academy Salary: \$95,837 Account No. 15-000-218-104-82-00	11/24/14

Kimberli Brown	Teacher-Pre Kindergarten (No. 2381) School No. 5A (Annex A)	Teacher-Pre Kindergarten (No. 1462) School No. 16 Account No. 20-218-100-101-16-02	9/1/14
Rosa Carbone	Supervisor of Grants (No. 2451) Division of Staff Development	Supervisor of Grants (No. 2451) Division of Research, Evaluation and Assessment Account No. 11-000-221-102-00-00 (40%)	11/21/14
Janet Corrigan	Teacher-Instructional Coach (LAL) (No. 3479) Division of Elementary Education	Teacher-First Grade (No. 5075) School No. 25 Account No. 15-120-100-101-25-00	9/1/14
Edward A. Davidoski	Teacher-Cognitive Moderate (No. 3009) School No. 27	LDT-C (No. 5076) School No. 29 Salary: \$79,279 Account No. 11-000-219-104-00-00-04	10/28/14
Dayna De Peralta	Teacher-Resource Center (No. 925) Alexander Hamilton Preparatory Academy (Annex)	Teacher-Resource Center (No. 818) Admiral William F. Halsey, Jr. Academy of Finance Account No. 15-213-100-101-83-00	11/21/14
Christina De Simone	Vice-Principal (No. 533) School No. 5	Vice-Principal (No. 4337) School No. 27 Account No. 15-000-240-103-27-00	11/24/14
Sylvanus Enworom	Teacher-Resource Center (No. 818) Admiral William F. Halsey Academy of Finance	Teacher-Resource Center (No. 925) Alexander Hamilton Preparatory Academy (Annex) Account No. 15-213-100-101-80-00	11/21/14
Linda R. S. Fletcher	Guidance Counselor (No. 628) School No. 6	Guidance Counselor (No. 1180) School No. 30 Account No. 15-000-218-104-30-00	11/21/14
Marc Korbman	Guidance Counselor (No. 2032) Division of Research, Evaluation and Assessment	Guidance Counselor (No. 2032) Admiral William F. Halsey, Jr. Leadership Academy Account No. 15-000-218-104-83-00	9/1/14

Amy Liebowitz	Teacher-Resource Center (No. 263) School No. 3	Teacher- Eighth Grade 11/21/14 Learning Language Disabilities (No. 5074) School No. 5 Account No. 15-204-100-101-05-00
Joseph J. Martucci, Jr.	Teacher-Physical Education and Health (No. 1518) Alexander Hamilton (.5) Preparatory Academy (.5) Halsey of Finance	Teacher-Physical Education 9/1/14 and Health (No. 5073) Admiral William F. Halsey, Jr. Academy of Finance Account No. 15-140-100-101-83-00-20
Maria Mercedes Pena	Teacher-ESL Self-Contained (No. 4650) School No. 8	Teacher-Third Grade (ABL) 11/21/14 (No. 3170) School No. 19 Account No. 15-241-100-101-19-00
Jenny Costa Reguinho	Interim Vice-Principal (No. 4337) School No. 27	Teacher-Fourth Grade 11/24/14 (ABL) (No. 3804) School No. 27 Salary: \$87,128 Account No. 15-241-100-101-27-00
Dana Rivas	Teacher-Instructional Coach (LAL) (No. 4102) Division of Secondary Education	Teacher-Instructional 9/1/14 Coach (NAF) (No. 5077) Division of Student Services Account No. 15-120-100-101-00-00
German Sanchez	Teacher-Resource Center (No. 2459) School No. 5	Teacher-Resource Center 11/21/14 (No. 263) School No. 3 Account No. 15-213-100-101-03-00
Isabel Sousa	Teacher-Fourth Grade (No. 1051) School No. 13	Teacher-ESL 11/21/14 In Class Support (No. 4650) School No. 8 Account No. 15-244-100-101-08-00

Support Staff: Child Development Associate

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Annette Morales	Child Development Associate (No. 3555) School No. 7	Child Development Associate (No. 4005) School No. 30 Account No. 20-218-100-106-30-02	11/26/14
Mary Ortiz	Child Development Associate (No. 4005) School No. 30	Child Development Associate (No. 3555) School No. 7 Account No. 20-218-100-106-07-02	11/26/14

Support Staff: Assistant

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Ana A. Arias	Assistant-Autism (No. 1329) School No. 12	Assistant-Personal (No. 4644) School No. 8 Account No. 11-000-217-106-00-00	11/24/14
Diane Bello	Assistant-Personal (No. 4331) School No. 30	Assistant-Personal (No. 5080) School No. 28 Account No. 11-000-217-106-00-00	11/24/14
Pansy Berrio	Assistant-Multiple Disabilities (No. 4238) School No. 28	Assistant-Learning/ Language Disabilities (No. 5081) School No. 9 Account No. 15-204-100-106-09-00	11/24/14
Natalina Crincoli	Assistant-Personal (No. 4978) School No. 1	Assistant-Personal (No. 5083) School No. 4 Account No. 11-000-217-106-00-00	11/21/14
Paulette Hall	Assistant-Personal (No. 5022) School No. 21	Assistant-Personal (No. 5078) School No. 14 Account No. 11-000-217-106-00-00	10/29/14

Cynthia Hardwick	Assistant-Personal (No. 4996) School No. 6	Assistant-Autism (No. 5082) School No. 6 Account No. 15-214-100-106-06-00	11/24/14
Mariluz Maldonado	Assistant-Personal (No. 4644) School No. 8	Assistant-Autism (No. 1329) School No. 12 Account No. 15-214-100-106-12-00	11/24/14

Support Staff: Administrative Secretary I-12

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Mary E. Graham	Administrative Secretary I (No. 2765) Division of Bilingual/ ESL Education	Administrative Secretary I (No. 5079) Division of Student Services Account No. 11-000-221-105-94-00	11/21/14
Nancy Mazza	Administrative Secretary I (No. 2185) Division of Research, Evaluation and Assessment	Administrative Secretary I (No. 2471) Division of Food Service Account No. 50-910-310-105-96-00	11/21/14
Helen Verdon	Administrative Secretary I (No. 2471) Division of Food Service	Administrative Secretary I (No. 2185) Division of Research, Evaluation And Assessment Account No. 11-000-218-105-00-00	11/21/14

**CHANGES OF SALARIES**

Recommended: That the salary of the following personnel be adjusted, as below written.

**Instructional Department**

Certified Staff

<u>Name</u>	<u>Title</u>	<u>Salary</u>
Susan Campbell	Teacher-Resource Center (No. 851) School No. 4	\$76,884 instead of \$72,999 effective: 10/1/14
Erica M. Hodulik	Teacher-Mathematics (No. 2574) John E. Dwyer Technology Academy	\$63,075 instead of \$59,275 effective: 10/1/14

Harry S. Kelada	Teacher-Mathematics (No. 556) John E. Dwyer Technology Academy	\$73,220 instead of \$69,520 effective: 11/1/14
Leslie Carolinas Sanchez	Teacher-Bilingual Self Contained (No. 1211) School No. 4	\$61,716 instead of \$61,191 effective: 9/1/14

### **ABANDONMENT OF POSITION**

**Recommended:** That the following noticed of abandonment of position be granted, as below written.

#### **Business Office**

##### Food Service

<u>Name</u>	<u>Assignment</u>	<u>Date</u>
Miriam Balseca	Food Service Worker 2 Hours (No. 3839) School No. 1	9/1/14
Ana Deisy Solorzano	Food Service Worker 2 Hours (No. 4223) ECC School No. 51	9/16/14

### **ADDITIONAL SERVICES**

#### **Division of Early Childhood Education**

**Recommended:** That the following personnel be employed to register and place preschool students, September 8, 2014 through October 15, 2014, Monday through Friday from 3:30 p.m. through 7:30 p.m., as written below.

Teachers: Salary: \$46.20 per hour not to exceed 60 hours per person. Total: \$22,176  
Account No. 20-218-200-104-00-00

Karen Ruth Anne Higgins	Olga Lambert	Dania Jaquez-Zurita
Elisa Molina-Lopez	Maria Mujica	Donna Pennyfeather-Williams
Gorica Stivers	Barbara Zamora	

Secretaries: Salary: \$23.88 per hour not to exceed 60 hours per person. Total: \$5,731.20  
 Account No. 20-218-200-105-00-00

Kathy Gogliardo  
 Marga Torres

Yvette Nazario

Cheryl Rugani

### **Division of Elementary and Secondary Education**

**Recommended:** That the following personnel be employed for The Alignment of Literacy Interventionist Core Reading Program grades K-1. The teachers will work November 24, 2014 through May 18, 2015; hours are Mondays 3:20 p.m. to 4:20 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 22 hours per person. Total: \$7,114.80  
 Account No. 20-251-100-100-00-03

Janet Corrigan  
 Rosemary Grillo  
 Kelee A. Mitchell-Hall

Denise Gertner  
 Kathleen Kranick

Debra Glassman  
 Susan Lange

### **Division of Research, Evaluation and Assessment**

#### **iPrep Academy School No. 8**

**Recommended:** That the following personnel be employed as tutors in the 2014-2015 Title I Targeted Assistance After School Tutoring Program, November 3, 2014 through May 4, 2015, 3: 20 p.m. to 4:20 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 40 hours per person. Total: \$11,088.00  
 Account No. 20-238-100-100-08-00-01

Lillian Blanco  
 Maria Mercedes Pena

Steven H. Criscuolo  
 Monica Caicedo Sarmiento

Jacqueline Teresa Murtha  
 Robyn Jennifer Schwartz

#### Substitutes:

Latoshia Person-Desir

Kristina Mitovski

Jessica Privado

### **Division of Special Services**

**Recommended:** That the following personnel be employed to work during 2014-2015 school year as Special Education Coaches on special projects from September 8, 2014 through June 30, 2015.

Teachers: Salary: \$46.20 per hour not to exceed 250 hours per person. Total: \$23,100.00  
Account No. 11-000-217-101-00-83-60

Colleen Tobin Carroll          Peter Murin

**Recommended:** That the following personnel be employed to work in the Summer Programs Developing Mathematical Understanding for Students with IEP's K-5 grades, Algebraic Thinking for Students with IEP's in grades 6 to 8 (READ) Reading Enhancement and Development for Students with IEP's in grades K-4, beginning July 1, 2014 through July 31, 2014 (Excluding July 4, 2014).

Teachers: Salary: \$46.20 per hour not to exceed 30 hours per person. Total: \$1,386.00  
Account No. 11-213-100-320-00-00-60

Gina Dalton                      Mariestelle Magliano

**Jerome Dunn Academy of Mathematics, Technology, and the Arts School No. 9**

**Recommended:** That the following personnel be employed in the Before and After School Assistance with Special Needs Students at Jerome Dunn Academy School No. 9 for the 2014-2015 school year from September 8, 2014 through November 3, 2014, from 7:15 a.m. to 7:45 a.m. and 3:15 p.m. to 3:45 p.m. regular schedule or 12: 00 p.m. to 12:30 p.m. (half day schedule).

Teachers: Salary: \$46.20 per hour not to exceed 20 hours per person. Total: \$1,850.00  
Account No. 15-120-100-101-09-83

Sarah Brown                      Justine Kate Mc Conkey

Teachers: Salary: \$46.20 per hour not to exceed 8 hours per person. Total: \$369.60  
Account No. 15-120-100-101-09-83          (9/8/14 to 9/28/14)

Justine Kate Mc Conkey

Paraprofessional: Salary: \$24.36 per hour not to exceed 20 hours per person. Total: \$1,345.00  
Account No. 15-212-100-106-09-83          (9/29/14 to 11/3/14)

Lisa Di Nitto                      Georgette Makanda-Hopson

Substitutes:

Lissette Alba                      Marta C. Garcia                      Idalia Morales

**PREPARATION OF THE OPENING OF SCHOOLS 2014-2015 SCHOOL YEAR****Christopher Columbus School No. 15**

**Recommended:** That the following personnel be employed for the preparation of the 2014-2015 school year from August 4, 2014 through August 28, 2014.

Teachers: Salary: \$46.20 per hour not to exceed 10 hours per person. Total: \$1,386.00  
Account No. 15-120-100-101-15-81

Christine Lucia

**AFTER SCHOOL ENRICHMENT PROGRAM**

**Recommended:** That the following personnel be employed in the **After School Enrichment Program**, October 21, 2014 through May 21, 2015, Tuesdays, Wednesdays, and Thursdays 3:20 p.m. to 4:20 p.m. (**Instructional Time**).

**Joseph Battin School No. 4**

Teachers: Salary: \$46.20 per hour not to exceed 80 hours per person. Total: \$3,696.00  
Account No. 11-421-100-101-04-83

Last Name	First Name	Grade Level
Jewell	Andrea	1

**Toussaint L'Ouverture-Marquis de Lafayette School No. 6**

Teachers: Salary: \$46.20 per hour not to exceed 80 hours per person.  
Account No. 11-421-100-101-06-83

Substitute:

Last Name	First Name
Androlowitz	Matthew

**Elmora School No. 12**

Teachers: Salary: \$46.20 per hour not to exceed 88 hours per person.  
Account No. 11-421-100-101-12-83

Substitute:

<b>Last Name</b>	<b>First Name</b>
Lazo	Leonardo
Rodrigues	Nicole

**Benjamin Franklin School No. 13**

Teachers: Salary: \$46.20 per hour not to exceed 88 hours per person.  
Account No. 11-421-100-101-13-83

Substitutes:

Sergio Acevedo	Nijmah Ayesh	MaryAnn Davies
Julissa Guerra	Anabel Gutierrez	Ismael Hislop
Edward King	Isabel Sousa	Joan Strassman
Deborah Vosseler		

**Charles J. Hudson School No. 25**

Teachers: Salary: \$46.20 per hour not to exceed 80 hours per person.  
Account No. 11-421-100-101-25-83

Substitute:

<b>Last Name</b>	<b>First Name</b>
Alzate	Stephanie
Arias	Milagros
Arifaj	Ann Marie
Basilici	Susy
Blumet	Bert
Carroll	Linda
Cascante	Priscilla
Cespedes	Guillermo
Clayton	Beth Ann
Corrigan	Janet
Delbene	Michelle
Faria	Dina
Fiore	Anna
Galindo	Anthony
Gelfond	Leslie
Gertner	Denise
Glassman	Debra
Gruber	Lyn
Holder	Lativia
Holguin	Andres
Hosford	Ruth

Kovacs	Nicole
Lange	Susan
Latza	Addie
Mankowski	Judith
McEntee	Lucia
Meade-Petrillo	Joanne
Mitchell-Hall	Kelee
Mucha	Margurite
Natale	Suzanne
Okseniuk	Luciana
Olavarrieta	Martha
Padovano	John
Pita	Nieves
Post	Allison
Rodriguez	Denise
Scalzo	Lourdes
Scorese	Savino
Silva	Erika
Weiner	John

**Juan Pablo Duarte-Jose Julian Marti School No. 28**

**Recommended:** That the following personnel be employed in the **After School Enrichment Program** November 24, 2014 through June 5, 2015, Mondays & Fridays 3:20 p.m. to 4:20 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 47 hours per person. Total: \$17,371.20  
Account No. 20-238-100-100-28-00-01

<b>Last Name</b>	<b>First Name</b>
Aponte	Zulay
Alvelaez	Diosa
Aviles Orellana	Claudia M.
Betances	Michael
Eduardo	Pamela
Cerejo Pestana	Cassandra
Santiago	Maribel
Santos	Antigua

**Substitutes:**

Lauren Arenal  
Julissa Ynes Urena

Michael Munoz  
Stephanie Zeik

Denise A. Renda

Administrators: Salary: \$52.45 per hour not to exceed 47 hours per person. Total: \$2,465.15  
Account No. 20-238-100-100-28-00-01 (3:50 p.m. to 4:50 p.m.)

Sulisnet Jimenez

Substitutes:

Nancy Georgette Joan Tomek

Secretary: Salary: \$23.88 per hour not to exceed 47 hours per person. Total: \$1,122.36  
Account No. 20-237-100-100-28-00-01 (3:35 p.m. to 4:35 p.m.)

Maria Almeida

Substitute:

Yessenia Torres

**TITLE I MORNING TUTORIAL PROGRAM**

**Juan Pablo Duarte-Jose Julian Marti School No. 28**

**Recommended:** That the following personnel be employed as teachers in the Title I Morning Tutorial Program, November 24, 2014 through May 6, 2015, Mondays through Fridays from 7:00 a.m. 7:30 a.m.

Teachers: Salary: \$46.20 per hour not to exceed 50 hours per person. Total: \$13,860.00  
Account No. 20-237-100-100-28-00-01 and 20-238-100-100-28-00-01

Lauren Arenal Claudia M. Aviles Orellana Ismael J. Estrada III  
Elizabeth Rose McLaughlin Denise A. Renda Stefanie Zeik

Substitutes:

Michael Betances Vincent Birritteri Michael Munoz  
Cassandra Cerejo Pestana Julissa Ynes Urena

Administrators: Salary: \$52.45 per hour not to exceed 50 hours per person. Total: \$2,622.50  
Account No. 20-238-100-100-28-00-01

Sulisnet Jimenez

Substitutes:

Nancy Georgette Joan Tomek

**TITLE I 2014-2015 AFTER SCHOOL TUTORING PROGRAM FOR HIGH SCHOOL STUDENTS**

**Recommended:** That the following personnel be employed as tutors in the Title I Focus Schools' 2014-2015 After School Tutoring Program, October 27, 2014 to April 30, 2015, 4:00 p.m. to 5:00 p.m. for teachers, and 4:15 p.m. to 5:15 p.m. for administrators. John E. Dwyer Technology Academy, Admiral William F. Halsey, Jr. Leadership Academy. Thomas Jefferson Arts Academy and Thomas A. Edison Career & Technical Academy

Teachers: Salary: \$46.20 per hour not to exceed 60 hours per person.  
Account No. 20-238-100-100-84-00-01

Substitutes:

Ivelisse Betances                      Mona Wanis

Teachers: Salary: \$46.20 per hour not to exceed 60 hours per person.  
Account No. 20-238-100-100-87-00-01

Substitutes:

Frantzy Bellie                              Laura Mucci

**Recommended:** That the following personnel be employed as tutors in the Title I Focus Schools' 2014-2015 After School Tutoring Program, October 27, 2014 to April 30, 2015, 4:00 p.m. to 5:00 p.m. for teachers, and 4:15 p.m. to 5:15 p.m. for administrators. John E. Dwyer Technology Academy, Admiral William F. Halsey, Jr. Leadership Academy. Thomas Jefferson Arts Academy and Thomas A. Edison Career & Technical Academy

Administrators: Salary: \$52.45 per hour not to exceed 60 hours per person. Total: \$3,147.50  
Account No. 20-238-200-100-84-00-01

Michael Ojeda

Substitutes:

Cheryl Ann Popielarski              Carmen Taylor

Teachers: Salary: \$46.20 per hour not to exceed 60 hours per person. Total: \$8,316.00  
Account No. 20-238-100-100-84-00-01

Abraham Hyungtae Ahn              Dayna Gil                              Evelyn Molinares

Substitute:

Donald Steup

Administrators: Salary: \$52.45 per hour not to exceed 60 hours per person. Total: \$3,147.50  
Account No. 20-238-200-100-87-00-01

Fatimah Bey

Substitute:  
Donald Dulorie

Teachers: Salary: \$46.20 per hour not to exceed 60 hours per person. Total: \$8,316.00  
Account No. 20-238-100-100-87-00-01

Olayinka Florence Akinsuyi Maria A. Tota

Victoria Prizovskaya

Substitute:  
Michelle A. Raimondi

### **COMMUNITY EVENING PROGRAMS**

**Recommended:** That the following personnel be employed in the **Elizabeth High School-Dunn Sports Center and George Washington School Evening Community Program Monday through Friday** from October 27, 2014 through June 5, 2015 Monday through Friday, from 7:00 p.m. to 9:00 p.m. not to exceed hours 408/272 hours.

Teachers: Lifeguard – (Substitute): \$46.20 per hour  
Account No. 11-800-330-110-91-00

Lisa Scarpato

Security Guard (Substitute)  
Account No. 11-800-330-110-91-81

Carolyn Latham (\$24.07)

Locker Room Attendant: (Substitute)  
Account No. 11-800-330-110-91-83

Roger McNeil (\$13.93)

### **2014-2015 SCHOOL YEAR CLUB ADVISORS**

#### **Admiral William F. Halsey, Jr. Leadership Academy**

**Recommended:** That the following personnel be employed as Class Advisors at Admiral William F. Halsey, Jr. Leadership Academy for the 2014-2015 school year, September 8, 2014 through June 30, 2015.

Account No. 15-401-100-101-83-83

<b>Name</b>	<b>Club</b>	<b>Stipend</b>
Eric Miles	Freshman Class Advisor	\$2,296.00
Michael Cerrato	Sophomore Class Advisor	\$2,296.00
Rosemarie Hubbard	Junior Class Advisor	\$2,296.00
Paul DePascale	Senior Class Advisor	\$2,296.00
Arianna Matos	Student Government Advisor	\$2,296.00
David Alito	ROTC Advisor	\$9,000.00
Robert Geraldts, Jr.	ROTC Advisor	\$9,000.00

**Alexander Hamilton Preparatory Academy**

**Recommended:** That the following personnel be employed as Special Activities, Class Advisors at Alexander Hamilton Preparatory Academy, for the 2014-2015 school year.

Account No. 15-401-100-101-80-83

<b>Name</b>	<b>Club</b>	<b>Stipend</b>
Margaret Loftus	Student Government	\$2,296.00
Lois-Tresia Valcin	Yearbook Class Advisor	\$3,324.00
Emily Buffa	Freshman Class Advisor	\$2,296.00
Brian Sullivan	Sophomore Class Advisor	\$2,296.00
Antonia Christodoulakis	Junior Class Advisor	\$2,296.00
Hector Munoz	Senior Class Advisor	\$2,296.00

**Alexander Hamilton Preparatory Academy**

Teachers: Salary: \$46.20 per hour not to exceed 20 hours per person. Total: \$6,468.00

Account No. 15-401-100-101-80-83

<b>Name</b>	<b>Position</b>
Rebecca Orellana	AVID Leadership Club
Donald Conner	AVID Reader (School Newspaper)
Amanda Camp-Colon	Performing Arts Club
Susan Pizza	Shakesperience Club
Stacey Augustine	Game Club
David Ayd	National Honor Society
Beth Barber	Creative Arts Club

**Thomas A. Edison Career & Technical Academy**

**Recommended:** That the following personnel be employed as Class Advisors at Thomas A. Edison Career & Technical Academy for the 2014-2015 school year, September 8, 2014 through June 19, 2015.

Account No. 15-401-100-101-87-83

<b>Name</b>	<b>Club</b>	<b>Stipend</b>
Adam Rodriguez	Freshman Class Advisor	\$2,296.00

**Thomas A. Edison Career & Technical Academy**

Teachers: Salary: \$46.20 per hour not to exceed 20 hours per person. Total: \$6,468.00

Account No. 15-401-100-101-87-83

<b>Name</b>	<b>Position</b>
Paul Conte	FCCLA (Family, Career & Community Leaders of America)
Marissa Tota	Multi-Cultural Club
Avinder Bhatia	H.O.P.E. (Helping Our People & Environment)
Preeti Jain	Environmental Club
Eileen Mulroy	Medical Mentorship
Nicole Riggans	National Honor Society
Kelly McCracken	Interact Club

**INTERSCHOLASTIC ATHLETIC PROGRAM**

**Recommended:** That the following personnel be employed as athletic coaches in the Winter Interscholastic Athletic Program at Elizabeth High School and 7<sup>th</sup> & 8<sup>th</sup> grade level programs, Monday through Sunday, varied hours, November 24, 2014 through April 1, 2015.

Account No. 11-402-100-100-00-00-64

Total: \$221,447

<b>Name</b>	<b>Position</b>	<b>Stipend</b>
<b><u>Basketball, Boys</u></b>		
Christopher Balent	Head Varsity Basketball Coach	\$9,963
Martin Ferreiro	Assistant Varsity Basketball Coach	\$6,365
Thomas Fischer	Junior Varsity Basketball Coach	\$5,789
Colomb Thomas-Petit	Freshman Basketball Coach	\$5,324
Edward Luby	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028
Patrick Kolar	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028
Michael Gluck	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028
Eric Hessberger	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028
<b><u>Basketball Girls</u></b>		
Kellylyn Jacob-Burns	Head Varsity Basketball Coach	\$9,963
Chrystal Rinehold	Assistant Varsity Basketball Coach	\$6,365
Bruce Burnett	Junior Varsity Basketball Coach	\$5,789
Andrew Dunbar	Freshmen Basketball Coach	\$5,324
Nicholas Rodriguez	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028
Joshua Singer	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028

Belinda Jimenez	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028
Ali Abdul-Malik	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028
<b><u>Winter Indoor Track, Boys/Girls</u></b>		
Austin Holman	Head Boys Varsity Winter Track Coach	\$7,026
Anthony Williams	Assistant Varsity Boys Winter Track Coach	\$5,376
Michael Penta	Assistant Varsity Boys Winter Fields Events Coach	\$2,688
Larry Morgan	Head Girls Varsity Winter Track Coach	\$7,026
Donna Brooks	Assistant Varsity Girls Winter Track Coach	\$5,376
Ameerah Boone	Assistant Varsity Girls Winter Fields Events Coach	\$2,688
<b><u>Wrestling</u></b>		
Robert Linck	Varsity Wrestling Head Coach	\$9,963
Ishmael Medley	Assistant Varsity Wrestling Coach	\$6,683
John Zecchino	Assistant Varsity Wrestling Coach	\$6,683
Roberto Cerbone	Assistant Varsity Wrestling Coach	\$6,683
Isaiah Halsey	Assistant Varsity Wrestling Coach	\$6,683
Louis Argondizza	7 <sup>th</sup> & 8 <sup>th</sup> Grade Wrestling Coach	\$5,028
Todd Lecher	7 <sup>th</sup> & 8 <sup>th</sup> Grade Wrestling Coach	\$5,028
Alex Figueroa	7 <sup>th</sup> & 8 <sup>th</sup> Grade Wrestling Coach	\$5,028
<b><u>Swimming Boys/Girls</u></b>		
Lisa Scarpato	Head Varsity Swimming Coach	\$8,344
Renee Cras	Assistant Varsity Swimming Coach	\$5,656
Elizabeth Weslock	Assistant Varsity Swimming Coach	\$5,656
Crystal Ahearn	7 <sup>th</sup> & 8 <sup>th</sup> Grade Swimming Coach	\$4,658
Ifegenia Barone	7 <sup>th</sup> & 8 <sup>th</sup> Grade Swimming Coach	\$4,658
Jennifer Savoca	7 <sup>th</sup> & 8 <sup>th</sup> Grade Swimming Coach	\$4,658
<b><u>Bowling</u></b>		
Jeffrey Koch	Head Varsity Bowling Coach	\$5,376
<b><u>Cheerleading</u></b>		
Sandra Evaristo	Varsity Head Coach	\$5,376

### **BREAKFAST/LUNCH PROGRAM FOR THE 2014-2015 SCHOOL YEAR**

**Recommended:** That the following personnel be employed in the **Breakfast/Lunch Program** for the 2014-2015 school year. Salary: \$ 46.20 per hour, not to exceed 180 hours, from September 8, 2014 through June 19, 2015, as below written.

#### **George Washington Academy of Science & Engineering School No. 1**

##### **Breakfast**

Teachers: Salary: \$46.20 per hour not to exceed 90 hours per person. Total: \$8,316.00  
Account No. 50-910-310-100-01-84

Steven Marshall

Andrea Pereira

Substitutes:

Christopher Adamcik	Sarah Aguilar	Susan Amarin
Maryse Baird	Natasha Casas	Tiffany Lyn Cassese
Katharine Cruz	Wayne Donadio	Aracelis Elezaj
Lauerin Gareis	Shara Greenberg	Vanessa LaBruzza
Mira Lee	John J. Mahon, Jr.	Vincenzo Mascolo
Laura McLaughlin	Aaliyah McClinton	Allison Mednick
Marina Moriello	Faizal Patel	Kathy Santor
Shaun Seip	Joshua Solomon	Story Thompson

Lunch

Teachers: Salary: \$46.20 per hour not to exceed 180 hours per person. Total: \$16,632.00

Account No. 50-910-310-100-01-84

Tiffany Lyn Cassese

Vincenzo Mascolo

Substitutes:

Christopher Adamcik	Sarah Aguilar	Susan Amarin
Maryse Baird	Natasha Casas	Katharine Cruz
Wayne Donadio	Aracelis Elezaj	Lauerin Gareis
Shara Greenberg	Vanessa LaBruzza	Mira Lee
John J. Mahon, Jr.	Steven Marshall	Laura McLaughlin
Aaliyah McClinton	Allison Mednick	Marina Moriello
Faizal Patel	Andrea Pereira	Kathy Santor
Shaun Seip	Joshua Solomon	Story Thompson

**Nicholas S. LaCorte Peterstown School No. 3**Lunch

Teachers: Salary: \$46.20 per hour not to exceed 47 hours per person. Total: \$2,171.40

Account No. 50-910-310-100-03-84 (10/15/14 to 1/30/15)

Thomas Goodman

Lunch

Teachers: Salary: \$46.20 per hour not to exceed 180 hours per person.

Account No. 50-910-310-100-03-84

Substitute:

Geraldine Calhoun	Gina Rysinski
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**Jerome Dunn Academy of Mathematics, Technology, and the Arts School No. 9****Breakfast**Teachers: Salary: \$46.20 per hour not to exceed 90 hours per person. Total: \$12,475.00

Account No. 50-910-310-100-09-84 (7:15 a.m. to 7:45 a.m.)

**Main Building**

Lara Filippello Kwao Taylor

**Annex Building**

Mary E. Williams

**Substitutes:**

Lizzie Belvin-Flowers	Alysia Boyd	Sarah Brown
Eileen Campos-Tinta	Tammy Freeman	Horleida Guerra
Michelle Kopec	Leydis Leyva	Jeannette Martinez
Justine Mc Conkey	Lacey Mc Conkey	Robert Miller
Amanda Mitchell	Julie Mullen	Faziel Patel
Nicole Pepe	Joseph Pretel	Debra Pugh
Amy Rios	Jennifer Savoca	Shaun Seip
Shadi Shihadeh	Ruby Shumaker	Onur Tezucar
Lurina Woolford	Ani Zurnaci	

**Lunch**Teachers: Salary: \$46.20 per hour not to exceed 180 hours per person. Total: \$58,212.00

Account No. 50-910-310-100-09-84

**Main Building**

Lara Filippello	Jeannette Martinez	Justine Mc Conkey
Lacey Mc Conkey	Nicole Pepe	

**Annex Building**

Faziel Patel Mary E. Williams

**Substitutes:**

Lizzie Belvin-Flowers	Alysia Boyd	Sarah Brown
Eileen Campos-Tinta	Tammy Freeman	Horleida Guerra
Michelle Kopec	Leidis Leyva	Robert Miller
Amanda Mitchell	Julie Mullen	Joseph Pretel
Debra Pugh	Amy Rios	Jennifer Savoca
Shaun Seip	Shadi Shihadeh	Ruby Shumaker
Onur Tezucar	Lurina Woolford	Ani Zurnaci

**Juan Pablo Duarte-Jose Julian Marti School No. 28****Breakfast**Teachers: Salary: \$46.20 per hour not to exceed 90 hours per person.

Account No. 50-910-310-100-28-84 (7:15 a.m. to 7:45 a.m.)

Vincent Birriteri

Substitute:

Elizabeth McLaughlin

**Dr. Albert Einstein Academy School No. 29****Lunch**Teachers: Salary: \$46.20 per hour not to exceed 180 hours per person.

Account No. 50-910-310-100-29-84

First Lunch (11:30 a.m. to 12:15 p.m.)      Second Lunch (12:15 p.m. to 12:59 p.m.)

Substitutes:

Roselore Brignolle

Priscilla Camp

Matthew Madeira

Claudia Plata

Hildauro Rosado

**DISTRICT BUS PROGRAM****Dr. Orlando Edreira Academy School No. 26**

**Recommended:** That the following personnel be employed to work the **AM Bus Program** at Dr. Orlando Edreira Academy School No. 26 Bus Program for the 2014-2015 school year, September 8, 2014 through June 30, 2015 from 7:15 a.m. to 7:45 a.m., Monday through Friday.

Teacher: Salary: \$46.20 per hour, not to exceed 90 hours per person.

Account No. 15-120-100-101-26-83

Substitute:

Lina Baiao

Rocco Casso

William Clark

Michele Diefenderfer

Dallas Johnson

Pat Mahon

Vincent Moncayo

David Reese

Megan Shanahan

**Recommended:** That the following personnel be employed to work the **PM Bus Program** at Dr. Orlando Edreira Academy School No. 26 Bus Program for the 2014-2015 school year, October 1, 2014 through June 30, 2015 from 3:15 p.m. to 3:45 p.m., Monday through Friday.

Teacher: Salary: \$46.20 per hour, not to exceed 80 hours per person. Total \$3,696.00  
Account No. 15-120-100-101-26-83

Thomas Siebenhuhner

Substitute:

Lori Abry

Lina Baiao

William Clark

Jia Huei Hu

**Dr. Albert Einstein Academy School No. 29**

**Recommended:** That the following personnel be employed to work the **AM Bus Program** at Dr. Albert Einstein Academy School No. 29, Bus Program for the 2014-2015 school year, September 8, 2014 through June 19, 2015 from 7:15 a.m. to 7:45 a.m., Monday through Friday.

Teacher: Salary: \$46.20 per hour, not to exceed 90 hours per person.  
Account No. 15-120-100-101-29-83

Substitutes:

Roselore Brignolle

Priscilla Camp

Matthew Madeira

Claudia Plata

Hildauro Rosado

**Recommended:** That the following personnel be employed to work the PM Bus Program at Dr. Albert Einstein Academy School No. 29, Bus Program for the 2014-2015 school year, September 8, 2014 through June 19, 2015 from 3:15 p.m. to 3:45 p.m., and on half days from 12:00 p.m. to 12:30 p.m. Monday through Friday.

Teacher: Salary: \$46.20 per hour, not to exceed 90 hours per person.  
Account No. 15-120-100-101-29-83

Substitutes:

Roselore Brignolle

Priscilla Camp

Matthew Madeira

Claudia Plata

Hildauro Rosado

**CENTRALIZED SATURDAY DETENTION PROGRAM**

**John E. Dwyer Technology Academy**

**Recommend:** That the following personnel be employed for the Centralized Saturday Detention Program held at John E. Dwyer Technology Academy on Saturdays, February 21, 2015 through June 20, 2015 from 9:00 a.m. to 1:00 p.m.

Administrators: Salary: \$52.45 per hour not to exceed 56 hours per person. Total: \$2,937.20  
Account No. 15-000-240-103-82-83

George E. Mikros

Substitutes:

Caroline Brindley                      Jacques Gonzales                      Cheryl Popielarski

Secretary: Salary: \$23.88 per hour not to exceed 56 hours per person. Total: \$1,337.28  
Account No. 15-000-240-105-82-83

Diana King

Substitute:

Agnes Barone

**Recommend:** That the following personnel be employed for the Centralized Saturday Detention Program held at John E. Dwyer Technology Academy on Saturdays, October 18, 2014 through June 20, 2015 from 9:00 a.m. to 1:00 p.m.

Teacher: Salary: \$46.20 per hour, not to exceed 104 hours per person. Total: \$28,828.80  
Account No. 15-140-100-101-82-83

Sohair Abdel-Hadi	Harry Sam Kelada	Katharine J. Peros
Michelle Ann Raimondi	Nancy R. Ravaioli	Donald L. Stewart

Substitutes:

Crystal Ahearn	David S. Ayd	Ivelisse Betances
Michael J. Cerrato	Donato Coppola, Jr.	Evalina Despaigne
Anthony Di Donato	Dalia M. Elkakaybie	Anila Eugene
Jeffrey Koch	Kevin Mc Carthy	Brendan Meade
Illiana M. Pacheco-Lopez	Joseph M. Sanchez	Brian Sullivan
Iraklis A. Vogiatzidakis	Tara Webb	

**CHANGE OF NAMES**

Recommended: That the following change of names be received, as below written.

Lindsey Fitzgerald, Teacher-Third Grade, School No. 18 to **Lindsey Rusin**

Susan Hernandez, Teacher-Third Grade, School No. 14 to **Susan Sulai Hernandez-Toledo**

Stefanie M. Zeik, Teacher-Pre-Kindergarten, School No. 28 to **Stefanie Marie Zeik-Marino**

**OFFICIAL LIST OF DAILY SUBSTITUTES**

Recommended: That the Official List of Daily Substitutes, as filed in the Office of the School Business Administrator/Board Secretary, be employed for the 2014-2015 school year as needed.

**Subject to correction of errors**

C  
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P  
YTuitions Report  
Elizabeth, N.J.  
November 20, 2014

The Superintendent of Schools recommends approval of the following:

1. That tuition be paid for students for the 2011-2012 School Year, as filed in the office of the School Business Administrator/Board Secretary.
2. That tuition be paid for students for the 2014-2015 School Year, as filed in the office of the School Business Administrator/Board Secretary.
3. That payment of tuition for students, as filed in the office of the School Business Administrator/Board Secretary, be and is hereby rescinded.

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Y

4

Superintendent's Report  
November 20, 2014

1. Excellence News

# EXCELLENCE NEWS

EQUITY • EXPECTATIONS • EXCELLENCE

Elizabeth Public Schools, Elizabeth, NJ

November 20, 2014

"Perfection is not attainable, but if we chase perfection we catch EXCELLENCE." - Vince Lombardi

## EBOE Dedicates Second Elizabethport School



The Elizabeth Board of Education held a dedication ceremony for a new Elizabethport school for the second time during the 2014-2015 school year with the dedication of the new George Washington Academy of Science and Engineering School No. 1, located at 250 Broadway, on Tuesday, October 21.

George Washington Academy is a smaller learning academy with its own educational theme of science and engineering and provides laptops for every child within grades 3-8. The school is led by Principal Anthony Ziobro and Vice Principal Dr. Mike Wansaw.

The dedication of School No. 1 came just five days after the Board dedicated Jerome Dunn Academy of Mathematics, Technology, and the Arts School No. 9 in honor of longtime district administrator Jerome Dunn, who served the Elizabeth Public Schools community for 42 years.

Board President Tony Monteiro believes the transformation of the old George Washington School No. 1 into two themed academies with their own special identities has inspired the learning community.

"It has been remarkable what has already taken place at the new School 1 and School 9," said Monteiro. "The transformation of the school community has brought about a renewed pride and passion that is very evident from the students and staff members. The spirit and energy level at these two new academies is palpable."

*For more photos, please visit [www.epsnj.org](http://www.epsnj.org)*

## William F. Halloran School No. 22 Receives 2<sup>nd</sup> National Blue Ribbon School Award



The United States Secretary of Education honored **William F. Halloran School No. 22** as a 2014 National Blue Ribbon School at a recognition ceremony on Nov. 10, in Washington, D.C.

The 2014 award is the second National Blue Ribbon School award School No. 22 has received in the past ten years. The Gifted and Talented school was also honored with the prestigious designation in 2006.

Principal Michael Webb received word from the New Jersey Department of Education that School No. 22 was one of only **nine** schools in the State of New Jersey given the prestigious honor. Webb, who also served as principal of School No. 22 when it last received the award, represented Elizabeth Public Schools at the ceremony in Washington D.C. and accepted the honor on behalf of the school.

*Source: [http://www.nj.com/suburbanews/index.ssf/2014/10/william\\_f\\_halloran\\_gifted\\_and.html](http://www.nj.com/suburbanews/index.ssf/2014/10/william_f_halloran_gifted_and.html)*



## Alexander Hamilton Celebrates First Pep Rally

In a celebration of athletics as well as academic achievement, **Alexander Hamilton Preparatory Academy** held its first pep rally on Friday, October 24<sup>th</sup> in the school parking lot. Student athletes were introduced to the student body to enthusiastic cheers. School spirit soared to new heights at Hamilton and a new sense of community was engendered. Homecoming King and Queen, Miguel Rivera and Julissa Ardolino, were announced during the festivities and were greeted with a warm reception from their fellow students.

Homecoming King Miguel Rivera said of the occasion, "I feel that the pep rally made everyone come to life. It helped everyone to come together and feel more comfortable with one another."



## EPS Honors Academic Excellence by Celebrating a Record 497 Perfect Scores on NJ's Standardized Tests

Approximately 2,000 people gathered on October 28, 2014, for a large-scale celebration of yet another Elizabeth Public Schools' academic achievements. The Perfect Scores Award Ceremony was held at the Dunn Sports Center at 151 Pearl Street in Elizabeth, and honored students who earned a perfect score on the New Jersey Assessment of Skills and Knowledge (NJ ASK) and their subject area teachers who were instrumental in helping these students achieve academic excellence.

This celebration helps to accentuate why Elizabeth Public Schools is considered the number one urban school district in the State of New Jersey.

The NJ ASK is a state mandated test which is administered annually to third through eighth graders in order to assess their proficiency levels in Mathematics, Language Arts and Science. The district is proud to continue making tremendous strides in academic excellence, having increased from 23 perfect scores in 2007 to a record 497 perfect scores in 2014!

At the ceremony, Perfect Score students and their subject area teachers were recognized by Superintendent of Schools Olga Hugelmeyer and the Elizabeth Board of Education members, who presented every student and teacher with an award and commemorative pin memorializing their hard work and commitment to achieving excellence.

***For more photos, please visit  
[www.epsnj.org](http://www.epsnj.org)***



## Eagle Times



Elmora School No. 12's, Journalism Club has created a school newspaper, "Eagle Times". The newspaper communicates to parents, teachers and students all the excellent accomplishments at Elmora School No. 12. The newspaper also created a *Dear Elmora Box*, where students can place anonymous letters seeking advice. The letters appear in the newspaper with advice given by a school journalist. In order to create the paper, Mrs. Sandholm, Journalism Club advisor, introduced students to the basics of newspapers and writing with the intent to entertain. Students read a local newspaper to gain ideas, and used notebooks/laptops to organize ideas and store writing activities. Students had the opportunity to work as reporters by interviewing students and team members about the many activities. School No. 12 is helping to lead the way in organizing, writing and planning the newspaper.



## Unity Day Takes a Stand Against Bullying

On October 22, Dr. Orlando Edreira Academy School No. 26 celebrated UNITY DAY. Team members wore orange clothing as the symbolic color of the day to take a stand against bullying. Students also sported orange ribbons as a reminder to stand up against bullying. UNITY Day activities also included each class creating orange UNITY chains that were linked together and placed on display.



## Students Recognized for Reading

Congratulations to John Marshall School No. 20's own Yulissa Ahuehuetl and Nvaeh Perez who participated in the 2014 "Fizz! Boom! Read!" Summer Reading Club at the Elizabeth Public Library. All children grades Preschool-Grade 6 were eligible to join.

"We are so proud of our students for taking advantage of this wonderful opportunity to read over the summer. We know they will have continued success this school year as they foster this first step toward a love of reading!" commented Principal Comas.



## Fall Festival

On October 24, the students at **Dr. Martin Luther King, Jr. ECC School No. 52** celebrated the annual Fall Harvest Event by participating in a wide variety of fall related activities, such as decorating pumpkins, wagon rides, leaf stamping and other movement activities. Parents and team members work together to make the harvest celebration a fun learning experience for students.



## Breast Cancer Awareness Day



Under the guidance of Ms. Chmara and Mrs. Honig, students of **Christopher Columbus School No. 15** celebrated Breast Cancer Awareness Day by wearing pink and raising money to help find a cure for breast cancer.

Kudos to everyone at School No. 15 for their efforts.



## Celebrating Hispanic Heritage

On October 10<sup>th</sup>, Alexander Hamilton Preparatory Academy celebrated Hispanic Heritage month. The day began with an Assembly highlighting guest speaker Mr. Francisco Gonzalez, Board Member of the Elizabeth Board of Education. Mr. Gonzalez spoke to students about his experience coming to this country and his struggles and hard work in reaching the American Dream. He encouraged students to work hard to succeed in reaching their goals.



Students choreographed and performed various dances from different countries. Finally, all were invited to taste various foods from different Latin American countries. It was an excellent opportunity to showcase the culture and food of the Hispanic community.



## Columbus Day

Kindergarten students in Mrs. Perez's Class at Ronald Reagan Academy in School No. 30 worked with their First Grade Buddies in Ms. DeFazio's Class and made a Christopher Columbus Writing Craftivity. The children shared their knowledge of what they learned about Christopher Columbus through a writing activity titled "If I was an Explorer..." The entire day was dedicated to Christopher Columbus via Common Core Activities in Language Arts and Math.

## Student of the Month

George Washington Academy School No. 1 honored several students for "Student of The Month". Students were selected for demonstrating good character, personal and social responsibility, in addition to modeling one of the weekly social skills during the month.



## Teacher for a Day

In Miss Walker's 7th grade ELA class at **Robert Morris School No. 18**, Ashley De Oliveira was teacher for a day! Ashley created a model lesson called "Ashley's Advice," where she gave the class advice on how to improve writing skills. Her lesson was aligned with the Common Core Standards and it encouraged the students to utilize their laptops while she delivered her presentation.



## 2<sup>nd</sup> Annual 5K Walk Raises Breast Cancer Awareness And Honors Mrs. Rubin

**Terence C. Reilly School No. 7** community filled the streets with pink during its second annual 5K Breast Cancer Awareness Walk. Students and Board of Education Commissioner Paul Perreira walked from School No. 7 to Mattano Park and back again, twice, to show their solidarity in heightening awareness of women living with breast cancer. Before the walk began, organizers Health and Wellness Committee Chairman Mr. Labrador and PTO president Mrs. Farid, along with Interim Principal Mr. Panagopoulos honored seventh grade language arts teacher and breast cancer survivor Mrs. Rubin, on her five-year anniversary of being cancer-free. The walk raised \$1,000, which was donated to Father Hudson House to help provide hospice care in Elizabeth.



Before the walk began, organizers Health and Wellness Committee Chairman Mr. Labrador and PTO president Mrs. Farid, along with Interim Principal Mr. Panagopoulos honored seventh grade language arts teacher and breast cancer survivor Mrs. Rubin, on her five-year anniversary of being cancer-free. The walk raised \$1,000, which was donated to Father Hudson House to help provide hospice care in Elizabeth.

In a heartfelt letter to the school community, Mrs. Rubin wrote, "Today, five years later, you have become a major deal for me. Reaching, sharing, and celebrating this milestone with you is a major deal in my life. Sometimes you have needed to talk with me, and that makes me realize that I have some purpose for having gone through this chapter in my life. But you need to know that you were there for me, BIG TIME!"



## Ruby Visits Valley National Bank

Valley National Bank, the wholly-owned subsidiary of Valley National Bancorp (NYSE:VLY), hosted 30 Sophomores from **Alexander Hamilton Preparatory Academy, Elizabeth High School, William F. Halsey Academy of Finance, and Thomas Jefferson Arts Academy** as part of the Rutgers University Business for Youth (RUBY) program. Students received a financial literacy lesson about banking, the economy and insight for succeeding in the business industry from Brian Haag, First Vice President - Residential Mortgage Sales Manager at Valley National Bank. Valley National is a regional bank holding company headquartered in Wayne, New Jersey with \$16 billion in assets.



## Fire Prevention

The rainy weather couldn't dampen the spirit of the **Ronald Reagan Academy School No. 30** future leaders on October 22. Students learned about the history of fire prevention month, demonstrated their ability to handle fire emergencies knowledgeably, participated in a bucket brigade, and hypothesized about the pro-active choices that firefighters must make every day of their lives.



Pictured are Fire inspector Oscar Munoz and firefighter Costello as they help students "begin with the end in mind". Students and staff at Ronald Reagan Academy cheered the heroes and thanked the crew from Engine Company 6 for empowering them to all make fire PREVENTION a top priority.



## A Visit to the Paper Mill Playhouse

Drama students from **Thomas Jefferson Arts Academy** attended a production of Cole Porter's *Can Can* on October 23. The trip was arranged as part of the Paper Mill Playhouse Adopt-A-School Project. Founded in 1989 to introduce New Jersey high school students to the performing arts, it is designed to stimulate partnerships between educators, artists, and businesses to encourage the permanent inclusion of arts programming as an integral part of New Jersey's educational system. Students attend four matinee performances at Paper Mill Playhouse, experiencing a wide array of productions in varying theatrical styles.



## Special Olympics

Team sports bring people together. Special Olympics Unified Sports teams do that too, and much more. On November 2, three 8th graders, Kevin Fonseca, Frank Pineda, and Justin Soto, from **Victor Mravlag School No. 21** had a unique opportunity to take part in the very first annual Shriver Cup competition in Robbinsville, New Jersey. As a unified team, they shared the soccer field with special Olympians of all levels and played succinctly. The team played a dynamic tournament and placed first place, ending the tournament undefeated. The unified partners and Special Olympics athletes enjoyed the experience so much they already started making plans for next year.



## Alexander Hamilton Preparatory Academy Adds New AP Class

**Alexander Hamilton Preparatory Academy** has expanded its AP course catalogue with the addition of AP Art Studio Drawing. Students participating in this class will create a portfolio of twelve in-depth art pieces. Art teacher Ms. Beth Barber explains, "These AP studio classes are beneficial because they allow students to develop skills and discover their personal creative style." This new class is part of the school's commitment to offer students opportunities to challenge themselves in advanced classes. Hamilton now offers sixteen AP classes with a total enrollment of 1026 in these classes. Principal George Mikros commented, "We believe that it is important to offer our students rigorous and challenging courses to better prepare them for college and future careers."

# Week of Respect at EPS

## Respect Me



On October 6, the Pre-K students from **Dr. Orlando Edreira Academy School No. 26** kicked off the Week of Respect with a musical celebration. Social worker Mrs. Soto taught the children the "Respect Me" song and the meaning of always being respectful. Students sang and played instruments for the entire school. It was a big hit!

## Circle of Respect

Students from **Madison-Monroe School No. 16** shared respectful ideas and stories in the "Circle of Respect". Each student verbalized an example of when they were respectful or kind. Afterwards, students summarized the ideas on a whiteboard for all to see and remember. In addition, students learned that apologies are always appreciated as they took turns apologizing for past misdeeds.



## Quotes on Respect

**Mabel G. Holmes School No. 5** celebrated the Week of Respect (October 6, 2014 - October 10, 2014) by having students read quotations about respect every morning.

In addition, all students were assembled together in the auditorium to view and discuss a video on the subject of respect. Finally, all students were asked to sign a pledge to be bully free during the course of the school year.



# Week of Respect at EPS



## Bully Free at School No. 28

During the week of respect, grade level orientations were held by counselors Wilma Helm and Cassandra Pestana at **Juan Pablo Duarte - José Julián Martí School No. 28**. During these sessions, counselors held discussions on the HIB Law, and student pledges to keep School 28 Bully Free were read, reviewed and signed by the students for grades K-8. The students also enjoyed grade level appropriate activities such as creating PowerPoint presentations and viewing video clips.

## Acts of Respect

Each Kindergarten through 2nd Grade student from **Woodrow Wilson School No. 19** drew, colored and/or painted a RESPECT poster depicting images of people being respectful to each other. All the posters were put together to create a large 'poster quilt'. Grades 3 through 8 students participated in a daily announcement of an "affirmation" focusing on the topics of 'self-worth' and 'empathy.'



## Anti-Bullying Artwork

**Madison Monroe School No. 16's** students in all grade levels created artwork around the anti-bullying theme chosen for this year by the school safety team: "Respecting One Another".

Art teacher Ada Flores helped students create displays with messages such as "stand up for peace", "raise your hand for love", and "unite against bullying." The school hallways were adorned with the artwork to reinforce the positive messages and school expectations.



# Week of Respect at EPS

## Upper Academy's School Climate Committee

Team members and students at the **Elizabeth High School Upper Academy** formed a School Climate Committee. The Committee is a collaborative effort between School Principal Michael Cummings and a group of six Upper Classmen. The goal is to create a welcoming and supportive environment for all students. Since the spring of 2014, the committee has participated in a number of activities. During the Week of Respect, the Committee created and placed posters throughout the school with positive messages, such as "You are Beautiful!" and "Cyber-bullying is Bullying". Mr. Cummings and Committee members recently collaborated on a School Climate Survey that was administered to all students. The results of the survey will be used to develop additional programs. The Committee's newest initiative is a mentoring program that partners Upper Class students with incoming 10<sup>th</sup> Graders to help develop leadership skills and ease transition.



## Cyber Safety Awareness

Students at **John Marshall School No. 20** celebrated Cyber Safety Awareness Month throughout October 2014. Class lessons were conducted on Cyber Smart, a website sponsored by the New Jersey Department of Education. Students were able to access age appropriate information pertaining to Cyber Safety/ Cyber Bullying.

Ms. LaFace, the School's ABS, guided the students by encouraging them to share their own experiences with Cyber Bullying/ Safety and nurturing open discussion. This experience served to increase awareness of Cyber Bullying through social media and to help create a culture where students feel safe to discuss these issues.



## Week of Respect at EPS

### School No. 3 Anti HIB Initiative: Kindness... Pass It On

Nicholas S. LaCorte - Peterstown School No. 3 Guidance Counselors Safiyyah Howell and Briana Helm developed an Anti-Harassment, Intimidation, and Bullying theme, *Kindness... Pass It On*, which will serve to promote compassion, empathy, and good citizenship among the students.



### NO BULLY ZONE

Christopher Columbus School No. 15 held an Anti-Bullying Poster Contest. The contest was to create awareness of the negative impact bullying has on others and to promote anti-bullying messages throughout the school to encouraging students to prevent, detect, and report bullying. All posters were placed around the school for students to see and vote for their favorite. The winners of the Anti-Bullying contest were Leslie Zapata, Ashley Colombani and Rebeca Romero.



**NO BULLY ZONE**

## School No. 7 Donates \$3500 to ALS with Ice Bucket Challenge

Terence C. Reilly School No. 7 raised \$3500 for ALS research with its first annual "Ice Bucket Challenge." Health and Wellness Committee Chairman Mr. Labrador and PTO president Mrs. Farid had homerooms competing against one another to see which one would raise the most donations for the charity. Mrs. Rubin's and Mr. Caldarulo's seventh grade homeroom class won by raising over \$400, and thereby earning the privilege of pouring ice cold water on Interim Assistant Superintendent for Teaching and Learning Mrs. Cedeño, Elizabeth School Board Commissioners Mr.



Monteiro and Mr. Perreira, Interim Principal Mr. Panagopoulos and Vice Principals Mrs. Milano, Ms. Trebino and teachers.

Learning about the debilitating effects of this illness, students came to realize that ALS remains a fatal disease, which only through scientific research a cure can be found. "In the tradition of the "Ice Bucket Challenge," Mr. Panagopoulos challenged the William F. Halloran School No. 22 community to hold an "Ice Bucket Challenge" of their own. And with its acceptance, the inspiration continues.

## Recipes for Friendship

Ms. Alvarez's third grade class from Nicholas s. La Corte-Peterstown School No. 3 learned just how important it is to pick the right characteristics for friendship.

During Ms. Helm's lesson "Recipe for Friendship," students discussed different friendship characteristics and were challenged to use their everyday math skills to provide a friendship recipe card; measurements included the different friendship qualities they thought a good friend should possess. Once complete,



students were able to use their recipe measurements to make their own "Friendship Trail Mix."

## Stomp Out Bullying Day

On October 6, team members and students of **Dr. Albert Einstein Academy School No. 29**, were invited to wear a blue shirt to create awareness of bullying prevention. Blue Shirt Day is held every October and is one of the national campaigns established by Stomp Out Bullying. Stomp Out Bullying began in 2007 and boasts a list of celebrity supporters, including Elton John, Paul McCartney, and Ellen DeGeneres. Blue was the color of the day at School No. 29 when staff and students showed their support for the prevention of all types of bullying.



## A Visit to the Great Swamp

Fifth graders, from **Toussaint L'Ouverture - Marquis de Lafayette School No. 6** took a field trip to the Great Swamp in Chatham, NJ, to further expand their studies of Native Civilizations. Students explored various aspects of the Lenape Indian Culture along with touring a model wigwam, playing real games that Lenape children played, taking a guided walk through the trails the Lenape used to harvest local plants to meet their needs. Ms. Malcolm, Mrs. Gregory, Mr. Guidera and Mr. Gomez's classes had a great time and learned many interesting facts about the Lenape lifestyle.

## Essay Winner

Janiyah Fullwood in Mrs. Gonzalez's 6th grade class at **Mabel G. Holmes School No. 5** won a city wide essay contest entitled, "My Goals for 2014". One winner was chosen from each age group: ages 6 -9, ages 10-13 and ages 14-17. The winners were chosen by a panel of city of Elizabeth officials. Janiyah will attend a luncheon at the Mayor's Office, receive a certificate of achievement and her essay will be featured on the City of Elizabeth's Youth website.



*Stay Connected with your Elizabeth Public Schools!*

## Students Dress for Success!

Style certainly walked the halls of **William F. Halsey, Jr. Academy of Finance** as the National Academy of Finance students put their best foot forward! Dressing for Success is just one of the many ways that students are putting their business lessons and skills into practice. Academy of Finance students know that dressing professionally will not only help to advance their careers, but will also help them make good impressions during future job interviews and opportunities.



## Seton Hall University's Basketball Team Visits School No. 12

Members of Seton Hall University's Basketball Team and mascot made a surprise visit to **Elmora School No. 12**. The team first stopped in Mr. Marotta's Art Class, to give him his season tickets. From there, players paraded down the hallways, as students stood outside their classrooms cheering, "Seton Hall!" The basketball players told students to study hard and focus. Students look forward to seeing them on November 14, when over 300 students will visit Seton Hall University, explore the campus, listen to an Anti-Bullying speaker, and watch a college Basketball Game. *Please view*

<http://shupirates.cstv.com/allaccess/?media=473588> to see video of Seton Hall University's visit to School 12.



## "Scaring for Caring" at the EHS Lower Academy

By Jade Sosa and Sarahlee Rotestan, Grade 9

On October 31, Elizabeth High School Lower Academy's "Me to We" initiative, "We Scare Hunger" was in action! The Freshman Club, rather than "trick or treat" for candy, did so for non-perishable food items to be donated to needy people in Elizabeth. They gathered an overwhelming amount; more than 1,000 pounds of canned goods. One of the students, Carlos Ortiz stated, "It's easy to go living without thinking of others who are less fortunate than us, but regardless, they're still there. It's not our job to help them, but we choose to do it because it's the right thing to do." Another student, Isis Nunez, stated, "It was fun, because not a lot of people were expecting to be asked for canned goods instead of candy. I'm glad we raised awareness about hunger."



The coordinator of the effort, guidance counselor Anthony DiDonato, asserted, "Me to We" is a non-profit organization focused on providing meaningful local and global community service ideas for all students."

## Thomas Jefferson Arts Academy Makes History

On October 28, 2014, at the Elizabeth Public Schools Perfect Awards Ceremony, **Thomas Jefferson Arts Academy** made history as the first open admission high school to ever make the EPS Top 10. The Top 10 designation is based on the number of students in a school who meet or exceed proficiency standards on district and state assessments. After having been #24 out of 30 schools just three years ago, Jefferson Arts students, parents and team-members were excited to hear about the recognition. The school community takes great pride in Jefferson Arts Academy's transformation over recent years and remains committed to supporting students in achieving academic and creative excellence for years to come!



## A Special Visit

During her visit to **Toussaint L'Ouverture - Marquis de Lafayette School No. 6** board commissioner, Charlene Bathelus, read to the students of her former second grade teacher. Ms. Bathelus shared how her second grade experiences helped to shape the person she is today. The students were as impressed with her visit as much as she was with the school's initiatives and programs.



## Remembering Christopher Columbus

**Christopher Columbus School No. 15** commemorated the Discoverer's birthday with a special play conducted by Mrs. Barahona and her afterschool students.

Students enjoyed singing songs and creating displays depicting the discovery of the America's.

## AVID Class Visits Rutgers University



The seventh grade AVID students from **Woodrow Wilson School No. 19** spent the day at Rutgers University on October 28. Students began their day at the Robert A. Schommer Astronomical Observatory where they were able to utilize the 20 inch optical telescope to look directly into the sun; followed by a guided tour of the entire campus by two current Rutgers Students. The AVID students had lunch at the Student Center where they were immersed in the center of Rutgers daily college life.

## Inspiring Ideas

National Academy Foundation students from the **Admiral William F. Halsey Jr. Academy of Finance** and **John E. Dwyer Technology Academy** were able to partake in the 3<sup>rd</sup> Annual ManufactureNJ Industry Week. Representatives for NJIT University and the state funded Advanced Manufacturing Talent Network, introduced the world of advanced manufacturing to our NAF students, as well as other young people from throughout the



State of New Jersey. Students proudly wore their business dress attire to visit Glenmont, Thomas Edison's estate (Thomas Edison National Historical Park). Students celebrated the inventor's career as an innovator, businessman, and manufacturer!

## Election Day at School No. 28

On Election Day, November 4, 2014, first graders at **Juan Pablo Duarte-José Julián Martí School No. 28** experienced how voting takes place. Students were given the opportunity to give a speech about what would make them the best class president, and later voted for the best speech. Nashalie Morales won the presidency with a total of 5 points. The class had a lot of fun thanks to Ms. Urena and student teacher Ms. Sanzone.



## Sumdog County Winners

Mrs. Capindica's math students at **Robert Morris School No. 18** enjoy playing Sumdog Multiplayer Games. Sumdog is a free online learning engine presented as a group of math games. The games are based on the Common Core aligned skills, and allow the students to play with other kids from all over the world. Recently, one of the sixth grade math classes won a Union County Math contest against almost 400 students in 20 other schools in Union County. They are excited to be part of the National Contest and see how well they can do!

## Digging Deeper into Science

Eighth grade science students at **Victor Mravlag School No. 21** had a unique opportunity to take part in an enduring geological mystery. At the world-famous Sterling Hill Mine, students took part in a 1,300-ft. underground walking tour through the mine. They learned about zinc mining, tools used in mining, as well as *miner life*. Students also learned about the uses of the various rock formations quarried in our region, and then collected specimens of each rock type to take home with them. Taking advantage of the District's one-to-one laptop program, students will now review pictures and video they obtained from the visit to create a brief commercial that highlights key characteristics of the mine and the minerals, with supporting evidence from the visit. The commercial will be tied to the eighth grade science curriculum.



## Back to School Night

There was a great turn out for Back to School Night at **Charles J. Hudson, School No. 25**. Parents were very enthusiastic to find out the many different learning opportunities and experiences the students will have through the various initiatives contemplated for the school year.



## Congratulations to Madison - Monroe School No. 16!

**Madison-Monroe School No. 16** was featured on 104.3 FM - the Rock and Roll Morning Show. Show hosts Jim Kerr and Sheli Sonstein spoke about School 16's community service projects such as, current food collection, Hands across the Community, Math-A-Thon, Breast Cancer Awareness, Bear Hugs for the Holidays and many more. School 16 was also mentioned on 101.5 FM for their great efforts.



Congratulations to the Elizabeth JV Boys Soccer Team  
Union County Champs!!!!



*Every child, Achieving Excellence!*

Send us excellent news on the great things happening  
in your school to: Delilah Sousa, EPS, Tel: 908.436.5206

or email: [enews@elizabeth.k12.nj.us](mailto:enews@elizabeth.k12.nj.us)

Visit our website at [www.epsnj.org](http://www.epsnj.org)

ELIZABETH PUBLIC SCHOOLS

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**CONSIDERATIONS**

1. Request from Jeffrey Roszkowski, Principal of Admiral William F. Halsey, Jr. Leadership Academy for 22 JROTC students, 1<sup>st</sup> Sgt. David Alito and one parent to attend the 2014 CMP State Championship JROTC 3-P Sporter and Precision Air Rifle Championships at Dallastown High School, Dallastown, Pennsylvania from December 19-20, 2014 at a cost not to exceed \$4,614.68 to be charged to Account Nos. 15-000-270-512-83-00 (\$1,089.36), 15-401-100-800-83-00-03 (\$2,402.00) and 15-401-100-580-83-00-03 (\$1,123.32).
2. Request from Michael Webb, Principal of William F. Halloran School No. 22 @ 31 for 130 6-8 grade Wind Ensemble, Jazz Band, Concert Choir, Jazz Choir and Strings students, Jonathan Riley, Band Director, Sarah Parsons, String Director and Diane Bensoul, Chorus Director and 7 additional chaperones to attend and participate in Music in the Parks Competition at Dorney Park Music in the Parks Festival in Allentown, Pennsylvania from May 7-8, 2015, cost of tour package (\$419.00 per student) to be paid by parents and fund raising events.
3. Request from Linda Seniszyn, Assistant Superintendent for Schools for the following teachers and administrators Melissa Barto, Maria Borkowsky, Dara Buchta, Diana Carrano, Karolina Prehodka, Ann Marie Dolan, Lara Filippello, Colleen Flanigan, Philip Gomez, Vivian Martinez, Michael Ojeda, Anitha Raghavendra, Paul Rao, Elena Rizzo, Rubina Saghir, Catherine Simon, Cynthia Szabo, Thongayil A. Thomas, Yalitza Torres, Angela D. Vaughn and Michael Webb to attend the Academy for Leadership in Science Instruction sponsored by the Merck Institute for Science Education (MISE) at the Princeton Marriott, 100 College Road East, Princeton, NJ from July 14-18, 2014, at a cost not to exceed \$20,500.00 (stipend of \$250.00 per overnight stay), to be charged to Account No. 20-277-200-100-00-00 and 20-078-100-100-00-00. Compensation for all participants has been standardized by MISE. There is no cost to the Board for food and lodging.
4. Request from Michael Cummings, Principal of Elizabeth High School for three (3) high school students grades 11-12 and Bernie Zahran, teacher from Dr. Martin Luther King, Jr. Early Childhood Center School No. 52 to attend the N.J. Key Leader 2014 at Cross Roads Camp, Port Murray, NJ from December 5-7, 2014, at a cost not to exceed \$420.00 to be paid by the Elizabeth High School Key Club.

The Superintendent of Schools recommends approval of the following:

**USE OF FACILITIES**

1. Request from Councilman Carlos Cedeño for use Nicholas Murray Butler School No. 23 cafeteria on December 10, 2014 and Robert Morris School No. 18 cafeteria on December 18, 2014 for community meetings on from 6:00 p.m. to 7:00 p.m., be approved. Requested: Waiver of fees. Recommendation: Waiver of facility fees.
2. Request from Rabbi Avremy Kanelsky for use of Dr. Albert Einstein Academy School No. 29 gymnasium for a children's carnival on December 14, 2014 from 11:00 a.m. to 1:30 p.m., be approved. Requested: Waiver of fees. Recommendation: Waiver of facility fees.
3. Request from Coalition to House the Homeless for use of the Thomas G. Dunn Sports Center for a basketball game on January 24, 2015 from 2:00 p.m. to 11:00 p.m., be approved. Requested: Waiver of fees. Recommendation: Waiver of facility fees.

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Supplemental Superintendent's Report  
November 20, 2014

The Superintendent of Schools recommends approval of the following:

**USE OF FACILITIES -CONSIDERATIONS**

1. Request from La Iglesia de Hoy for use of Admiral William F. Halsey, Jr. Leadership Academy auditorium and classroom for a community church services on December 7, 14, 21 and 28, 2014 from 10:30 a.m. to 1:00 p.m., be approved. Total cost for facility, custodial, and security will be \$1,570.00.
2. Request from the U.S. Department of Interior, Gateway National Recreation Area for use of the Thomas G. Dunn Sports Center pool and Williams Field track to conduct the Surf-Lifeguard Preemployment Testing Program on December 26, 2014, January 25, 2015, March 1 and 22, 2015 and May 3, 2015, from 6:00 a.m. to 11:00 a.m., be approved. Total cost for facility, custodial and security will be \$2,135.00.

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Superintendent's Report  
November 20, 2014

**FIELD TRIP CONSIDERATIONS**

Field Trips are approved as filed in the Office of the School Business Administrator/Board Secretary.

Superintendent's Report  
November 20, 2014**HARASSMENT, INTIMIDATION AND BULLYING (HIB) INVESTIGATIVE REPORT**

<b><u>File Number</u></b>	<b><u>Investigation Results</u></b>	<b><u>Actions Taken</u></b>
5508	Unfounded	Contacted Parents, Counseling, Parent Conference, Behavioral Intervention
5523	Unfounded	Contacted Parents, Parent Conference, Counseling
5633	Founded	Contacted Parents, Counseling, Parent Conference, Provided Outside Treatment Resources, Referral to I & RS
5649	Unfounded	Contacted Parents, Student Conference
5657	Unfounded-Inconclusive	Contacted Parents, Counseling, Mediation, Restitution and Restoration, Student Transferred to Different Class Temporarily, Student Transferred to Different Class, Monitoring
5701	Unfounded	Contacted Parents, Counseling
5709	Unfounded	Contacted Parents, Counseling, Group Counseling
5721	Founded	Contacted Parents, Counseling, Parent Conference, Suspension, Denial of Privileges
5728	Founded	Contacted Parents, Counseling, Suspension, Parent Conference
5794	Unfounded	Contacted Parents, Counseling, Parent Conference, Suspension, Monitoring, Behavior Intervention
5795	Unfounded	Contacted Parents, Counseling, Referred to CST Case Manager, Behavior Intervention, Suspension

5823	Unfounded-Inconclusive	Contacted Parents, Counseling, Parent Conference, Provided Outside Treatment Resources, Student Transferred to different classroom, Monitoring
5825	Unfounded	Contacted Parents, Counseling, Behavioral Intervention
5860	Unfounded	Contacted Parents, Counseling, Group Counseling, Suspension, Behavior Intervention
5863	Unfounded	Contacted Parents, Counseling, Parent Conference
5864	Unfounded	Contacted Parents, Counseling
5874	Unfounded-Inconclusive	Contacted Parents, Counseling, Parent Conference, Temporary Removal from Classroom, Behavior Intervention, Provided Outside Treatment Resources, Monitoring
5879	Unfounded	Contacted Parents, Counseling, Behavioral Intervention
5890	Founded	Contacted Parents, Counseling, Referred to CST, Parent Conference, Temporary Removal from Classroom, Group Counseling, Nurse Visit, Behavior Intervention, Suspension
5892	Founded	Contacted Parents, Counseling, Suspension, Transferred to a different bus
5893	Unfounded	Contacted Parents, Counseling, Parent Conference, Suspension
5894	Founded	Contacted Parents, Parents Conference, Counseling, Suspension, Transferred to a Different Bus
5927	Unfounded	Contacted Parents, Counseling, Referred to CST, Skill Development
5932	Unfounded	Contacted Parents, Referred to CST, Counseling, Behavior Intervention, Provided Outside Treatment Resources

5947	Founded	Contacted Parents, Counseling, Detention, Conference with CST
5979	Founded	Contacted Parents, Counseling, Parent Conference, Denial of Privileges, Behavior Intervention, Provided Outside Treatment Resources, Student Transfer to Different School
5998	Unfounded	Contacted Parents, Counseling, Parent Conference
6003	Unfounded-Inconclusive	Contacted Parents, Counseling, Monitoring
6022	Founded	Contacted Parents, Counseling, Monitoring, Mediation
6023	Unfounded	Contacted Parents, Transferred to another homeroom, Counseling
6030	Unfounded	Contacted Parents, Counseling, Parent Conference
6050	Founded	Contacted Parents, Parent Conference, Suspension
6079	Founded	Contacted Parents, Counseling, Detention
6104	Founded	Contacted Parents, Counseling, Parent Conference, Skill Development
6133	Founded	Contacted Parents, Counseling, Detention

**ELIZABETH BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following recommendations.

**AUTHORIZATION TO MAKE APPLICATION**

Recommended: That the Elizabeth Board of Education be authorized to make application to the New Jersey Department of Education, Division of Early Childhood Education for the Five-Year Preschool Program Plan Updates (2014-2019) and One Year Budget for the 2015-2016 school year.

Recommended: That the Elizabeth Board of Education be authorized to make application for the Samsung Solve for Tomorrow Technology Grant at Dr. Albert Einstein Academy School No. 29 for the 2014-2015 school year.

**AUTHORIZATION TO CONTINUE AGREEMENT**

Recommended: That The Elizabeth Board of Education be authorized to continue the practicum/externship agreement (clinical affiliation agreement) with New Jersey City University in order to serve as a practicum/externship site for students in their graduate School Psychology Program (PD) for the time period ending on May 31, 2015, at no cost to the Board.

**AUTHORIZATION TO PARTICIPATE**

Recommended: That the Elizabeth Board of Education be authorized to participate in the "Pen Pal Project" with preschool students from Clinton Township, NJ during the 2014-2015 school year, at no cost to the Board.

Recommended: That the Elizabeth Board of Education authorize Jerome Dunn Academy of Mathematics, Technology and the Arts Academy School No. 9 fifth and sixth grade students to participate in the Junior Achievement Program at BizTown (JA BizTown). The program is standards-based and will train and provide curriculum to teachers at no cost to the Board. Michelle Kopec, teacher is the liaison for the program.

Recommended: That the Elizabeth Board of Education authorizes Dr. Albert Einstein Academy School No. 29 students to participate in the Book It Reading Program.

Recommended: That the Elizabeth Public Schools be authorized to participate in New Jersey's Quality Improvement Rating System (QRIS), Grow NJ Kids, for the 2014-2015 school year, at no cost to the Board.

Recommended: That Juan Pablo Duarte-Jose Julian Marti School No. 28 special education MD students be permitted to participate in the Special Olympics New Jersey Bowling Program from November 21, 2014 through January 25, 2015, to be paid by the Special Services Department.

Recommended: That the Elizabeth Board of Education be authorized to participate in the School Nutrition and Meal Cost Study (SNMCS) as required under Section 305 of the Healthy, Hunger-Free Kids Act of 2010 and that the School Business Administrator/Board Secretary be authorized to execute the Memorandum of Understanding Regarding Participation in the School Nutrition and Meal Cost Study required by the United States Department of Agriculture and Food and Nutrition Service.

#### **AUTHORIZATION TO APPROVE MEALS**

Recommended: That the Elizabeth Board of Education approve that Fedcap School does not have to charge families for meals provided to district students attending their school and does not have to apply for reimbursement from the Child Nutrition Program for the 2014-2015 school year.

#### **AUTHORIZATION FOR PARTICIPATION IN THE PROVISIONAL TEACHER PROGRAM AND AGREEMENT FOR DISBURSEMENTS AND REIMBURSEMENTS**

That **Megan Campbell**, English Teacher, John E. Dwyer Technology Academy, be authorized to participate in the Provisional Teacher Program and that the teacher, Megan Campbell, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$550.00 on behalf of said teacher, and the teacher to reimburse said \$550.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Eric Mason**, English Teacher, Admiral William F. Halsey, Jr. Leadership Academy, be authorized to participate in the Provisional Teacher Program and that the teacher, Eric Mason, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$550.00 on behalf of said teacher, and the teacher to reimburse said \$550.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Joanne Moonsammy**, Seventh & Eighth Grade (Mathematics) Teacher, Robert Morris School No. 18, be authorized to participate in the Provisional Teacher Program and that the teacher, Joanne Moonsammy, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$550.00 on behalf of said teacher, and the teacher to reimburse said \$550.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **William Rose**, Mathematics Teacher, John E. Dwyer Technology Academy, be authorized to participate in the Provisional Teacher Program and that the teacher, William Rose, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$550.00 on behalf of said teacher, and the teacher to reimburse said \$550.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Andrew Rubinson**, Learning/Language Disabilities (Social Studies) Teacher, John E. Dwyer Technology Academy, be authorized to participate in the Provisional Teacher Program and that the teacher, Andrew Rubinson, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$550.00 on behalf of said teacher, and the teacher to reimburse said \$550.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Jean Clemenceau Dumont**, Mathematics Teacher, Admiral William F. Halsey, Jr. Leadership Academy, be authorized to participate in the Provisional Teacher Program and that the teacher, Jean Clemenceau Dumont, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$1,000.00 on behalf of said teacher, and the teacher to reimburse said \$1,000.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Jonattan Morales**, Biology Teacher, Alexander Hamilton Preparatory Academy, be authorized to participate in the Provisional Teacher Program and that the teacher, Jonattan Morales, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$1,000.00 on behalf of said teacher, and the teacher to reimburse said \$1,000.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Ruby Shumaker**, Sixth Grade (ABL) Teacher, Jerome Dunn Academy School No. 9 Annex, be authorized to participate in the Provisional Teacher Program and that the teacher, Ruby Shumaker, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$1,000.00 on behalf of said teacher, and the teacher to reimburse said \$1,000.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Joanna Sutton**, Mathematics Teacher, John E. Dwyer Technology Academy, be authorized to participate in the Provisional Teacher Program and that the teacher, Joanna Sutton, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$1,000.00 on behalf of said teacher, and the teacher to reimburse said \$1,000.00 by payroll deduction from October 31, 2014 through June 15, 2015, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

**HOST LUNCHEON FOR MENLO PARK VETERANS**

Recommended: That Skills USA members host a luncheon for the Menlo Park Veterans on November 25, 2014 at Thomas A. Edison Career & Technical Academy Tea Room.

**CHANGE IN MENTORS FOR PROVISIONAL TEACHER/ALTERNATE ROUTE**

Recommended: That the designation of mentor fees for Provisional Teacher, Aaliyah McClinton, be changed as follows:

FROM: Deborah Ann Blow, Mentor/Support Team Teacher, for the period  
February 1, 2014 through November 30, 2014. \$1,000.00

TO: Deborah Ann Blow, Mentor/Support Team Teacher, for the period  
February 1, 2014 through June 30, 2014. \$743.33

Wayne S. Donadio, Mentor/Support Team Teacher, for the period  
September 11, 2014 through December 18, 2014. \$256.67

**AUTHORIZATION TO APPLY**

Recommended: That the Elizabeth Board of Education be authorized to apply for the Achievement Coach Training Program Grant which will empower New Jersey's outstanding educators to provide support to their peers through high quality training and resources.

Recommended: That the Elizabeth Board of Education be authorized to apply for the New Jersey Achievement Coaches Content Development Program, February 1, 2015 through August 15, 2015.

**AUTHORIZATION TO SUBMIT STATEMENT OF ASSURANCE**

Recommended: That the Elizabeth Board of Education be authorized to submit a Statement of Assurance in reference to the 2014-2015 Progress Target Action Plans to the New Jersey Department of Education.

**AUTHORIZATION TO SUBMIT THE 2014-2015 COMPREHENSIVE MAINTENANCE PLAN**

Recommended: That the School Business Administrator/Board Secretary be authorized to execute and submit the 2014-2015 Comprehensive Maintenance Plan to the Union County Executive Superintendent of Schools as filed in the office of the School Business Administrator/Board Secretary.

### **AUTHORIZATION TO HOST**

Recommended: That William F. Halloran School No. 22 @ 31 be authorized to host the GT Convocation “Mega Mental Marathon” on February 5, 2014. One hundred (100) students from Cranford, Rahway, Linden and Springfield will be participating the event.

### **DONATIONS**

Recommended: That the Elizabeth Board of Education accept the following donations:

**\$2,520.00** value for fourteen bicycles from Willow Grove Presbyterian Church for students according to their behavioral and academic performances at Mabel G. Holmes School No. 5. Each bicycle comes with a helmet and a security chain.

**\$100.00** value of flowers and ornamental plants from Home Depot, 977 West Grand Street, Elizabeth, NJ for Mabel G. Holmes School No. 5 students to decorate the front of the school. A group of garden specialists including manager Ms. Megan Barry will bring flowers and plants and help students plant.

**15 Turkeys** from the Elizabeth Police Department to be distributed to families of Dr. Albert Einstein Academy School No. 29 for the upcoming Thanksgiving Holiday.

**\$200.00** from County of Union to Thomas Jefferson Arts Academy Dance Dynamics students for performance at Jersey Gardens Mall “Art In The Gardens” for Art Awareness Volunteering on October 30, 2014.

**\$7,485.00** from Phillips 66 Bayway Refinery to Thomas A. Edison Career & Technical Academy for the refurbishment of the Distillation Training Unit and replacement of the Chiller for the Process Technology Program taught by Mr. Michael Chang.

**\$1,000.00 value for Functional Welding/Cutting Equipment** from Toyota Motor Sales for the Collision Repair Program at Thomas A. Edison Career & Technical Academy as listed:

- Prospot PR-155/PR-2 (230V) Wire-Feed Welder/Dent Puller
- Miller AutoArc 140 (230V) Wire-Feed Welder
- Miller AutoArc 120 (115V) Wire-Feed Welder
- Thermal Arc PAC 5XR Plasma Cutting System

**Warm Clothing** from Far Hills Country Day School in Far Hills, NJ for the students at Winfield Scott School No. 2 during the week of December 15, 2014.

### **APPROVAL OF PARENT ORGANIZATIONS FUND RAISING ACTIVITIES**

Recommended: That in accordance with the Policy on Fund Raising by Parent Organizations, fund raising activities sponsored by parent organizations, as filed in the office of the School Business Administrator/Board Secretary, be approved.

**FUND RAISING REQUESTS**

<b>School</b>	<b>Organization</b>	<b>Fund Raiser</b>	<b>Dates</b>
School No. 1	Students/Staff	School Dance	11/21/14
School No. 4	School Spirit Committee	School Clothing Apparel Sale	11/14/14-6/1/15
School No. 4	Students/Staff	Holiday Ornament Sale (Pre-sold)	12/11-12/14
School No. 4	PTO	Smencils Sale	12/12/14
School No. 4	PTO	Valentine Message Bracelets (Pre-sold)	2/12-13/15
School No. 7	Library Media	Fall Book Fair	11/10-14/14
School No. 7	Students/Staff	School Spirit Day (College Sweatshirts)	11/21/14
School No. 7	Students/Staff	KidStuff Coupon Book Sales	11/25-12/3/14
School No. 7	PTO	Movie Night "Frozen"/Snack Sales	12/4/14
School No. 7	Students/Staff	Superhero Day (T-Shirts)	12/12/14
School No. 7	7 <sup>th</sup> Grade Team	Smencil Sales	12/12/14-3/31/15
School No. 7	7 <sup>th</sup> Grade Team	School Store	12/12/14-3/31/15
School No. 7	4 <sup>th</sup> Grade Team	Smencil Sales	12/12/14-3/31/15
School No. 7	PTO	Holiday Shoppe Sales	12/17-20/14
School No. 7	Library Media	Spring Book Fair	2/23-27/15
School No. 8	Students/Staff	Team USA Sports Pre-Sale	11/21/14-6/19/15
School No. 9	PTO	EcoPhones Recycling	11/21/14-5/29/15
School No. 9	PTO	Pictures with Santa by Staff	12/2/14
School No. 9	PTO	Face Painting by Staff	12/5/14-4/17/15 (Every other Friday)
School No. 9	PTO	Winter Dance – Grades 5-6	12/9/14
School No. 9	PTO	Winter Dance – Parent/Child K-3	12/11/14
School No. 12	PTO	Catalog Sales	11/21-12/5/14

School No. 13	PTA	Pajama Movie Day “The Lego Movie”	12/23/14
School No. 15	Students/Staff	Smencils Sale	11/21/14-6/12/15
School No. 15	6 <sup>th</sup> Grade Committee	Basket Raffle – Winter Wonderland	12/2/14
School No. 18	Student Council	Movie Night “Frozen” (PG)	12/5/14
School No. 18	Alliance Committee	Movie Night “Polar Express” (PG)	12/11/14
School No. 21	Music Classes	Smencils Sale	11/19-12/19/14
School No. 21	Students/Staff	Food Drive	11/21-12/12/14
School No. 21	Music Classes	Rocked in Music Necklaces Sale	11/21-12/19/14
School No. 21	5 <sup>th</sup> & 6 <sup>th</sup> Grades	Holiday Gift Shoppe	12/1-5/14
School No. 21	Students/Staff	Book Fair	12/8-12/14
School No. 21	Students/Staff	Reusable Bags Sale	1/5-2/27/15
School No. 21	8 <sup>th</sup> Grade	Dine and Donate (10 Percent of purchase from Chevy’s)	1/13/15
School No. 21	6 <sup>th</sup> Grade	Zumba Nights	1/15/15 & 3/19/15
School No. 22 @ 31	Music Classes	T-Shirts, Sweatshirts, Polo’s & Sweatpants Sale	11/10/14-4/30/15
School No. 22 @ 31	Student Council	Selling Blue Ribbons	11/21-12/21/14
School No. 22 @ 31	Music Classes	Holiday Grams	12/1-12/14
School No. 22 @ 31	Students/Staff	ALS “Ice Bucket Challenge for Staff”	12/22/14
School No. 22 @ 31	Music Classes	Valentine’s Day Carnation Sale	1/26-2/6/15
School No. 26	Climate/Safety Comm.	Dress Down Staff Days	12/3, 17/14; 1/7, 21, 2/4, 18, 3/4, 18, 4/1, 15, 5/6, 20/15
School No. 27	PTO	Family Movie Night “Planes: Fire & Rescue” (PG)	11/21/14
School No. 28	Student Council	Thanksgiving Grams	11/21-26/14
School No. 28	PTO	Photos with Santa by Staff	12/10/14
School No. 28	PTO	Winter Dance	1/7/15
School No. 28	PTO	Friendship Dance	2/12/15

School No. 28	PTO	Spring Fling Dance	4/16/15
School No. 29	PTO	School Store	11/1/14-6/15/15
School No. 29	STEAM Class	Student Created Holiday Products Sale	12/11-19/14
School No. 29	PTO	Applebee's Flapjacks (Percentage of sales)	12/12/14
School No. 29	PTO	Valentine's Day Sale (flowers, hearts, stuffed animals)	2/9-13/14
School No. 29	PTO	Movie Night "Dolphin Tale 2"	4/16/15
School No. 29	PTO	Mother's Day Plant Sale	5/4-8/15
School No. 29	Students/Staff	4 <sup>th</sup> Grade Lemonade Stand (for LEADS Unit)	6/8-12/15
School No. 30	Students/Staff	GI Jeans for Troops	11/21-26/14
School No. 30	Choir	Smencil & Smen Sale	11/21/14-5/30/15
School No. 30	Students/Staff	Catalog Sales	2/2-20/15
School No. 50	PTO	Candle Sales from Catalogs	4/13-24/15
Dwyer Academy	AVID Students	Movie Night "Maleficent" (PG)	11/25/14
Dwyer Academy	National Honor Society	Penny Wars – Spring Edition	3/23-27/15
Edison Academy	Student Government	Thanksgiving Food Drive	11/21-26/14
Edison Academy	Shop Rite Jr. # 014	Food Drive	11/21-30/14
Edison Academy	Student Government	Ribbon/Wrist Band Sale	11/21-12/5/14
Edison Academy	Junior Class	Open Gym	12/3/14
Edison Academy	Junior Class	Semi-Formal Dance	12/5/14
Edison Academy	Senior Class Council	Holiday Cards Delivery	12/15-23/14
Edison Academy	Classes of 2015/2017	Ticket Sales for Talent Show (Inclement Weather Date 1/22/15)	1/15/15
EHS	Students	Catalog Sales (for Destination Imagination)	11/21-12/22/14
EHS	French Honor Society	Collection of Dues	11/24-12/5/14
EHS	Italian Honor Society	Collection of Dues	11/24-12/5/14

EHS	National Honor Society	Collection of Dues	11/24-12/5/14
EHS	Girls Basketball Team	Puzzle Piece – Donations	11/24-12/20/14
EHS	Girls Basketball Team	Athletic Apparel Sale	11/24/14-2/24/15
EHS	Yearbook Club	Yearbook Sales	12/1/14-6/19/15
EHS	Class of 2018	Winter School Dance	1/16/15
Hamilton Academy	Students/Staff	Holiday Food Drive	11/21-26/14
Hamilton Academy	Students/Staff	Holiday Clothing Drive	11/21-12/19/14
Hamilton Academy	Students/Staff	Holiday Toy Drive	12/1-19/14
Hamilton Academy	Health/Wellness	Red Bracelets Sale & Wear Red	2/6, 3, 20, 27/15
Hamilton Annex	Students/Staff	Winter Dance	12/12/14
Hamilton Annex	Students/Staff	Talent Show	5/29/15
Jefferson Academy	Class of 2015	Karaoke Nights	11/5/14 & 12/18/14
Jefferson Academy	Junior Class	Ugly Holiday Sweater Day	12/19/14
Jefferson Academy	Junior Class	Catalog Gift Sale	2/17-3/11/15

Elizabeth, N.J., November 20, 2014

The Superintendent of Schools recommends approval of the following:

**A. AUTHORIZATION TO PAY VOUCHERS**

1.	ASA & Zambrano Architects, L.L.C. (Site Safety and Security Evaluation – Various Schools)		11,200.00
2. *	Cintas Corporation No. 2 (Uniforms Districtwide Custodians & Warehouse Employees)		38,287.52
3.	Diamond Construction (Asphalt Repair – School No. 1)		16,345.00
4. *	Egenolf Early Childhood Center (Pre-K Students Tuition – November 2014)		226,642.90
5. *	Elizabethport Presbyterian Center (Pre-K Students Tuition – November 2014)		86,486.42
6. *	Geralds, Jr., Robert L. (Travel Reimbursement – JROTC Trip)		3,695.00
7.	Glazer & Kamel Attorney at Law (Legal Services)		1,695.00
8. *	Holiday Inn Express & Suites (Reservations – JROTC Trip)		2,234.34
9.	Jasinski (Legal Services)		16,984.42
10. *	Jefferson Park Preschool (Pre-K Students Tuition – November 2014)		108,138.96
11. *	Leaguers, Inc. (Pre-K Students Tuition – November 2014)		128,765.10
12.	Lenox, Socey, Formidoni, Giordano, Cooley, Lang & Casey (Legal Services)		4,900.50
13. *	Little School House (Pre-K Students Tuition – November 2014)		132,084.54
14.	Machado Law Group, L.L.C. (Legal Services)		18,622.50
15.	MARC Attorneys at Law (Legal Services)		56,985.00
16. *	New Hope Early Childhood Center (Pre-K Students Tuition – November 2014)		133,654.80
17.	Nuenergen, L.L.C. (Energy Consulting Services – November 2014)		6,230.00
18.	Pashman Stein (Legal Services)		12,316.21

19.	Pravco, Inc. (Roof Replacement – CID)		55,052.50
20. *	Professor's Repair Service, L.L.C. (Vending Machines Repairs – District)		2,133.00
21. *	Schwartz, Benjamin (Travel Reimbursement – University of Delaware)		142.50
22. *	Schwartz Simon Edelstein & Celso, L.L.C. (Legal Services)		296,907.48
23. *	State of New Jersey (Unemployment for 2014-2015)		671,453.67
24. *	Treasurer, State of New Jersey (Final Review Fee – DOE Submission – School No. 1)		577.50
25.	USA Architects (Door Replacement – Various Schools) (Classroom Conversion – Jefferson Academy) (Conceptual Designs/Feasibilities – Westminster/Parker House)	1,500.00 443.12 1,500.00	3,443.12
26.	USBAFlex (Participant Fee – October 2014)		347.00
27.	W.D. Snyder Company (Renovate TCU's – Hamilton Academy)		88,145.12
28.	Whitman (Review NJDEP Files – Edison Academy) (Review NJDEP Files – School No. 25) (Review NJDEP Files – School No. 16) (Review NJDEP Files – School No. 18) (Additional Work Underground Storage Tank – School No. 18) (Additional Work Underground Storage Tank – School No. 25) (Professional Services – Environmental Work)	8,744.00 3,001.50 5,244.80 7,686.92 4,948.08 19.50 6,565.00	36,209.80
29. *	Wonder World (Pre-K Students Tuition – November 2014)		95,084.40

\*Hand Check

**B. AUTHORIZATION TO TRANSFER FUNDS  
TO THE WORKERS' COMPENSATION ACCOUNT**

Recommended: That the School Business Administrator/Board Secretary be authorized to transfer \$99,398.00 to the Workers' Compensation Account.

**C. AUTHORIZATION TO TRANSFER FUNDS  
TO THE ATHLETIC ACCOUNT**

Recommended: That the School Business Administrator/Board Secretary be authorized to transfer \$15,000.00 to the Athletic Account.

**TRANSFER OF FUNDS 2014-2015**

<u>Account Number</u>	<u>Description</u>	<u>Amount</u>
<b>FROM:</b>		
11-000-100-561-94-00	Tuition-Public School Reg.	(10,500.00)
11-000-100-566-94-00-44	Tuition Private	(6,747.00)
11-000-218-104-00-83	Welcome Center - After School	(1,000.00)
11-000-230-339-94-00-55	Other Professional Services	(500.00)
11-130-100-101-00-82-44	Teachers Salaries	(83,800.00)
11-213-100-320-00-00-60	Resource Room	(25,000.00)
11-421-100-101-00-83	Teachers Salaries	(4,600.00)
11-421-100-104-94-00-60	Teacher-After School	(1,000.00)
		<b>(133,147.00)</b>
<b>TO:</b>		
11-000-100-562-94-00	Tuition	10,500.00
11-000-100-565-94-00-44	Tuition	6,747.00
11-000-221-320-94-0-60	Purchase Professional	25,000.00
11-000-230-610-94-00-55	Office Supply	500.00
11-000-240-105-81-00	Secretary - Summer	1,000.00
11-140-100-101-00-82-44	Teachers Salaries	83,800.00
11-421-100-610-00-00-60	Saturday Rec. Supply	1,000.00
11-421-266-110-00-83	Security - After School	4,000.00
11-422-213-104-00-87	Nurse - Summer	600.00
		<b>133,147.00</b>
<b>Total Fund 11</b>		<b>-</b>
<b>FROM:</b>		
15-000-222-600-02-00	Library/Media Services	(300.00)
15-000-240-105-30-00	Secretary - Salaries	(1,500.00)
15-120-100-101-01-00	Teacher Salary Gr. 1-5	(3,500.00)
15-120-100-101-02-00	Teacher Salary Gr. 1-5	(700.00)
15-120-100-101-13-00	Teacher Salary Gr. 1-5	(7,000.00)
15-120-100-101-20-00	Teachers Salaries	(2,500.00)
15-120-100-101-23-00	Teacher Salary Gr. 1-5	(1,500.00)
15-120-100-101-25-00	Teacher Salary Gr. 1-5	(4,109.00)
15-140-100-101-84-00	Teacher Salary Gr. 9-12	(15,000.00)
15-190-100-610-06-00	Instructional Supply	(1,000.00)
15-190-100-610-08-00-61	Instructional	(5,200.00)
15-190-100-610-14-00	Instructional Supply	(1,200.00)
15-190-100-640-02-00	Textbooks	(500.00)
15-190-100-640-82-00	Textbook	(5,500.00)

Elizabeth, New Jersey  
November 20, 2014

15-190-100-640-84-00-	Textbooks	(6,202.00)
15-190-100-640-89-17-00	Textbooks Social Studies	(3,673.00)
15-204-100-640-84-00	Textbooks	(6,000.00)
15-213-100-640-84-00	Textbooks	(3,000.00)
15-241-100-610-02-00	Bilingual Self Contained	(500.00)
15-401-100-730-89-00	School Sponsored Co-Curricular	(2,100.00)

**(70,984.00)**

**TO:**

15-000-240-105-20-00	Secretary - Salaries	2,500.00
15-000-240-105-23-83	Secretary - After School	1,500.00
15-000-240-105-30-83	Secretary - After School	1,500.00
15-000-270-512-06-00	Transportation	1,000.00
15-000-270-512-14-00	Transportation	900.00
15-190-100-320-08-00-61	Purchased Professional	5,200.00
15-190-100-610-01-00-61	Instructional Supply	3,500.00
15-190-100-610-02-00	Instructional Supply	2,000.00
15-190-100-610-13-00	Instructional Supply	7,000.00
15-190-100-610-25-00	Instructional Supply	4,109.00
15-190-100-610-82-00	Instructional Supply	5,500.00
15-190-100-610-84-00	Instructional Supply	30,202.00
15-190-100-610-89-16-00	Instructional Supply	3,673.00
15-190-100-800-14-00	Misc.	300.00
15-401-100-420-89-00	Cleaning, Repair & Maintenance	2,100.00

**70,984.00**

**Total Fund 15**

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**BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following:

CONTRACT WITH CITY OF ELIZABETH FIRE DEPARTMENT

As recommended by Belinda Abruzzese, Principal of Madison Monroe School No. 16, that the Elizabeth Board of Education enter into contract with City of Elizabeth Fire Department, Elizabeth, NJ, to present assemblies with the topics of general safety within a school and home environment for kindergarten classes, on November 21, 24, 25, and December 1, 2014, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH MICHAEL SPEIRS

As recommended by Belinda M. Abruzzese, Principal of Madison Monroe School No. 16, that the Elizabeth Board of Education enter into contract with Michael Speirs, Astoria, NY, to present an assembly entitled "Be an Upstander, Not a Bystander", on December 11, 2014 for grades K-8 students, as part of the school safety team's anti bullying programming, cost of \$900.00 to be paid for by school PTO, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH SNAP-ON-INDUSTRIAL

As recommended by Fatimah Bey, Principal of Thomas A. Edison Career & Technology Academy, that the Elizabeth Board of Education enter into contract with Snap-On-Industrial, Crystal Lake Il, for the purchase of equipment and supplies to be used by students attending auto shop classes, in an amount not to exceed \$19,523.52, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH HOME DEPOT

As recommended by Jennifer Campel, Principal of Nicholas S. LaCorte-Peterstown School No. 3, that the Elizabeth Board of Education enter into contract with Home Depot, Linden, NJ, to provide a workshop for first grade students to get hands on experience using everyday math skills, and about tool safety, on December 16 & 17, 2014, at 1:00 p.m. there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

### CONTRACT WITH WHITMAN

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Whitman, Cranbury, NJ, to provide additional environmental services at Madison Monroe School No. 16 (Project B-4159), as a professional service, in an amount not to exceed \$9,900.00, plus reimbursable, in accordance with N.J.S.A.18A:18A-5a(1).

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Whitman, Cranbury, NJ, to provide additional environmental services at Thomas A. Edison Career & Technical Academy School No. 87 (project B-4159), as a professional service, in an amount not to exceed \$21,150.00, plus reimbursable, in accordance with N.J.S.A.18A:18A-5a(1).

### CONTRACT WITH TRUGREEN

As recommended by Luis R. Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Trugreen, South Plainfield, NJ, to provide calcium chloride ice pellets, the lowest responsible bidder, in an amount not to exceed \$16,077.60, in accordance with N.J.S.A.18A:18A-4a.

*Note: original approval at the 2/20/14 Board meeting, bid allows to renew contract for 2 additional years at the same terms and conditions.*

### CONTRACT WITH WINNER FORD & BOBCAT OF CENTRAL JERSEY

As recommended by Luis R. Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Winner Ford, Cherry Hill, NJ for the purchase of two (2) F-350 Ford pick-up trucks, financed through Ford Motor Credit, state contract A-83558, in an amount not to exceed \$75,647.38 and one (1) Bobcat Utility Vehicle from Bobcat of Central Jersey, Green Brook, NJ, financed through GE Capital, Middlesex Regional Education Commission (MRESC) co-op, in an amount not to exceed \$29,244.53, through vendor state contracts, in a total amount not to exceed \$104,891.91, in accordance with the provisions of N.J.S.A.18A:18A-10.

### CONTRACT WITH JUMPSTART

As recommended by Tracy Crosby, Director of Early Childhood Education, that the Elizabeth Board of Education enter into contract with Jumpstart, New York, NY, Jumpstart Corps volunteers from Kean University to participate in a Jumpstart program at Nicholas Murray Butler School No. 23 and Mable G. Holmes School No. 5 and 5B, to involve preschool students in activities and read-aloud sessions, to develop language and literacy skills during the 2014-2015 school year, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

### CONTRACT WITH ELIZABETH FIRE DEPARTMENT

As recommended by Antonia Di Fonzo, Interim Principal, Christopher Columbus School No. 15, that the Elizabeth Board of Education enter into contract with Elizabeth Fire Department, Elizabeth, NJ, to provide a fire truck visit for K-3 grade students and an assembly for 4-8 grade students to inform about fire safety during Fire Prevention Week, 9:15 a.m.–12:00 noon November 24, 2014, there is no cost to the board, in accordance with N.J.S.A.18A:18A-3.

### CONTRACT WITH TRINITAS SCHOOL OF NURSING

As recommended by Kathy DiProfio, Principal of Frances C. Smith Early Childhood Center School No. 50, that the Elizabeth Board of Education enter into contract with Trinitas School of Nursing, Elizabeth, NJ, to provide health education while applying the principles of teaching/learning to the pediatric well population, and evaluate the effectiveness of teaching safety practices to the children, students will have the opportunity to participate in the “Teddy Bear Clinic,” a hands-on activity in which students will have the opportunity to rotate through various stations, learning relevant age appropriate health and safety concepts, during the 2014-2015 school year, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

### CONTRACT WITH LEARNING KALEIDOSCOPE EDUCATIONAL CONSULTING

As recommended by Amy Gil, Director of Research, Evaluation and Assessment, that the Elizabeth Board of Education enter into contract with Learning Kaleidoscope Educational Consulting, Scotch Plains, NJ, to present a workshop entitled “Multiple Intelligences Theory Across The Curriculum,” for teachers at Our Lady of Guadalupe Academy, Elizabeth, NJ, on December 5, 2014, from 1:00 p.m. to 3:00 p.m., in an amount not to exceed \$500.00, in accordance with N.J.S.A.18A:18A-3a.

### CONTRACT WITH VIP COMMUNITY SERVICES

As recommended by Amy Gil, Director of Research, Evaluation and Assessment, that the Elizabeth Board of Education enter into contract with VIP Community Services, Blackwood, NJ, to provide parental involvement workshops in the following Title 1 schools: George Washington Academy School No. 1, Winfield Scott School No. 2, Terrence C. Reilly School No. 7, iPrep Academy School No.8, Elmora School No. 12, Benjamin Franklin School No. 13, John Marshall School No. 20, Charles J. Hudson School No. 25, Juan Pablo Durante-Jose Julian Marti School No. 28, Dr. Albert Einstein Academy School No. 29, John E. Dwyer Technology Academy, and Admiral William F. Halsey, Jr. Leadership Academy, November 24, 2014 through June 30, 2015, in an amount not to exceed \$12,600.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH STAFF DEVELOPMENT WORKSHOPS

As recommended by Amy Gil, Director of Research, Evaluation and Assessment, that the Elizabeth Board of Education enter into contract with Staff Development Workshops, Lakewood, NJ, to present ten (10) on-site, job-embedded training sessions at Admiral William F. Halsey, Jr. Leadership Academy, on January 12, 2015, February 3, 2015, March 18, 2015, April 1, 27, & 29, 2015, May 4, & 20, 2015, and June 8, & 15, 2015, as an Extraordinary Unspecifiable Service (EUS), in an amount not to exceed \$15,000.00, in accordance with N.J.S.A.18A:18A-5a(2).

CONTRACT WITH TEQUIPMENT

As recommended by Amy Gil, Director of Research, Evaluation and Assessment, that the Elizabeth Board of Education enter into contract with Tequipment, Huntington Station, NY, to provide job embedded-customized technology training sessions, for teachers at Joseph Battin School No. 4, dates to be determined during the 2014-2015 school year, from 8:00 a.m. to 3:00 p.m., as an Extraordinary Unspecifiable Service (EUS), in an amount not to exceed \$23,100.00, in accordance with N.J.S.A.18A:18A-5a(2).

CONTRACT WITH STANDARDS SOLUTION

As recommended by Amy Gil, Director of Research, Evaluation and Assessment, that the Elizabeth Board of Education enter into contract with Standards Solution, Washington, NJ, to provide professional development workshops for staff at John E. Dwyer Technology Academy, Admiral William F. Halsey, Jr. Leadership Academy, Thomas Jefferson Arts Academy and Thomas A. Edison Career & Technical Academy, December 1-22, 2014, in an amount not to exceed \$16,000.00, in accordance with N.J.S.A.18A:18A-3a.

CONTRACT WITH G. EMERSON DICKMAN

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with G. Emerson Dickman, Maywood, NJ, to provide a training session to all k-3 district teachers, teacher tutor interventionists and learning/reading/ speech specialist, entitled "Dyslexia and Language-Based Reading Disabilities," on December 8, 2014, from 1:00 p.m. – 3:30 p.m. in an amount not to exceed \$1,750.00, in accordance with N.J.S.A.18A:18A-3a.

CONTRACT WITH NCS PEARSON

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with NCS Pearson, Lebanon, IN, to provide coaching and modeling professional development workshops, two (2) days coaching and modeling cycles, for teachers in the following schools George Washington Academy School No. 1, Mable G. Holmes School No. 5, Jerome Dunn Academy School No. 9, John Marshall School No. 20, Nicholas Murray Butler School No. 23, Charles J. Hudson School No. 25, & Juan Pablo Duarte-Jose Julian Marti School No. 28, two days coaching cycle for teachers in the following schools, Winfield Scott School No. 2, Nicholas LaCorte-Peterstown School No. 3, Joseph Battin School No. 4, Toussaint L'Ouverture-Marquis Lafayette School No. 6, Benjamin Franklin School No. 13, Abraham Lincoln School No. 14, Christopher Columbus School No. 15, Madison Monroe School No. 16, Robert Morris School No. 18, Woodrow Wilson School No. 19, Victor Mravlag School No. 21, Dr. Orlando Edreira Academy School No. 26, Dr. Antonia Pantoja School No. 27, Dr. Albert Einstein Academy School No. 29 & Ronald Reagan Academy School No. 30, during the 2014-2015 school year, as an Extraordinary Unspecifiable Service (EUS), in an amount not to exceed \$161,200.00, in accordance with N.J.S.A.18A:18A-5a(2).

CONTRACT WITH BLACKBOARD

As recommended by, Alberto Marsal, Chief Information Officer (Technology), that the Elizabeth Board of Education enter into contract with Blackboard, Washington, DC, for Blackboard Learning management system, course delivery, community engagement, content management and mobile learn software, September 14, 2014 through August 31, 2015, in an amount not to exceed \$42,600.00, in accordance with N.J.S.A. 18A:18A-5a(19). (proprietary software)

CONTRACT WITH SEK SOLUTIONS

As recommended by Alberto Marsal, Chief Information Officer (Technology), that the Elizabeth Board of Education enter into contract with SEK Solutions, Chantilly, VA, renewal of Oracle Support Maintenance, from February 27, 2015 through February 26, 2016, in an amount not to exceed \$33,802.06, in accordance with N.J.S.A.18A:18A-5(19). (Priority Software Maintenance)

CONTRACT WITH LIBRARY VIDEO COMPANY D/B/A SAFARI MONTAGE

As recommended by, Alberto Marsal, Chief Information Officer (Technology), that the Elizabeth Board of Education enter into contract with Library Video Company, D/B/A Safari Montage, Wynnewood, PA, for super core package renewal, safari montage onsite setup, licenses, configuration, professional development, maintenance, and upgrade plan, for all district schools, 10/12/14 through 10/11/2015, in an amount not to exceed \$55,965.00, in accordance with N.J.S.A. 18A:18A-5a(19). (proprietary software)

CONTRACT WITH THE CENTRIS GROUP

As recommended by Dorothy McMullen, Director of Special Services, that the Elizabeth Board of Education enter into contract with Centris Group, Rockville Centre, NY, to provide Special Education software program, IEP Direct, 504 plan direct, and RTIm Direct, two year contract through June 30, 2016, in an amount not to exceed \$192,706.00, with an option to renew for two additional years, year three \$51,865.00 and year four \$52,903.00, in accordance with N.J.S.A.18A:18A-5a(19). (proprietary software)

*Note: award at the 8/28/14 to be rescinded.*

CONTRACT WITH FRED CARRIGG & ASSOCIATES

As recommended by Dorothy McMullen, Director of Special Services, that the Elizabeth Board of Education enter into contract with Fred Carrigg & Associates, Middletown, NJ, to provide ten (10) days of professional development and consulting services during the 2014-2015 school year, as an Extraordinary Unspecifiable Service (EUS), in an amount not to exceed \$25,000.00, in accordance with N.J.S.A.18A:18A-5a(2).

CONTRACT WITH PREFERRED HOME HEALTHCARE & NURSING SERVICES

As recommended by Dorothy McMullen, Director of Special Services, that the Elizabeth Board of Education enter into contract with Preferred Home Healthcare & Nursing Services, Eatontown, NJ, to provide nursing services during transportation for student A.J., who is attending CPC High Point School, for the 2014-2015 school year, as an Extraordinary Unspecifiable Service (EUS), in an amount not to exceed \$43,160.00, in accordance with N.J.S.A.18A:18A-5a(2).

*Note: original purchase order #15-01169, to be increased to include student A.J.*

CONTRACT WITH QUIVER FARM PROJECTS

As recommended by Hollis Mendes, Principal of Winfield Scott School No. 2, that the Elizabeth Board of Education enter into contract with Quiver Farm Projects, Pennsburg, PA, to visit school with an assortment of farm animals for students to pet and feed, and learn about the animals, their life cycle and how to care for them, May 25, 2015, in an amount not to exceed \$522.50, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH LEONARD MUSIC

As recommended by Hollis Mendes, Principal of Winfield Scott School No. 2, that the Elizabeth Board of Education enter into contract with Leonard Music, Beverly Shores, IN, to perform songs that address character education and anti-bullying, on February 12, 2015, 9:00 a.m. 2015, in an amount not to exceed \$595.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH O'IA-DA INTERNATIONAL

As recommended by Hollis Mendes, Principal of Winfield Scott School No. 2, that the Elizabeth Board of Education enter into contract with O'ia-da International, Newark, NJ, to conduct three (3) 45-minute teleconference sessions with 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade AVID students, and students in Cape Coast, Ghana, December, 2014, February, 2015, and June 2015, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH GREATER NEWARK CONSERVANCY

As recommended by Christopher Mingoia, Principal of Toussaint L'Ouverture - Marquis de Lafayette School No. 6, that the Elizabeth Board of Education enter into contract with Greater Newark Conservancy, Newark, NJ, to give a presentation on the power of good nutrition, on December 9, 2014, from 8:30 a.m. to 2:30 p.m. there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH SHAKESPEARE THEATRE OF NEW JERSEY

As recommended by Michael Ojeda, Principal of Thomas Jefferson Arts Academy, that the Elizabeth Board of Education enter into contract with Shakespeare Theatre of New Jersey, Madison, NJ, to provide a performance of Shakespeare's Macbeth, a classic tragedy, on May 28, 2015, from 9:00 a.m. to 2:00 p.m., in an amount not to exceed \$200.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH ANTHONY CRINCOLI

As recommended by Michael Ojeda, Principal of Thomas Jefferson Arts Academy, that the Elizabeth Board of Education enter into contract with Anthony Crincoli, Elizabeth, NJ, to provide consulting and mentoring services to students attending drama classes, nights and weekends when Drama Club is in session, November 21, 2014 through November 21, 2015, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH GREATER NEWARK CONSERVANCY

As recommended by Theodore Panagopoulos, Interim Principal of Terence C. Reilly School No. 7, that the Elizabeth Board of Education enter into contract with Greater Newark Conservancy, Newark, NJ, to present a hands on inquiry based environmentally themed program on December 11, 2014, from 9:30 a.m. to 11:30 a.m., there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH NEWARK MUSEUM

As recommended by Theodore Panagopoulos, Interim Principal of Terence C. Reilly School No.7, that the Elizabeth Board of Education enter into contract with Newark Museum, Newark, NJ, to provide students with the use of SKYLAB, a portable planetarium, a presentation that will help students learn about the sun, moon, stars and constellations of the nighttime sky, on February 6, 2015, from 9:30 a.m. to 2:30 p.m., in an amount not to exceed \$580.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH QUIVER FARM PROJECTS

As recommended by Jocelyn Rodriguez, Principal of Donald Stewart Center for Early Childhood School No. 51, that the Elizabeth Board of Education enter into contract with Quiver Farm Projects, Pennsburg, PA, to conduct a chick hatching program from May 20 to May 29, 2015, cost of \$425.00 to be paid for by school PTO, there is no cost to the Board, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH QUIVER FARM PROJECTS

As recommended by Jocelyn Rodriguez, Principal of Donald Stewart Center for Early Childhood School No. 51, that the Elizabeth Board of Education enter into contract with Quiver Farm Projects, Pennsburg, PA, to provide "Traveling Farm", an informative and interactive program, over twenty farm animals including ducks, rabbits, guinea pigs, chickens, geese, a goat and a calf, on May 29, 2015, 9:30 a.m. cost of \$600.00 to be paid for by school PTO, there is no cost to the Board, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH PRESCHOOL OF ROCK

As recommended by Jocelyn Rodriguez, Principal of Donald Stewart Center for Early Childhood School No. 51, that the Elizabeth Board of Education enter into contract with Preschool of Rock, Metuchen, NJ, to present two (2) music assemblies, students will learn the basic aspects of community brotherhood and simple conflict resolution through the use of song, rhythm and music, 9:30 a.m. and 10:00 a.m., November 24, 2014, cost of \$500.00 to be paid for by school PTO, there is no cost to the Board, as provided in the provisions of N.J.S.A. 18A:18A-3.

CONTRACT WITH INTERNATIONAL BACCALAUREATE

As recommended by Howard Teitelbaum, Interim Principal of Dr. Orlando Edreira Academy, that the Elizabeth Board of Education enter into contract with International Baccalaureate, Bethesda, MD, to continue to implement the Primary Years Program (PYP) candidacy for the 2014-2015 school year, in an amount not to exceed \$9,500.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH TONEY L. EARL

As recommended by Yalitza Torres, Principal of Jerome Dunn Academy School No. 9, that the Elizabeth Board of Education enter into contract with Toney L. Earl, Spring Valley, NY, to conduct a motivational assemble entitled “Dreams, Education, Respect and Consequences for Adolescents,” for the 7<sup>th</sup> and 8<sup>th</sup> grade students, on November 24, 2014, from 9:00 a.m. to 11:00 a.m. there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH AMERICAN RED CROSS

As recommended by Christopher R. Van Vliet, Principal of John E. Dwyer Technology Academy, that the Elizabeth Board of Education enter into contract with American Red Cross, Philadelphia, PA, to teach Students to Volunteer and Donate Blood to help others for the High School Academies, Thomas A. Edison Career & Technology Academy, January 6, 2015 and February 25, 2015, Dunn Sports Center, January 14, 2015 and March 20, 2015, Alexander Hamilton Preparatory Academy January 9, 2015 and March 30, 2015, Thomas Jefferson Arts Academy January 20, 2015, Elizabeth High School Upper Academy January 23, 2015, Halsey Academy of Finance, January 27, 2015, and March 16, 2015, from 6:30 a.m. till 2:14 p.m., there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

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YSupplemental Award of Contracts Report  
Award of Contracts, etc.

Elizabeth, N.J., November 20, 2014

**BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following:

ADDENDUM TO CONTRACT WITH HONEYWELL

As recommended by Luis R. Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education addendum to contract with Honeywell, Inc., Morristown, NJ, to supply energy conservation, equipment maintenance service, preferred mechanical maintenance and temperature control to additional district facilities, Abraham Lincoln School No. 14, 507 Westminster Avenue and 31 Parker Road, in an amount not to exceed \$26,185.00, in accordance with N.J.S.A. 18A:18A-42(j).

*Note: original approval at the June 28, 2005 Board meeting*

CONTRACT WITH W.D. SNYDER

As recommended by Luis R. Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter amend contract with W.D. Snyder, Kenilworth, NJ, for the TCU renovations at Alexander Hamilton Preparatory Academy alternate 3 (project B-4210), fiber cement siding replacement, the lowest responsible bidder, in an amount not to exceed \$25,000.00, in accordance with N.J.S.A. 18A:18A-4a.

WD Snyder, Kenilworth, NJ	\$25,000.00
M & M Construction, Union, NJ	\$50,000.00

*Bid advertised in the Star Ledger and posted on district web-site. Original award at the 5/8/14 Board meeting did not include alternate #3.*

CONTRACT FOR MUSICAL INSTRUMENTS AND SUPPLIES

As recommended by Robert Jaspan, Purchasing Agent, that the Elizabeth Board of Education enter into contract with, Music & Arts, Frederick, MD, in an amount of \$23,833.45, Washington Professional Systems, Wheaton, MD, in an amount of \$307.25, Sam Ash Music, Hicksville, NY, in an amount of \$8,188.27 and Elefante Music, New Providence, NJ, in an amount of \$423.30, the lowest responsible bidders, in a total amount not to exceed \$32,752.37, in accordance with N.J.S.A. 18A:18A-4a.

Elefante Music, New Provident, NJ	Unit Prices Submitted
K & S Music, Berkeley Heights, NJ	Unit Prices Submitted
Music & Arts, Frederick, MD	Unit Prices Submitted
Washington Music Center, Wheaton, MD	Unit Prices Submitted
Sam Ash Music, Hicksville, NY	Unit Prices Submitted
*National Educational Music, Mountainside, NJ	Unit Prices Submitted

*Bid advertised in the Star Ledger and posted on district web-site.*

*\*Note Bid not in order*

#### CONTRACT WITH HEINEMANN

As recommended by Daphne Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Heinemann, NH, to provide a professional development training session to district teacher-tutor interventionists entitled "Analyzing Assessment Results to Drive Instruction," 8:00 a.m. to 3:30 p.m., January 12, 2015, in an amount not to exceed \$3,500.00, in accordance with N.J.S.A.18A:18A-3.

#### CONTRACT WITH BOISE TECHNOLOGIES

As recommended by, Alberto Marsal, Chief Information Officer, that the Elizabeth Board of Education enter into contract with Boise Technologies, Clinton, NJ, for Audio Visual (AV) services to include troubleshooting, general maintenance, replacement, additional hardware including flat screens, projectors and infrastructure, in an amount not to exceed \$11,500.00, in accordance with N.J.S.A. 18A:18A-3.

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Y**BOARD OF EDUCATION****RESOLUTION****ASSISTANT SUPERINTENDENT CONTRACT 2014-2015**

**WHEREAS**, the County Superintendent has approved the contract for the Interim Assistant Superintendent for Teaching and Learning for 2014-2015.

**NOW, THEREFORE, BE IT RESOLVED** that the contract which is on file in the Office of the School Business Administrator/Board Secretary be implemented for the 2014-2015 school year, pursuant to the communication with the County Superintendent.

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Y**BOARD OF EDUCATION****RESOLUTION****AMENDMENT OF LONG RANGE FACILITY PLAN**  
**AND**  
**PRE-DEVELOPMENT APPLICATION**

**WHEREAS**, the Elizabeth Board of Education Long Range Facility Plan designated the construction of new schools and renovations and additions to district schools; and

**WHEREAS**, the Elizabeth Board of Education must submit a Pre-Development Application for each project to the New Jersey Department of Education for approval of project initiation.

**NOW, THEREFORE, BE IT RESOLVED**, that the Superintendent of Schools is hereby authorized to amend the approved Elizabeth Board of Education 2011-2016 Long Range Facility Plan to take the necessary steps to make the necessary Alterations to School No. 1 to accommodate the appropriate procedures to separate the overall School No. 1 into two separate schools, George Washington Academy of Science & Education School No. 1 and Jerome Dunn Academy of Mathematics, Technology & Art School No. 9 and develop the required Pre-Development Application (PDA) for submission to the New Jersey Department of Education.

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**BOARD OF EDUCATION**

**RESOLUTION**

**MEMORANDUM OF AGREEMENT**  
**between the**  
**ELIZABETH BOARD OF EDUCATION**  
**and the**  
**ELIZABETH DIRECTORS' ASSOCIATION**  
**(July 2014 - June 2015)**

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**WHEREAS**, representatives of the Elizabeth Directors' Association and representatives of the Elizabeth Board of Education have engaged in good faith negotiations concerning a successor to the 2011-2014 Collective Negotiations Agreement; and,

**WHEREAS**, the parties have reached a tentative settlement which has been ratified by the Elizabeth Directors' Association;

**NOW, THEREFORE, BE IT RESOLVED**, that the Elizabeth Board of Education approves and ratifies the attached Memorandum of Agreement and authorizes the President of the Board of Education to execute the new Collective Negotiations Agreement reflecting this Memorandum of Agreement.

**BOARD OF EDUCATION**

**RESOLUTION**

**PAYMENT FOR UNUSED VACATION DAYS**

Recommended: That the following personnel be reimbursed for unused sick days.

Vanessa Camacho	\$ 391.56
Christine M. Casserly	\$ 6,230.12
Kristin Kulick	\$ 1,785.95

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**BOARD OF EDUCATION**

**RESOLUTION**

**CONFIDENTIAL LEGAL SECRETARIES**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Confidential Legal Secretaries have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Confidential Legal Secretaries for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

**BOARD OF EDUCATION**

**RESOLUTION**

**PAYMENT FOR UNUSED SICK DAYS**

Recommended: That the following personnel be reimbursed for unused sick days.

James Banks	\$ 2,360.00
Maryann Boyne	\$ 20,700.00
Rosa Canha	\$ 1,003.98
Brenda Lynch	\$ 26,700.00
Ophelia Pruden	\$ 2,820.00

**BOARD OF EDUCATION**

**RESOLUTION**

**RECOMMENDED:** That the following revised Policies and Regulation be approved:

3542.1	Policy	Wellness and Nutrition
3542.1(R)	Regulation	Wellness and Nutrition
4119.26	Policy	Electronic Communication by School Staff
4211	Policy	Recruitment, Selection and Hiring
5120	Policy	Assessment of Individual Needs
6142.4	Policy	Physical and Health

**Policy**

LOCAL WELLNESS/NUTRITION

The Board of Education believes that children need access to healthful foods and opportunities to be physically active in order to grow, learn, and thrive, and that good health fosters student attendance and education.

Obesity rates have doubled in children and tripled in adolescents over the last two decades, and physical inactivity and excessive calorie intake are the predominant causes of obesity. Heart disease, cancer, stroke, and diabetes are responsible for two-thirds of deaths in the United States, and major risk factors for those diseases, including unhealthy eating habits, physical inactivity, and obesity, often are established in childhood. Further, the items most commonly sold from school vending machines, school stores, and snack bars include low-nutrition foods and beverages, such as soda, sports drinks, imitation fruit juices, chips, candy, cookies, and snack cakes.

To promote healthful behavior in the school, the Board is committed to encouraging its students to consume fresh fruits, vegetables, low fat milk and whole grains. The Board is also committed to encouraging students to select and consume all components of the school meal.

In order to promote and protect children's health, well-being, and ability to learn, the Board is committed to providing school environments that support healthy eating and physical activity and will ensure that:

- A. All students will have opportunities, support, and encouragement to be physically active on a regular basis;
- B. Foods and beverages sold or served at school will meet the nutrition recommendations of the U.S. Dietary Guidelines for Americans, and the USDA nutrition standards for National School Lunch, School Breakfast and/or After School Snack Programs. The district will regulate the types of food and beverage items offered outside the federal meal requirements, such as ala carte sales, vending machines, school stores, and fund raisers;
- C. All students will be provided with adequate time for student meal service and consumption in a clean, safe, and pleasant dining environment. Lunch and recess or physical education schedules will be coordinated with the meal service;
- D. To the maximum extent practicable, all schools in our district will participate in available federal school meal programs (including the School Breakfast Program, National School Lunch Program including After-School Snack Programs, Summer Food Service Program, and Child and Adult Care Food Program);
- E. Schools will provide nutrition education and physical education to foster lifelong habits of healthy eating and physical activity, and will establish linkages between health education and school meal programs, and with related community services;
- F. The Board will engage students, parents, teachers, food service professionals, health professionals, and other interested community members in developing, implementing, monitoring, and reviewing district-wide nutrition and physical activity policies.

All Schools

The following items shall not be served, sold or given out as free promotion anywhere on school property at anytime before the end of the school day:

- A. Foods of minimal nutritional value
- B. All food and beverage items listing sugar, in any form, as the first ingredient
- C. All forms of candy

Schools shall reduce the purchase of any products containing trans fats. All snack and beverage items sold or served anywhere on school property during the school day, including items sold in a la carte lines, vending machines, snack bars, school stores, and fundraisers or served in the reimbursable After School Snack Program, shall meet the following standards:

- A. Based on manufacturers nutritional data or nutrient facts labels:
  - 1. No more than eight grams of total fat per serving, with the exception of nuts and seeds.
  - 2. No more than two grams of saturated fat per serving.
- B. All beverages shall not exceed 12 ounces, with the following exceptions:
  - 1. Water.
  - 2. Milk (plain or flavored) containing one percent or less fat.
- C. Whole milk shall not exceed eight ounces.

Elementary Schools

- A. 100 percent of all beverages offered shall be milk, water; or
- B. 100 percent fruit or vegetable juices;
- C. Serving size for fruit or vegetable juice shall not exceed eight ounces.

Middle and High Schools

- A. At least 60 percent of all beverages offered, other than milk and water, shall be 100 percent fruit or vegetable juices;
- B. Serving size for fruit or vegetable juice shall not exceed twelve ounces.
- C. No more than 40 percent of all ice cream/frozen desserts shall be allowed to exceed the above standards for sugar, fat, and saturated fat.

General School District Requirements

Food and beverages served during special school celebrations or during curriculum related activities shall be exempt from this policy, with the exception of foods of minimal nutritional (FMNV) value.

This policy does not apply to: medically authorized special needs diets pursuant to federal regulations; school nurses using FMNVs during the course of providing health care to individual students; or special needs students whose Individualized Education Plan (IEP) indicates their use for behavior modification.

Adequate time shall be allowed for student meal service and consumption. Schools shall provide a pleasant dining environment. The Board recommends that physical education or recess be scheduled before lunch whenever possible.

The district's curriculum shall incorporate nutrition education and physical activity consistent with the New Jersey Department of Education Core Curriculum Content Standards.

The Chief School Administrator will specifically address the issue of biosecurity for the school food service. Biosecurity may be part of the plans, procedures and mechanism for school safety.

The Board is committed to promoting the nutrition policy with all food service personnel, teachers, nurses, coaches and other school administrative staff so they have the skills they need to implement this policy and promote healthy eating practices. The Board will work toward expanding awareness about this policy among students, parents, teachers and the community at large.

The Chief School Administrator shall develop regulations consistent with this policy, including a process for measuring the effectiveness of its implementation, and designating personnel within each school with operational responsibility for ensuring the school is complying with the policy.

**Date:** September 14, 2006  
**Revised:** June 25, 2009  
**First Reading:** June 11, 2009  
**Second Reading:** June 25, 2009  
**Revised:** **November 20, 2014**  
**First Reading:** October 23, 2014  
**Second Reading:** October 23, 2014

Legal References: N.J.S.A. 18A:11-1 General mandatory powers and duties  
N.J.S.A. 18A:18A-4.1 f, h. Use of competitive contracting in lieu of public bidding  
 See particularly:  
N.J.S.A. 18A:18A-5a(6)  
N.J.S.A. 18A:18A-6 Standards for purchase of fresh milk; penalties; rules  
N.J.S.A. 18A:33-3 through -5 Cafeterias for pupils  
N.J.S.A. 18A:33-9 through -14 Findings, declarations relative to school breakfast programs  
 See particularly:  
N.J.S.A. 18A:33-10  
N.J.S.A. 18A:33-15 through -19 Improved Nutrition and Activity Act (IMPACT Act)  
N.J.S.A. 18A:58-7.1 through -7.2 School lunch program  
N.J.A.C. 2:36-1.1 et seq. Child Nutrition Programs  
 See particularly:  
N.J.A.C. 2:36-1.7 Local school nutrition policy  
N.J.A.C. 6A:16-5.1(b) School safety plans  
N.J.A.C. 6A:23A-1 et seq. Fiscal accountability, efficiency and budgeting procedures  
 See particularly:  
N.J.A.C. 6A:23A-16.5 Supplies and equipment  
N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts  
N.J.A.C. 6A:32-12.1 Reporting requirements  
N.J.A.C. 6A:32-14.1 Review of mandated programs and services

Sec. 204 at the Federal Child Nutrition and WIC Reauthorization Act of 2004 (P.L. 108-265)

42 U.S.C. 1751 et seq.	<u>Richard B. Russell National School Lunch Act</u>
42 U.S.C. 1771 et seq.	<u>Child Nutrition Act of 1966</u>
7 C.F.R. Part 210	Medically authorized special needs diets
7 C.F.R. Part 210.10	Foods of minimum nutritional value

Cross References:	1200	Participation by the public
	1220	Ad hoc advisory committees
	3000/3010	Concepts and roles; goals and objectives
	3220/3230	State funds; federal funds
	3450	Money in school buildings
	3510	Operation and maintenance of plant
	3542	Food Service
	3542.31	Free or reduced-price lunches/milk
	3542.44	Purchasing
	4123	Classroom Assistants, (paraprofessionals)
	5131	Conduct/discipline
	9123	Appointment of board secretary

**Regulation**

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WELLNESS AND NUTRITION

A. The following foods may NOT be sold, served, or given out as free promotion anywhere on school property during the school day:

1. All forms of candy;
2. All food and beverage items listing sugar, in any form, as the first ingredient; and
3. Additional foods of “minimal nutritional value” (FMNV), including soda water, water ices that do not contain fruit or fruit juices, and chewing gum.

For the purposes of this procedure, the “school day” is defined as the time between the start of the first instructional period in each school until 20 minutes after the school’s dismissal time.

B. Reimbursable Meals

1. All reimbursable meals offered through the district’s school lunch program shall meet federal nutrient standards as required by the U.S. Department of Agriculture Child Nutrition Program regulations.
2. Reimbursable meals available through the food service program will emphasize nutritious and appealing foods, such as fruits, vegetables, low-fat dairy foods, and low-fat and whole grain products.
3. The schools students shall be encouraged to make nutritious food choices and consume all components of a balanced school lunch.
4. The district School Business Administrator shall have the responsibility of directing and cooperating with the district’s food service provider(s) to ensure that all statutory rules and regulations are followed. Committee consisting of parents, students and staff will meet periodically each year to review school lunch offerings.
5. Students and other groups selling food, snacks, or beverages during the school day may not compete with the operation of the district’s school lunch program. Therefore, such food sales may not be conducted during the hours that school cafeterias are in operation. For example, at the high school, student/group food sales may not be conducted during the hours from 10:00 a.m. to 1:15 p.m.

C. Standards for Other Foods Served or Sold

All foods (other than reimbursable meals), snacks, and beverages that are sold or served anywhere on school property during the school day, including items sold in a la carte lines, vending machines, snack bars, school stores, and fundraisers, shall meet the following standards:

1. Based on manufacturers' nutritional data or nutrient labels, foods shall contain:
  - a. No more than 8 grams of total fat/serving, with the exception of nuts and seeds;
  - b. No more than 2 grams of saturated fat/serving; and
  - c. Less than .5 gram of trans fats.

2. No more than 40 percent of all ice cream/frozen desserts shall be allowed to exceed the above standards for sugar, fat, and saturated fat.
  3. Beverages shall be limited to the following:
    - a. In the elementary schools, beverages shall be limited to water, milk, or 100% fruit or vegetable juices and serving size for fruit or vegetable juice shall not exceed eight ounces;
    - b. In the middle and high schools, at least 60% of all beverages offered other than water or milk must be 100% fruit or vegetable juices and serving size for fruit or vegetable juice shall not exceed twelve ounces; the remaining 40% of beverages may not include items that are considered “foods of minimal nutritional value.”
  4. The portion size of beverages other than water or milk (plain or flavored) containing one percent or less fat shall not exceed 12 ounces; the portion size for whole milk, when available, shall not exceed 8 ounces.
- D. The Board recognizes that food can be an important element in curriculum-related activities. When food is used as part of the instructional program, the following rules shall apply:
1. Foods prepared in the teaching of basic food preparation techniques in the Family and Consumer Sciences Department should comply with the standards as listed above to the fullest extent possible.
  2. Foods used to teach comparative foods, food science, or to demonstrate scientific principles are exempt from meeting the standards as listed above.
  3. Foods used to support instruction in social studies, geography, and world languages are exempt from meeting the standards as listed above only if they are historically, socially, culturally, or ethnically authentic, but every effort should be made to meet the standards to the fullest extent possible.
  4. When appropriate, guest speakers who are invited to address students shall receive orientation regarding relevant food policies and standards in the district.
- E. The Board further recognizes that food can be an important part of a student’s day in several other ways:
1. Snacks:
    - a. Healthy snacks during the school day, in addition to the regular lunch break, shall be encouraged at every grade level.
    - b. Parents/guardians providing snacks to the classroom shall be informed in writing of the dietary standards and shall comply with all the dietary standards as listed above.
    - c. Parents/guardians providing snacks to their child shall be informed in writing of the dietary standards and requested to conform to the established dietary standards
    - d. Healthy snacks that conform to the established dietary standards shall be available in the schools for students in grades 5-12, i.e. through vending machines and/or school stores, during the school day and after school to provide necessary nourishment for students engaged in after school activities such as athletics, musical groups, clubs, and work.

2. School-wide and classroom celebrations:
  - a. Parents shall be encouraged to provide food and beverages consistent with the dietary standards listed above.
  - b. Schools will provide and disseminate a list of recommended items for those occasions.
3. Food shall not be offered to students as a reward or withheld as a punishment.

These procedures DO NOT apply to:

1. Medically authorized special needs diets pursuant to 7 CFR Part 210;
2. School nurses using foods of minimal nutritional value while providing health care to individual students; or
3. Special needs students whose Individualized Education Plan (IEP) indicates their use for behavior modification.

F. Information dissemination and policy application:

1. The Chief School Administrator in consultation with other district administrators, principals, school nurses, health teachers, interested community representatives, and the district's food service provider, shall develop and distribute the school nutritional standards, as well as written guidelines suggesting those healthy foods to, at a minimum, the following:
  - a. Students
  - b. Parents/Guardians
  - c. School Administrators
  - d. Teachers
  - e. Nurses
  - f. Coaches
  - g. Advisors
  - h. PTA/PTO and other parent organizations
  - i. Booster groups, and
  - j. The community
2. Building principals and classroom teachers shall be responsible for monitoring compliance with these guidelines in their buildings and classrooms, respectively.

G. Environment

1. Students should have at least 20 minutes to eat after sitting down for lunch.
2. Nutrition information in the food service area should promote healthy food choices.
3. Food service personnel and lunch room aides shall have adequate training and professional development in how to promote healthy eating behavior and to maintain safe, orderly, and pleasant eating environments.
4. Students shall have access to facilities for hand washing and oral hygiene.

<b>Date:</b>	June 25, 2009
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<b>First Reading:</b>	October 23, 2014
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**Policy**

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**ELECTRONIC COMMUNICATION BY SCHOOL STAFF**

This policy provides employees with professional expectations regarding how to appropriately utilize electronic communications on the Internet, social networks and electronic communication devices in order to protect their personal and professional reputations, comply with federal and state laws and regulations, as well as to comply with district policies and procedures. Inappropriate professional and personal use of the Internet, social networks and electronic communication devices may adversely affect an employee's professional career. If inappropriate use of computers, websites, or other electronic communication devices is discovered or reported, that misconduct will be promptly brought to the attention of the employee's immediate supervisor for further investigation which may result in disciplinary action.

"Electronic communications" for the purpose of this policy means a communication transmitted by means of an electronic device including, but not limited to, a telephone, cellular phone, computer, computer network, personal data assistant, or pager. Electronic communications include, but are not limited to, e-mails, instant messages, and communications made by means of an Internet website, including social media and social networking websites.

Electronic communication devices provide immediacy of communication that can be both advantageous as well as disruptive. They include, but are not limited to, cell phones, smart phones, telephones, computers, laptops, tablets, computer networks, personal data assistants (PDAs), pagers, and any other means to communicate via text or voice.

Staff Use of Personal Electronic Communication Devices

As a general rule, during the work day employees shall refrain from using cell phones (voice and text), personal e-mail accounts and personal electronic communication devices unless it is necessary in order to conduct legitimate school business. "Legitimate school business" for purposes of this policy includes, but is not limited to:

- A. Answering academic inquiries regarding homework, other classroom work or assignments;
- B. Scheduling appointments for school related conferences and/or extra help;
- C. Clarifying classroom expectations and/or assignments; or
- D. Notifications related to classroom, club or sports schedules, events, trips, assignments, or deadlines.

During the work day, employees shall not use their cell phones or other personal electronic devices for personal reasons unless it is an emergency and does not disrupt the educational or work environment or it is during a time period when the employee is not assigned district work or work related responsibilities. During the work day, cell phones and other personal electronic devices must be set to the silent mode or turned off.

Electronic Communications Between Staff and Students

Employee and student electronic communications of any kind shall be limited to legitimate school business as defined within this policy and should be conducted through the district's computers, district email addresses and telephone systems. School employees will not give out their private cell phone or home phone numbers or personal email addresses to students without prior approval of the principal.

## Cell Phones

As a general rule, employees should not use their personal cell phones to call students. Additionally, employees shall not contact students' cell phones unless directed to do so by the parent/guardian of the student. If cell phone contact with a student is necessary, the contact shall be as brief and direct as possible. When brief contact is not sufficient and/or feasible to resolve the matter, where appropriate, teachers shall schedule face-to-face conferences during regular classroom and extra-help periods to confer with the student. No cell phone contact shall exceed three replies.

## Text Messages

As a general rule, text messaging is not a preferred method of communication between employees, coaches and volunteers and students. However, any text messages that are sent by staff members, coaches and volunteers shall, as a general rule, be sent to the entire class, team, club or organization and not to any student individually. Exceptions may include situations involving confidential medical issues, emergencies or individual issues not involving the entire group. Staff shall not send messages containing inappropriate material, which includes, but is not limited to, material that:

- A. May be perceived as profane, obscene, racist, sexist or promote illicit, illegal or unethical activity;
- B. Violates the district's affirmative action policies File Codes 2224, 4111.1, 4211.1, and 6121;
- C. Is personal in nature and not related to the business of the district;
- D. Can be interpreted as provocative, flirtatious or sexual in nature;
- E. Is confidential information and not authorized for distribution;
- F. Violates the board policy on Harassment, Intimidation and Bullying File Code 5131.1; or
- G. Violates other board policies or federal or state laws or regulations.

## Staff Use of Social Networking Sites, Blogs & Other Internet Websites

Blogs, wikis, social networks and other Internet websites allow employees to share knowledge, express creativity and connect with others who share similar interests. Employees are strongly urged to educate themselves with regard to personal privacy settings on their social network sites.

During the work day, employees shall refrain from using the Internet in any capacity, including participating in social networking sites, on either their personal electronic devices or the district's computer system or network unless it involves classroom lessons or other legitimate school business as defined in this policy, or unless it is during a time period when the employee is not assigned to work or work related responsibilities for the District and the communication does not disrupt the educational or work environment.

## District/Professional Use

When participating in Internet social media or on other websites in a professional capacity, on behalf of the district, an employee should be honest about his/her identity and district affiliation, careful and thoughtful before sending a post, respectful of the purpose of the community where the post appears, and must adhere to all federal and state laws and regulations as well as the Board's policies and procedures. Employees must be aware of and adhere to the following:

- A. An employee participating on a social networking site and/or blog for district-related business must acquire the prior written approval of his/her supervisor. Only those officially designated may use social media to speak on behalf of the District in an official capacity.

- B. All employees must use their district email accounts rather than their own personal email accounts for legitimate school business, including parent/teacher email communications. All employees must maintain personal email accounts for non-school related business.
- C. The elizabeth.k12.nj.us address attached to an employee's name implies that the employee is acting on behalf of the district and as such, the employee is expected to conduct him/herself as a professional.
- D. Any information shared via social networking sites, blogs or other websites regarding the business of the district, using district equipment, is considered a public record and must be retained according to the records retention and disposition schedules approved by the State Records Committee, pursuant to N.J.S.A. 47:3-17, and may not be destroyed without prior written consent.
- E. Photographs of students shall not be posted on any website without parental consent.

### Personal Use

When participating in Internet social media or on other websites in a personal capacity, employees should be aware that when they identify or represent themselves as members of district staff, the postings may reflect not only upon themselves but on the district as well, regardless of any disclaimer employees may make to the contrary. Furthermore, employees must be aware of and adhere to the following:

- A. Employees shall not use the district's auto signature, the employee's district email address, the district's official seal or individual school logos, athletic logos, mascots, or any other such graphic representations of an individual school or the school district during personal online activities. Employees shall not use the district's computers or network to participate in personal online activities.
- B. Consistent with federal and state laws and regulations and Board policies and procedures, employees shall not post information, photographs, video recordings, audio recordings, or comments that are harassing, discriminatory, abusive, violent, obscene, sexual in nature, threatening, biased, offensive, intimidating, proprietary, copyrighted, or confidential to persons not authorized to receive the communication, or that advocate illicit, unethical, or illegal activities. Posting of such content may result in civil action, criminal prosecution, or disciplinary action.
- C. Teachers should be mindful of the fact that the public nature of their role in the classroom sometimes means that their personal opinions even when expressed outside of school, carry significant weight and can affect the climate of their classroom and the school at large. Any employee whose online posting or activities creates a substantial disruption to the school community or to student learning may be subject to disciplinary action.
- D. Employees (except in the case of an employee who is a family member of a student) shall not communicate on any social networking or other Internet-based social media sites with students currently enrolled in the district. This includes becoming "friends" or allowing students to access an employee's personal page to communicate.

### Electronic Communications on District Network and Computers

Access to the district network and computers is a privilege intended to facilitate education, school-related communication, research, and other school business. The district reserves the right to limit or prohibit user access to the network and its computers in its efforts to maximize network use for academic purposes or as a result of violation of the Internet Safety and Technology (Acceptable Use) Policy File Code 6142.10. Employees shall adhere to the following guidelines when sending or receiving messages via district owned or issued devices and the district network:

Electronic Communication by School Staff Policy

File Code 4119.26

- A. All messages and other usage shall pertain to legitimate school business;
- B. Employees' district email addresses shall be used when conducting legitimate school business and for parent/student communications;
- C. Employees shall not reveal district issued passwords to others. If a staff member believes that a password has been lost or stolen, or that email has been accessed by someone without authorization, he/she must contact the Chief Information Officer (Technology) or the principal;
- D. District technology administrators shall have access to the employee's password or passwords for all district owned or issued devices and the use of the district network;
- E. Electronic messages on school owned or issued electronic devices and the district network shall be retained for the period of time specified by the Destruction of Public Records Law and board policy District Records and Reports File Code 3570 (retained three (3) years for external correspondence and one (1) year for internal correspondence);
- F. Federal copyright laws shall be observed;
- G. Employees shall not send messages that contain material that:
  - 1. May be perceived as profane, obscene, racist, sexist or promote illicit, illegal or unethical activity;
  - 2. Violates the district's affirmative action policies;
  - 3. Is personal in nature and not related to the business of the district;
  - 4. Can be interpreted as provocative, flirtatious or sexual in nature;
  - 5. Is confidential and not authorized for distribution;
  - 6. Violates board policy on Harassment, Intimidation and Bullying File Code 5131.1.
- H. Employees shall become familiar with the district's policies and regulation on staff and student access to networked information resources and acceptable use of technology (Internet Safety and Technology File Code 6142.10) before initiating email use;
- I. Employees learning of any misuse of the email systems shall notify the Chief Information Officer (Technology), principal or chief school administrator immediately.

### Online Education

An online classroom is still a classroom. Though courses and/or assigned programs of home instruction may be online, appropriate classroom behavior is still mandatory. Respect for the participants is essential for learning and student achievement.

Staff communications with students during online education will be limited to legitimate school business as set forth above. Professional standards and etiquette shall be observed at all times.

Implementation, Enforcement and Annual Review/Orientation

This policy shall be made available electronically or otherwise disseminated to all staff members annually, or as needed. This policy is intended to be implemented in conjunction with, and for all employees to also be aware of, board policy Internet Safety and Technology File Code 6142.10.

The Chief School Administrator or designees may periodically conduct Internet searches to see if staff members have posted inappropriate materials on-line. When inappropriate use of computers and Internet websites is discovered, the school principals and Chief School Administrator will seek to preserve the problematic or offensive material and will seek to maintain storage and chain of custody of the evidence. The Chief School Administrator shall promptly bring that alleged misconduct to the attention of the Board President for further action.

The Chief School Administrator or designee will annually remind staff members and orient new staff members concerning the importance of maintaining proper decorum in the online digital world as well as in person. Employees must conduct themselves in ways that do not distract from or disrupt the educational process. The annual orientation and reminder will highlight and give special emphasis to improper fraternization with students using electronic communications as established within this policy as follows:

- A. School employees may not list current students as “friends” on social networking sites without written approval of the school principal;
- B. All electronic contacts with students should be through the district’s computer and telephone systems;
- C. All electronic contacts by coaches and extracurricular advisors with team members and members of extracurricular activities shall, as a general rule, be sent to all team members and activity participants;
- D. School employees will not give out their private cell phone or home phone numbers or personal email addresses to students without prior approval of the principal;
- E. Electronic communications that are inappropriate and therefore prohibited include but are not limited to:
  1. Items with sexual content;
  2. Items exhibiting or advocating use of drugs, alcohol or other illegal activities;
  3. Items that pertain to students, including confidential information;
  4. Any content that significantly affects the employee’s ability to perform his/her job or disrupts the educational environment;
  5. Any content that would violate district policies and procedures;
- F. Examples of inappropriate behavior from other districts shall be covered and discussed, including behavior to avoid and the need for staff to use common sense in avoiding inappropriate and unprofessional behavior;
- G. Staff shall have no expectation of privacy when using district technology, the district network and/or public social media venues;
- H. The administration shall monitor for improper staff electronic communications on district computers, other school issued technology, and the district computer network;
- I. Staff shall be informed of the consequences that may result from inappropriate electronic communications up to and including dismissal from employment.

Date: July 17, 2014  
 First Reading: June 12, 2014  
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 Revised: **November 20, 2014**  
 First Reading: October 23, 2014  
 Second Reading: November 20, 2014

Legal References: N.J.S.A. 2A:38A-1 et seq. Computer system  
 N.J.S.A. 10:4-6 et seq. Open Public Meetings Act  
 N.J.S.A. 18A:6-10 Dismissal and reduction in compensation of persons under tenure in public school system  
 N.J.S.A. 18A:11-1 General mandatory powers and duties  
 N.J.S.A. 18A:17-20 Superintendent; general powers and duties  
 N.J.S.A. 18A:36-35 School internet websites; disclosure of certain student information prohibited  
 N.J.S.A. 18A:36-39 Notification by school to certain persons using certain electronic devices; fine  
 N.J.S.A. 18A:37-13 Anti-Bullying Bill of Rights Act  
 N.J.S.A. 18A:54-20 Powers of board  
 N.J.S.A. 18A:54-27-4 Powers of boards of education to make rules governing employment of teacher, etc.  
 N.J.S.A. 47:A-1 et seq. Open Public Records Act  
 N.J.S.A. 47:3-15 et seq. Destruction of Public Records Law  
 N.J.A.C. 6A:9-3.3 Professional standards for teachers  
 N.J.A.C. 6A:9B-4.5 Grounds for revocation and suspension of certification  
 N.J.A.C. 6A:26-12.2(a)4 Policies and procedures for school facility operation  
 N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts  
 17 U.S.C. 101 United States Copyright Law  
 47 U.S.C. 254(h) Children's Internet Protection Act

State in re T.L.O., 94 N.J. 331 (1983), reversed on other grounds, New Jersey v. T.L.O., 569 U.S. 325 (1985)  
 O'Connor v. Ortega 480 U.S. 709 (1987)  
 Hicks v. Pemberton Bd. of Ed., 1975 S.L.D. 332  
 Quiroli v. Linwood Bd. of Ed., 1974 S.L.D. 1035  
 Carlstadt Teachers Ass'n v. Carlstadt Bd. of Ed., App. Div., unreported decision (docket no. A-1469-80-T4, decided March 26, 1982), 1982 S.L.D. 1448  
 No Child Left Behind Act of 2001, PL 107-110, 20 U.S.C.A. 6301 et seq.  
 In the Matter of Certificate of Weidemoyer, Exam 2010: April 29  
 In the Matter of Certificates of Stenz, Exam 2010: March 25  
 In the Matter of Certificates of Alan Chadrijan, Exam 2011: July 28  
 In the Matter of Rhaney, Exam 2011: June 16  
 In the Matter of Young, Exam 2011: Sept. 22  
 In Re Cluggish, Exam 2011: Dec. 16

Cross References: 1111 District Publications  
 2224 Affirmative Action, Nondiscrimination  
 3543 Office Services  
 3570 District Records and Reports  
 4111.1/4211.1 Nondiscrimination/Affirmative Action  
 4119.21/4219.21 Conflicts of Interest

4119.22/4219.22	Employee Conduct and Dress
4131./4131.1	Staff Development, Inservice Education, Visitation, Conferences
5114	Suspension and Expulsion
5124	Reporting to Parents/Guardians
5125	Student Records
5131	Code of Student Conduct
5131.1	Harassment, Intimidation and Bullying
5131.5	Vandalism, Violence
5142	Student Safety
5145.4	Equal Educational Opportunity
6121	Nondiscrimination/affirmative action
6142.10	Internet Safety and Technology
6144	Controversial Issues
6145.3	Publications
6161	Equipment, Books, Materials
6173	Home Instruction

RECRUITMENT, SELECTION AND HIRING

The Board of Education shall appoint all staff members only from nominations made by the Chief School Administrator. All appointments shall be by recorded roll call majority vote of the full membership of the Board. The Chief School Administrator shall adhere to the following in recruiting and interviewing candidates:

- A. There will be no discrimination in the employment process in regard to race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, gender identity or expression, marital status, domestic partnership status, familial status, pregnancy, liability for service in the Armed Forces of the United States, atypical hereditary cellular or blood trait of any individual, nationality, disability, or because of genetic information or refusal to submit to or make available the results of a genetic test, or other conditions not related to the duties and responsibilities of the job.
- B. All candidates must have training and/or actual work experience in the vacant position, and an acceptable level of proficiency.
- C. It shall be the duty of the Chief School Administrator to see that persons nominated for employment shall meet all qualifications established by state or federal law, including the completion of a criminal history check and proof of citizenship or eligible alien status.

The Chief School Administrator is responsible for the preparation and maintenance of job descriptions that define the duties, responsibilities and qualifications required for each support position. The Board shall adopt those job descriptions required by law or code and others as appropriate.

The employment of any candidate is not official until the contract is approved by the Board of Education and signed by the candidate. It shall be the responsibility of the Chief School Administrator to communicate this fact to all candidates.

Residency Requirements

Every employee hired by the board shall have their principal residence with the State of New Jersey. For the purposes of this policy an employee may have only one principal residence which shall be defined as:

- A. Where the employee spends the majority of their nonworking time;
- B. Is most clearly the center of the employee's domestic life; and
- C. The employee's designated legal address and legal residence for voting.

The fact that an employee is either domiciled or owns a home or property in the State of New Jersey shall not by itself satisfy the requirement of principal residence.

Additional Residency Requirements

Every non-certificated employee of the Elizabeth Board of Education, hired after January 1, 2015, shall, prior to employment, have their principal residence within the City of Elizabeth, County of Union, State of New Jersey and thereafter remain a bona fide resident of the City.

1. A bona fide resident for the purpose of this section is a person having a permanent domicile within the City.
2. Candidates for employment shall meet City residency requirements by being a bona fide City resident at the time of submitting an application and maintain continuous bona fide residency up to and including the date of appointment.

Exception

A full-time, non-certificated employee permanently employed prior to January 1, 2015, is exempt from the Board's City residency requirement, if he/she has not had a break in service for a period of not greater than one-hundred fifty (150) calendar days.

A break in service shall be defined as an actual separation from employment for more than one-hundred fifty (150) calendar days due to such causes as resignation, retirement, layoff, or disciplinary removal. An approved leave of absence shall not be considered a break in service.

Waiver

Notwithstanding the foregoing. Positions of employment may be filled by the employment of a non-resident, with the approval of the Board of Education, upon certification of the Superintendent of Schools that:

1. The position is vacant and not likely to be filled despite due diligence in recruitment, over a reasonable period of time, not to exceed ninety (90) days, unless the residency requirements of this section are either relaxed by the granting of a grace period for a reasonable period of time to enable a prospective employee to find suitable accommodations for residency, or the granting of a complete exemption of the residency requirements for employment.
2. The position of employment is of such importance for the provision of District services that its continued vacancy is demonstrably detrimental to the public health, safety, or welfare of this community or the service area intended to be served by the position of employment.
3. A non-resident appointed to a position of employment must become a bona-fide resident of the City of Elizabeth within one (1) year of appointment unless the residency requirement has been previously waived by the Board of Education.

Exemptions

- A. An employee hired on or after September 1, 2011 who is not a New Jersey resident when hired shall receive one year to establish residence in New Jersey. If the employee fails to establish residency within that year, he/she shall be deemed unqualified for employment and shall be removed pursuant to N.J.S.A. 52:14-7(d);
- B. An existing employee who was not a resident of New Jersey on or prior to September 1, 2011 is exempted from this policy, if he/she has not had a break in public service for a period of time greater than seven days;
- C. An employee hired by the district who was a non-resident of New Jersey public employee prior to September 1, 2011 is exempted from this policy, unless he/she has not had a break in public service for a period of time greater than seven days;
- D. A break in public service shall be defined as an actual separation from employment for more than seven calendar days due to such causes as resignation, retirement, layoff, or disciplinary removal. But a leave of absence shall not be considered a break in public service.
- E. An employee may request an exemption to the State committee formed under N.J.S.A. 52:14-7 on a basis of critical need or hardship. The decision on whether to approve an application of the employee shall be made by a majority vote of this committee. If this committee fails to act within 30 days after receipt of employee's application, no exemption shall be granted and the residence requirements set forth in this policy shall be in effect.

**Date:** November 13, 1986  
**Revised:** June 25, 2009  
**First Reading:** June 11, 2009  
**Second Reading:** June 25, 2009  
**Revised:** June 30, 2011  
**First Reading:** June 9, 2011  
**Second Reading:** June 30, 2011  
**Revised:** November 17, 2011  
**First Reading:** October 13, 2011  
**Second Reading:** November 17, 2011  
**Revised:** March 15, 2012  
**First Reading:** February 16, 2012  
**Second Reading:** March 15, 2012  
**Revised:** June 12, 2014  
**First Reading:** May 8, 2014  
**Second Reading:** June 12, 2014  
**Revised:** **November 20, 2014**  
**First Reading:** October 23, 2014  
**Second Reading:** November 20, 2014

Legal References: N.J.S.A. 10:5-1 et seq. Law Against Discrimination  
N.J.S.A. 18A:3-15.2 Fraudulently issued, obtained, forged or altered degree or certification;  
 use in connection with business or occupation  
N.J.S.A. 18A:6-5 Inquiry as to religion and religious tests prohibited  
N.J.S.A. 18A:6-6 No sex discrimination  
N.J.S.A. 18A:6-7.1, -7.5 Criminal history record; employee in regular contact  
 with students; grounds for disqualification from employment  
N.J.S.A. 18A:6-76.1 Deadline for notification to students of requirements of  
 provisional certificate and induction program  
N.J.S.A. 18A:11-1 General mandatory powers and duties  
N.J.S.A. 18A:16-1 Officers and employees in general  
N.J.S.A. 18A:26-1, -1.1, -2 Citizenship of teachers, etc.  
N.J.S.A. 18A:27-1 et seq. Employment and Contracts  
N.J.S.A. 18A:27-4.1  
N.J.S.A. 26:8A-1 et seq. Domestic Partnership Act  
N.J.S.A. 52:14-7 Residence Requirements  
N.J.A.C. 6A:7-1.1 et seq. Managing for Equality and Equity in Education  
 See particularly:  
N.J.A.C. 6A:7-1.4, -1.8  
N.J.A.C. 6A:9-6.1 et seq. Types of Certificates  
N.J.A.C. 6A:9-8.1 et seq. Requirements for Instructional Certification  
N.J.A.C. 6A:9-11.1 et seq. Exceptions for Requirements for Instructional Certificate  
N.J.A.C. 6A:9-12.1 et seq. Requirements for Administrative Certification  
N.J.A.C. 6A:30.1 et seq. Evaluation of the Performance of School Districts  
N.J.A.C. 6A:32-4.1 Employment of teaching staff  
N.J.A.C. 6A:32-4.8 Support residencies for regularly certified, inexperienced first-  
 year principals  
N.J.A.C. 6A:32-5.1 Standards for determining seniority  
 42 U.S.C.A. 12101 et seq. Americans with Disabilities Act (ADA)  
 42 U.S.C.A. 2000e et seq. - Title VII of the Civil Rights Act of 1964 as amended by  
 the Equal Employment Opportunities Act of 1972  
 29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1973  
 8 U.S.C.A. 1100 et seq. - Immigration Reform and Control Act of 1986  
No Child Left Behind Act of 2001, Pub. L. 107-110, 20 U.S.C.A. 6301 et seq.  
Old Bridge Education Association v. Old Bridge Township Bd. of Ed., 1986 S.L.D. 1917  
Taxman v. Piscataway Bd. of Ed., 91 F. 3d 1547 (3d Cir. 1996)  
 The Comprehensive Equity Plan, New Jersey State Department of Education

Cross References: 2131 Chief School Administrator  
 4000/4010 Concepts and roles in personnel; goals and objectives  
 4111.1/4211.1 Nondiscrimination/affirmative action  
 4112.2 Certification  
 4112.4/4212.4 Employee health  
 4112.6/4212.6 Personnel Records  
 4112.8/4212.8 Nepotism  
 4121 Substitute Teachers  
 5120 Assessment of individual needs  
 6000/6010 Concepts and roles in instruction; goals and objectives

**Policy**

ASSESSMENT OF INDIVIDUAL NEEDS

Each student shall be assessed upon entrance into the district's schools and beginning in grade three shall be assessed annually thereafter, to identify students not meeting district proficiency levels.

The Chief School Administrator shall develop procedures to implement a program of individual student needs assessment that shall include but not be limited to:

- A. Identifying district needs as the basis for development of mandated goals; development of staff inservice programs; selecting and approving instructional materials; staffing;
- B. Identifying and determining the needs of:
  - 1. Gifted and talented students;
  - 2. Disruptive students;
  - 3. Disaffected students;
  - 4. Potential dropouts;
  - 5. Students who exhibit one or more potential indicators of dyslexia or other reading disability
  - 6. Students who require basic skills improvement programs;
  - 7. Students with limited English proficiency;
  - 8. Students who may require formal referral to the child study team for classification.

Policies addressing these specific groups and appropriate educational programs for them are listed in the cross references to this policy.

- C. Disseminating results of such assessments to parents/guardians and to appropriate staff and state and federal agencies as required without invading the privacy of the individual student.

The Chief School Administrator or designee shall review all individual assessment procedures annually to ensure that they serve the purposes for which they are intended. At all times, these procedures shall be in full conformity with federal and state law.

Dyslexia Assessment

“Dyslexia” means a specific learning disability that is neurological in origin. It can be characterized by difficulties with accurate and/or fluent word recognition and by poor spelling and decoding abilities. Difficulties typically result from a deficit in the phonological component of language that is often unexpected in relation to other cognitive abilities and the provision of effective classroom instruction. Secondary consequences may include problems in reading comprehension and reduced reading experience that can impede growth of vocabulary and background knowledge.

The board shall select and implement age-appropriate screening instruments for the early diagnosis of dyslexia and other reading disabilities.

The board shall ensure that each student enrolled in the school district who has exhibited one or more potential indicators of dyslexia or other reading disabilities is screened for dyslexia and other reading disabilities using a screening instrument selected by the board. The screening shall be conducted no later than the student's completion of the first semester of the second grade.

Students newly enrolling in the district or transferring into the district in kindergarten or grades one through six who exhibit potential indicators of dyslexia or other reading disabilities and who have not been previously assessed, shall be assessed using the board selected age-appropriate screening instruments. Students shall be assessed at the same time as other students enrolled in the student's grade if feasible. If other students enrolled in the student's grade have previously been screened, the assessment shall be conducted within 90 calendar days of the date the student is enrolled in the district.

Potential indicators of dyslexia or other reading disabilities include, but are not limited to:

- A. Difficulty in acquiring language skills;
- B. Inability to comprehend oral or written language;
- C. Difficulty in rhyming words;
- D. Difficulty in naming letters, recognizing letters, matching letters to sounds, and blending sounds when speaking and reading words;
- E. Difficulty recognizing and remembering sight words, consistent transposition of number sequence, letter reversals, inversions, and substitutions; and
- F. Trouble in replication of content.

The screening shall be administered by a teacher or other teaching staff member properly trained in the screening process for dyslexia and other reading disabilities. If the results of the assessment substantiate that the student possesses one or more potential indicators of dyslexia or other reading disabilities, the student shall receive a comprehensive assessment for the learning disorder. If the diagnosis of dyslexia or other reading disability is confirmed by the comprehensive assessment, appropriate evidence-based intervention strategies shall be provided to the student, including intense instruction on phonemic awareness, phonics and fluency, vocabulary, and reading comprehension.

**Date:** November 13, 1986  
**Revised:** February 11, 1988  
**Revised:** August 10, 1989  
**Revised:** June 25, 2009  
**First Reading:** June 11, 2009  
**Second Reading:** June 25, 2009  
**Revised:** **November 20, 2014**  
**First Reading:** October 23, 2014  
**Second Reading:** November 20, 2014

Legal References:	<u>N.J.S.A.</u> 18A:7A-10	Evaluation of performance of each school
	<u>N.J.S.A.</u> 18A:40-5.1	Definitions relative to reading disabilities
	<u>N.J.S.A.</u> 18A:40-5.2	Distribution of information on screening instruments
	<u>N.J.S.A.</u> 18A:40-5.3	Screening for dyslexia, other reading disabilities
	<u>N.J.S.A.</u> 18A:40-5.4	Comprehensive assessment for learning disorder
	<u>N.J.A.C.</u> 6A:8-3.1 et seq.	Implementation of the Core Curriculum Content Standard

<u>N.J.A.C. 6A:8-4.1 et seq.</u>	Implementation of the Statewide Assessment System
See particularly:	
<u>N.J.A.C. 6A:8-4.1(d), -4.3(c)(d), -4.4</u>	
<u>N.J.A.C. 6A:8-5.1</u>	Graduation requirements
<u>N.J.A.C. 6A:10-1.1 et seq.</u>	Educator effectiveness
See particularly:	
<u>N.J.A.C. 6A:10-2.4</u>	Evaluation procedures for all teaching staff members
<u>N.J.A.C. 6A:10-5.1 et seq.</u>	Components of principal evaluation
<u>N.J.A.C. 6A:10-7.1</u>	Evaluation of the chief school administrator
<u>N.J.A.C. 6A:14-1.1 et seq.</u>	Special Education
See particularly:	
<u>N.J.A.C. 6A:14-3.3, 3.4, 3.8, 4.11, 4.12</u>	
<u>N.J.A.C. 6A:15-1.1 et seq.</u>	Bilingual Education
See particularly:	
<u>N.J.A.C. 6A:15-1.3, -1.10, -1.11</u>	
<u>N.J.A.C. 6A:16-8.1</u>	Establishment of intervention and referral services
<u>N.J.A.C. 6A:30-1.1 et seq.</u>	Evaluation of the Performance of School Districts
<u>N.J.A.C. 6A:32-2.1</u>	Definitions
<u>N.J.A.C. 6A:32-14.1</u>	Review of mandated programs and services

No Child Left Behind Act of 2001, Pub. L. 107-110, 20 U.S.C.A. 6301 et seq.

Cross References:	1100	Communicating with the public
	1120	Board of education meetings
	2240	Research, evaluation and planning
	4000/4010	Goals and objectives
	4131/4131.1	Staff development; inservice education/visitations/conferences
	4231/4231.1	
	5111	Admission
	5119	Transfers
	5124	Reporting to parents/guardians
	5125	Student records
	6000/6010	Goals and objectives
	6141/6141.1	Curriculum design/development
	6142.2	English as a second language; bilingual/bicultural
	6146	Graduation requirements
	6146.2	Promotion/retention
	6147	Standards of proficiency
	6147.1	Evaluation of individual student performance
	6156	Instructional Planning; scheduling
	6160	Instructional services and resources
	6161	Equipment, books and materials
	6161.1	Guidelines for evaluation and selection of instructional materials
	6164.2	Guidance services
	6171.2	Gifted and talented
	6171.3	At-risk and Title 1
	6171.4	Special education
	6172	Alternative educational programs

PHYSICAL EDUCATION AND HEALTH

The Board directs that the district's curricular and extracurricular programs of physical education and activities comply with the district's affirmative action resolution and equity plan for school and classroom practices as stipulated in Policies 2224, 5145.4, 6121 and 6145 in this manual. The Board shall ensure that the comprehensive health and physical education curriculum addresses all elements required by the Core Curriculum Content Standards.

In general, physical education classes shall not be divided on the basis of sex. The quality and quantity of teachers, equipment and facilities shall be equivalent among the schools and comparable from level to level, taking into account the needs of the students.

Members of district interscholastic athletic teams may be excused from participation in the physical activities part of their physical education program without loss of graduation credit on the request of their coach on any day on which they are designated to participate in a regularly scheduled game. The Chief School Administrator shall approve procedures by which coaches will inform the physical education department, on the day in question, of the specific students to be excused. Such students shall be scheduled for a study hall period instead.

The Board will consider on a case-by-case basis requests from students or their parents/guardians in the case of minors for permission to satisfy the physical education requirement through an alternative program of athletics or physical education activities that meets the requirements of law and is consistent with the district's physical education program goals and instructional objectives.

Dating Violence

For students in grades 7 through 12, physical education and health curriculum will include the topic of dating violence. "Dating violence" means a pattern of behavior where one person threatens to use, or actually uses physical, sexual, verbal, or emotional abuse to control a dating partner.

Dating violence education shall include information on the definition of dating violence, recognizing dating violence warning signs, and the characteristics of healthy relationships.

Upon written request to the school principal, a parent/legal guardian of a student less than 18 years of age shall be permitted within a reasonable period of time after the request is made, to examine the dating violence education program instruction materials developed by the school district.

The purpose of the dating violence information is to help prevent dating situations from becoming unsafe and to help educate students on constructive ways to resolve conflicts in personal relationship.

To be consistent with P.L. 2011, C.64 school policy, procedures and curriculum shall include the following information:

- A. Dating violence will not be tolerated;
- B. Dating violence reporting procedures;
- C. Guidelines for responding to at-school incidents of dating violence;
- D. Discipline procedures specific to at-school incidents of dating violence;

- E. Warning signs of dating violence; and
- F. Information on safe and appropriate school, family, peer, and community resources available to address dating violence shall also be included within the curriculum.

#### Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED)

The Board of Education shall provide instruction in cardiopulmonary resuscitation and the use of an automated external defibrillator to each student during high school (in grades 9, 10, 11, or 12). The instruction shall be provided to each student prior to graduation as part of the district's implementation of the Core Curriculum Content Standards in Comprehensive Health and Physical Education. The Board may select a no-cost, non-certification instructional program to meet this requirement.

The instruction provided shall:

- A. Be modeled from an instructional program established by the American Heart Association, American Red Cross, or other nationally-recognized association with expertise in instruction in cardiopulmonary resuscitation and the use of an automated external defibrillator; and
- B. Include a hands-on learning component for each participating student.

**Date:** July 25, 1996  
**Revised:** June 25, 2009  
**First Reading:** June 11, 2009  
**Second Reading:** June 25, 2009  
**Revised:** June 30, 2011  
**First Reading:** June 9, 2011  
**Second Reading:** June 30, 2011  
**Revised:** **November 20, 2014**  
**First Reading:** October 23, 2014  
**Second Reading:** November 20, 2014

Legal References: N.J.S.A. 18A:6-111 et seq. Instruction in Suicide Prevention  
 See particularly:  
N.J.S.A. 18A:6-113 Instruction in suicide prevention in public school curriculum  
N.J.S.A. 18A:35-4.19 through -4.22 AIDS Prevention Act of 1999  
N.J.S.A. 18A:35-4.23 Dating violence into health education curriculum  
N.J.S.A. 18A:35-5 through -9 Maintenance of physical training courses; features, etc.  
N.J.S.A. 18A:37-33 through -37 Dating violence policy and education  
N.J.A.C. 6A:7-1.7 Equality in school and classroom practices  
N.J.A.C. 6A:8-3.1 Curriculum and instruction  
N.J.A.C. 6A:8-5.1 Graduation requirements  
N.J.A.C. 6A:9B-5.18 Athletics personnel  
N.J.A.C. 6A:9B-10.8 Health and physical education  
N.J.A.C. 6A:32-9.1 Athletics Procedures  
N.J.A.C. 6A:16-2.1 et seq. General Provisions for School Health Services  
 See particularly:  
N.J.A.C. 6A:16-2.2

P.L. 2014, c.36 (instruction in cardiopulmonary resuscitation and use of an automated external defibrillator prior to graduation)

20 U.S.C.A. 1681 et seq. - Title IX of the Education Amendments of 1972

The Comprehensive Equity Plan, New Jersey State Department of Education

Cross References:	2224	Nondiscrimination and affirmative action
	5145.4	Equal educational opportunity
	6121	Nondiscrimination/affirmative action
	6142	Subject fields
	6145.1/6145.2	Intramural competition; interscholastic competition
	6146	Graduation requirements

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Y**BOARD OF EDUCATION****RESOLUTION****AUTHORIZING THE PROCUREMENT OF SUPPLEMENTAL  
SPECIAL EDUCATION SERVICES THROUGH APPROVED  
PROFESSIONAL SERVICE PROVIDERS**

**WHEREAS**, Title 18A:18A-5 provides that a board of education without advertising for bids by resolution may purchase professional services; and

**WHEREAS**, the Elizabeth Board of Education has the need, on a timely basis, to procure supplemental special education professional services as required by Federal and State regulations; and

**WHEREAS**, the Elizabeth Board of Education desires its Director of Special Services and Purchasing Agent for the 2014-2015 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year.

**NOW, THEREFORE, BE IT RESOLVED**, that the Elizabeth Board of Education does hereby authorize the district Purchasing Agent to make purchases of supplemental special education services utilizing various approved professional service providers in accordance with various vendors listed and with fee schedule on file in the Office of the School Business Administrator/Board Secretary.

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**BOARD OF EDUCATION**

**RESOLUTION**

**APPOINTMENT OF INTERIM SUPERVISOR**

Recommended: That Palak Shah be appointed as Interim Supervisor of Mathematics (Pre-K-5), effective November 21, 2014. Salary: \$98,800.\*

\*Subject to corrections of errors and negotiations.

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Y**BOARD OF EDUCATION****RESOLUTION****CONTINUATION OF THE COMPREHENSIVE GENERAL  
LIABILITY INSURANCE PACKAGE POLICY FOR 2014-2015**

Recommended: In conformity with the provisions of N.J.S.A.18A:18A-5a(10), the statutory exception to public advertising for insurance services as an “extraordinary unspecifiable service” (EUS) that the Elizabeth Board of Education continue the Comprehensive General Liability Insurance Package Policy including Property, Equipment, Breakdown, EDP, Crime, Bonds, General Liability, Student Accident, Automobile Liability, Auto Physical Damage, Umbrella, and School Leaders Errors and Omissions Liability for the policy period of November 30, 2014 to November 30, 2015, with the New Jersey Schools Insurance Group, in an amount not to exceed \$1,460,005.00 adjusted for changes in insured values on an annualized basis and with CV Starr and US Fire in an amount not to exceed \$207,271.00 (Student Accident only) and that the Elizabeth Board of Education continue as a member of the New Jersey Schools Insurance Group effective November 30, 2014 and for the duration of one year.

Recommended also: In conformity with the aforementioned statute that the School Business Administrator/Board Secretary be authorized to execute the necessary documents to designate the O'Donnell Agency, 277 North Broad Street, Elizabeth, New Jersey, as broker of record for the above referenced policies for the 2014-2015 policy period.

**BOARD OF EDUCATION****RESOLUTION****NEW JERSEY QUALITY SINGLE ACCOUNTABILITY CONTINUUM (QSAC)**  
**DISTRICT IMPROVEMENT PLAN 2013-2014**

**WHEREAS**, regulations promulgated by the New Jersey Department of Education under the QSAC process for the 2013-2014 school year require a district to submit a District Improvement Plan to address missed indicators in District Performance Review areas where the district received less than 80% of the eligible points, and

**WHEREAS**, the District has reconvened a QSAC committee of administrative staff, a teacher, bargaining unit representatives and a board member to participate in the development, completion and review of a short term plan as required, and

**WHEREAS**, the committee recommended the presentation of the completed District Improvement Plan by the Superintendent of Schools to the Elizabeth Board of Education, and

**WHEREAS**, the Board of Education has been presented the completed District Improvement Plan and reviewed actions/strategies/interventions and timelines contained therein.

**NOW, THEREFORE, BE IT RESOLVED**, that the Elizabeth Board of Education approves the District Improvement Plan affirmed by the QSAC committee and authorizes the submission of the plan to the New Jersey Department of Education by the School Business Administrator/Board Secretary.

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**BOARD OF EDUCATION**

**APPOINTMENT OF VICE PRINCIPAL**

Recommended: That Christina Silveira Francisco be appointed as Vice Principal of Mabel G. Holmes School No. 5, on a ten month basis, effective November 21, 2014 through June 30, 2015. Salary: \$96,322.

\*Subject to corrections of errors and negotiations.

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Y**BOARD OF EDUCATION****RESOLUTION****SUPERVISING GENERAL COUNSEL/BOARD ATTORNEY**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Supervising General Counsel/Board Attorney have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Supervising General Counsel/Board Attorney for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

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Y**BOARD OF EDUCATION****RESOLUTION****ASSISTANT BOARD SECRETARY AND COMPTROLLER**  
**CONTRACT 2014-2015**

**WHEREAS**, the Board and the Assistant Board Secretary and the Comptroller have been in negotiations regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Assistant Board Secretary and Comptroller for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

**BOARD OF EDUCATION**

**RESOLUTION**

**CONFIDENTIAL ADMINISTRATIVE SECRETARIES**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Confidential Administrative Secretaries have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Confidential Administrative Secretaries for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

**BOARD OF EDUCATION**

**RESOLUTION**

**DIRECTOR OF PERSONNEL**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Director of Personnel have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Director of Personnel for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

**BOARD OF EDUCATION**

**RESOLUTION**

**SENIOR STAFFING ASSISTANT**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Senior Staffing Assistant have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Senior Staffing Assistant for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

**BOARD OF EDUCATION**

**RESOLUTION**

**STAFFING ASSISTANTS**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Staffing Assistants have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Staffing Assistants for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

**BOARD OF EDUCATION**

**RESOLUTION**

**INVESTIGATORS**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Investigators have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Investigators for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

**BOARD OF EDUCATION**

**RESOLUTION**

**HUMAN RESOURCES CONFIDENTIAL SECRETARIES**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Human Resources Confidential Secretaries have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Human Resources Confidential Secretaries for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

**BOARD OF EDUCATION**

**RESOLUTION**

**ASSOCIATE COUNSELS**  
**CONTRACT 2014-2015**

**WHEREAS**, the Elizabeth Board of Education and the Associate Counsels have been in discussions regarding a successor contract.

**NOW, THEREFORE, BE IT RESOLVED** that the Elizabeth Board of Education hereby approves and ratifies a contract for the Associate Counsels for the 2014-2015 year which is on file in the Office of the School Business Administrator/Board Secretary.

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Y**BOARD OF EDUCATION****RESOLUTION****MEMORANDUM OF AGREEMENT**  
**between the**  
**ELIZABETH BOARD OF EDUCATION**  
**and the**  
**ELIZABETH NON-CERTIFIED ADMINISTRATORS' ASSOCIATION**  
**(July 2011 - June 2014)**

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**WHEREAS**, representatives of the Elizabeth Non-Certified Administrators' Association and representatives of the Elizabeth Board of Education have engaged in good faith negotiations concerning a successor to the 2011-2014 Collective Negotiations Agreement; and,

**WHEREAS**, the parties have reached a tentative settlement, which has been ratified by the Elizabeth Non-Certified Administrators' Association;

**NOW, THEREFORE, BE IT RESOLVED**, that the Elizabeth Board of Education approves and ratifies the attached Memorandum of Agreement and authorizes the President of the Board of Education to execute the new Collective Negotiations Agreement reflecting this Memorandum of Agreement.