

BOARD OF EDUCATION
(Official)

January 16, 2020
Elizabeth, New Jersey

The regular agenda meeting of the Board of Education was called to order on January 16, 2020 at 6:00 p.m. at Dr. Orlando Edreira Academy School No. 26 @Msgr. João S. Antão School No. 31 located at 1014 South Elmora Avenue, Elizabeth, Elizabeth, New Jersey.

Board President Diane Barbosa presented the following statement at 6:05 p.m.

“Ladies and Gentlemen, good evening. This is a regular agenda meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on January 9, 2020. In addition, this notice is posted in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.”

“We want to welcome everyone present and our television viewers to this January 16, 2020 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

“This meeting is being recorded and will become part of the Elizabeth Board of Education permanent record. In order that the recording will adequately reflect the proceedings, please refrain from talking while others are speaking. We also ask that you silence the sound on your electronic devices. Since it is legally mandated that these proceedings be accurately recorded, we may have to ask for order periodically should noise begin to interfere with our recording capabilities. We are pleased that you have taken time this evening to join us here for our Board of Education meeting. Thank you for your interest in the Elizabeth Public Schools.”

“There will be a public portion for citizens to address the Board. Participants for the public portion may sign in up to the start of the public speaking so that they so that they may have the opportunity to speak. The sign-in sheet states the name, address, telephone number and reason that the person wants to comment, whether it is an agenda item or a general education comment.”

Present: Maria Carvalho, Iliana Chevres, Nathalie Hernandez, Jerry Jacobs, Rosa Moreno-Ortega, Stanley Neron (arr. 6:30 p.m.), Stephanie Pestana, Diane Barbosa – 8

Absent: Charlene Bathelus – 1

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Judy Finch Johnson, Chief of Operations Francisco Cuesta, Comptroller Rajeev Malhotra, Deputy Counsel Heather Ford, and members of the public were in attendance.

Colors were presented during the Flag Ceremony by members of the Admiral William F. Halsey, Jr. Health & Public Safety Academy Marine Corps Junior R.O.T.C.

The Pledge of Allegiance was led by Brielle Velez, eighth grade student at Dr. Orlando Edreira Academy School No. 26 @ 31.

The *Star Spangled Banner* by Francis Scott Key was performed by the Dr. Orlando Edreira Academy Jazz Ensemble.

The Pledge of Ethics was led by Adrianna Mejia, eighth grade student at Dr. Orlando Edreira Academy School No. 26 @ 31.

Mrs. Barbosa introduced seventh grade students in the Mandarin class at Dr. Orlando Edreira Academy School No. 26 @ 31 who performed *Wishing Good New Year*, composed by Hou Xiang. Mrs. Barbosa thanked the students for a wonderful performance.

Mrs. Barbosa introduced sixth grade students in the Mandarin class at Dr. Orlando Edreira Academy School No. 26 @ 31 who performed *Congratulations*, written and composed by Chen Gexin. Mrs. Barbosa thanked the students for a wonderful performance.

Mrs. Barbosa introduced PreK students at Dr. Orlando Edreira Academy School No. 26 @ 31 who performed *The Little Rabbit*, composed by Li Jinhui. Mrs. Barbosa thanked the students for a wonderful performance.

Mrs. Barbosa introduced students in the Dr. Orlando Edreira Academy Jazz Ensemble who performed *Stompin at the Savoy* by Benny Goodman, Andy Rasaf, Edgar Sampson, and Chick Webb and arranged by Michael Sweeney and *Green Onions* by Al Jackson, Jr., Lewis Steinberg, Booker T. Jones, and Steve Cropper and arranged by Roger Holmes. Mrs. Barbosa thanked the students for a wonderful performance.

Mrs. Hernandez recognized An Bo as a student of excellence for all of the excellent academic achievements he has already experienced and the many that he will undoubtedly experience in the future. Mrs. Hernandez stated that An Bo was born in China and came to this country at a young age with his parents and grandparents. Mrs. Hernandez stated that during his four years at Elizabeth High School Frank J. Cicarell Academy he has held the No. 1 class rank throughout all four years, having maintained a 4.8 GPA and earned the AP Scholar with Distinction Award. Mrs. Hernandez stated that An Bo is the President and Team Captain of the Robotics Club where he oversees the team's progress, organizes daily meetings, trains new members, leads the construction of the competition robot, and helps keep track of the fundraising for the club. Mrs. Hernandez and Board members congratulated An Bo and presented him with a certificate of commemoration.

Mr. Jacobs recognized David Reese, teacher-instructional coach for mathematics, as a star of excellence for his outstanding work as the International Baccalaureate Coordinator for the Primary Years Program at Dr. Orlando Edreira Academy School No. 26 @ 31. Mr. Jacobs stated that David Reese was instrumental in helping School No. 26 receive authorization to become an International Baccalaureate World School and offer the IB Primary Years Program in 2014. Mr. Jacobs stated that five months later, School No. 26 received authorization to offer the IB Middle Years Program and remains the only school in New Jersey to offer both programs. Mr. Jacobs and Board members congratulated David Reese and presented him with a certificate of commemoration.

Mrs. Pestana recognized Rosana Oliveira, President of the PTA, for her hard work, dedication, and admirable contributions in supporting the Dr. Orlando Edreira Academy School No. 26 community. Mrs. Pestana and Board members congratulated Rosana Oliveira and presented her with a certificate of commemoration.

Mrs. Carvalho recognized Elizabeth Police Officer Billy Ly for his admirable efforts in protecting the members of our community while dedicated to bringing them together for the betterment of our City. Mrs. Carvalho stated that all four of his grandparents were born in China and migrated to Vietnam where his parents were born and raised. Mrs. Carvalho stated that in wartime they fled on a boat along with hundreds of Chinese immigrants to a Hong Kong refugee camp where the government assisted them to settle in other countries. Mrs. Carvalho stated that they settled in Elizabeth where they married and had three children who attended the Elizabeth

Public Schools. Mrs. Carvalho stated that Officer Billy Ly currently is assigned to the Community Services/Street Crimes Division and is a member of the Emergency Services Unit. Mrs. Carvalho stated that among his many responsibilities is facilitating the spirit of cooperation between the public and the Elizabeth Police Department and he serves as the liaison between the citizens of Elizabeth, business groups, and the Police Department in ways that inform, educate, and communicate information for all. Mrs. Carvalho and Board members congratulated Officer Billy Ly and presented him with a certificate of commemoration.

Mrs. Moreno-Ortega recognized Nino Quaglia, representative of UNICO for their commitment to our students and effort to make a difference in the community by living their motto of “service above self” and their values of unity, neighborliness, integrity, charity, and opportunity which make up UNICO. Mrs. Moreno-Ortega stated that UNICO has been a frequent supporter of the Elizabeth Public Schools special needs program and continues to contribute to our special needs classes by donating funds annually that have been used to support holiday events for our students. Mrs. Moreno-Ortega and Board members thanked UNICO for their generous donations and presented Mr. Quaglia with a certificate of commemoration.

Mrs. Chevres recognized Anthony Marchigiano, owner of Sonic Drive-In, for community excellence for his generosity and kindness in enriching the lives of special needs students. Mrs. Chevres stated that through his generosity two sensory friendly paths were donated to Elmora School No. 12 and Chessie Dentley Roberts Academy School No. 30. Mrs. Chevres stated that the sensory paths are a way for children to develop motor skills including balance, hand-eye coordination, and spatial awareness. Mrs. Chevres and Board members thanked Anthony Marchigiano for his generous donation and presented him with a certificate of commemoration.

Mrs. Barbosa recognized President Jim Tufano of the Railmen for Children, Inc., which is a non-profit organization of conductors, engineers, and other NJ Transit employees who decided in 1983 to bring joy to special needs and less fortunate children. Mrs. Barbosa stated that on December 6th approximately 350 students with special needs from several of our schools boarded a NJ Transit Train known as the Santa Train. Mrs. Barbosa stated that Santa delivers gifts to the children on the train ride while listening to Christmas songs and partaking in holiday spirit and activities. Mrs. Barbosa stated that Mr. Tufano was unable to attend tonight. Mrs. Barbosa and Board members thanked the members of the Railmen for Children for their generous donation.

Mr. Neron recognized Infineum USA L.P. for their donation to support the Process Technology Program at Thomas A. Edison Career and Technical Academy. Mr. Neron stated that this donation will help support a program that prepares students for a career in manufacturing in areas such as oil exploration and production, pharmaceuticals, power generation, refining, and wastewater treatment. Mr. Neron stated that the representative was unable to attend and Principal Fatimah Bey accepted the certificate of commemoration on behalf of Infineum. Mr. Neron and Board members thanked Infineum for their generous donation.

Mrs. Hugelmeyer stated that in honor of School Board Recognition Month, a resolution was adopted at the December meeting recognizing the work of the Board. Mrs. Hugelmeyer presented, on behalf of the Elizabeth Public Schools, each Board member with the proclamation issued by Governor Philip Murphy. Mrs. Hugelmeyer stated that our Board members have dedicated countless time and effort to ensure that the children of the Elizabeth Public Schools receive a high quality public education and are provided every opportunity to achieve their hopes and dreams.

Mrs. Barbosa stated that she has designated office hours from 5:30 p.m. to 7:00 p.m. every Tuesday night during which Elizabeth families may make an appointment to meet with her to discuss any issues or concerns pertaining to the Elizabeth Public Schools.

Mrs. Barbosa thanked Superintendent Hugelmeyer for recognizing the work of the Board members and stated that the work they do here is a labor of passion for wanting to change the lives of every child who walks through the doors of our schools. Mrs. Barbosa stated that they are here to serve the community to ensure that our children are receiving the best education possible and the best opportunities to succeed in college, in their careers, and in their lives. Mrs. Barbosa stated that with the observance of Dr. Martin Luther King's birthday, we are reminded of the importance of giving back to our community and working together for a noble and just cause. Mrs. Barbosa stated that she hopes they find inspiration to serve their community no matter how big or small and that the experience will be rewarding and the community will be a better place for it. Mrs. Barbosa thanked all her colleagues, in honor of School Board Recognition Month and Dr. Martin Luther King's birthday, for their tremendous service to the Elizabeth community as well as the Elizabeth Public School team members for their excellent service to our students and their families. Mrs. Barbosa stated that in the months ahead she looks forward to visiting our schools and administrative offices, meeting our students and team members, and experiencing the unique and wonderful aspects of each learning community.

Mrs. Barbosa called for a short recess at 7:00 p.m.
The Board reconvened in public at 7:10 p.m.

Board President Barbosa presented the following public participation statement.

"At this time, the microphones are open for public comment to those who have signed in. I shall call individuals to the microphones based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to sixty minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question board members individually. The following rules for public participants shall apply: time limits will be strictly enforced, no personal attacks on individuals, no vulgar or indecent language, a person may address the board no more than once during a single meeting, speakers should refrain from naming individuals, and comments or questions posed during public participation will not be debated. As a reminder, this is a meeting of the board in public, not a meeting of the public."

Mrs. Barbosa called upon the first public participant, Kason Little, to address the Board.

Kason Little, 225 S. Seventh Street, spoke about the need for a mental health course.

Mrs. Barbosa thanked him for his comments and called upon the next public participant, Celia Nunez, to address the Board.

Celia Nunez, 231 South Second Street, spoke about a problem with her special needs son.

Mrs. Hugelmeyer requested Assistant Superintendent for Schools Judy Finch Johnson speak with her.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Maria Lorenz, to address the Board.

Maria Lorenz, 103 Murray Street, spoke about IEPs, polices, and translation services.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Jostlen Espina, to address the Board.

Jostlen Espina, student, spoke about her brother being bullied.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Rachael Quijano, to address the Board.

Rachael Quijano, 27 Elmora Avenue, stated that her son is being bullied and her daughter just spoke about the problem.

Mrs. Hugelmeyer responded that she set up a meeting with the principal and psychologist and to please give any additional information to Assistant Superintendent for Schools Judy Finch Johnson.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Noeli Valentin, to address the Board.

Noeli Valentin, student, spoke about problems at school.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Margarita Valentin, to address the Board.

Margarita Valentin, 447 South Broad Street, spoke about the problems her daughter is having at school.

Mrs. Hugelmeyer requested Assistant Superintendent for Schools Judy Finch Johnson speak with Margarita and Noeli Valentin.

Mrs. Barbosa thanked her for her comments. Since there were no other public participants signed in to address the board, Mrs. Barbosa closed this portion of the meeting.

Mrs. Barbosa introduced John Swisher, Partner, Suplee Clooney & Company to present the Independent Auditors Report for the district.

John Swisher, Partner, Suplee Clooney & Company presented the Independent Auditors Report for the year ended June 30, 2019 inclusive of the Auditor's Management Report and reported that the District's financial statements are fairly stated and an unmodified opinion in the report. Mr. Swisher read the findings and recommendations contained in the Auditor's Management Report and the Corrective Action Plan to be adopted as required by N.J.A.C. 18A:23-5 to publicly review and discuss at a public meeting of the Board of Education. Mr. Swisher stated that concluded his report and asked if there were any questions from the Board members.

Mr. Neron thanked him for the work that they have done. Mr. Neron stated that Mr. Swisher briefed the members of the Finance Committee and a lot of their questions were answered in regard to the year-end statement and how they are doing as a district. Mr. Neron stated that they have improved as the years have gone on. Mr. Neron stated that when the auditors first came there were a lot of things that needed to be addressed to make sure they were running efficiently as a district and that we were fiscally sound. Mr. Neron thanked Mr. Swisher and his entire team and the business office for working together. Mr. Neron stated that it is not easy to get through the CAFR and commended them on a great job.

Mr. Jacobs echoed the comments made by Mr. Neron and acknowledged the superintendent, school business administrator, comptroller and the finance and accounting staff for doing an excellent job. Mr. Jacobs stated that it is quite an amazing thing to have that track record over the years of having less findings and having only one finding this year which is not very material. Mr. Jacobs stated that the district has accomplished some great things and we are in a good financial position and we are lucky and should thank our lucky stars that our district is being run fiscally fit.

Mrs. Barbosa thanked them and stated that she was in the meeting and see how well they work together and guide us. Mrs. Barbosa stated that we have an extraordinary team that makes sure everything is running efficiently when it comes to our finances.

Mrs. Moreno-Ortega thanked the Board members on the committee for their hard work and dedication. Mrs. Moreno-Ortega thanked Mr. Neron for being the chairperson of the committee and Mrs. Carvalho, Mr. Jacobs, and Mrs. Barbosa who met frequently and spent hours and hours to review our reports. Mrs. Moreno-Ortega stated that she really appreciates their time.

Mrs. Barbosa thanked them for their comments.

Mr. Neron stated that he wanted to address some things he heard this evening. Mr. Neron stated that he is currently embarking on his third term as a member of this Board of Education. Mr. Neron stated that what motivated him to become a candidate many years ago and still motivates him is representing the people that we serve. Mr. Neron stated that it is upsetting to hear that there is a perception out there that we would be sitting on this Board not caring about the children that we serve, not caring about the people who put us in office, or not even concerned about issues of bullying. Mr. Neron stated that he believes completely that is not the case. Mr. Neron stated that to sit up here and not address the issue would mean that is the case. Mr. Neron stated that he thinks he speaks for every Board member that sits up here and definitely speaks for himself that we care. Mr. Neron stated that obviously, as Board members we are not in the schools and we are not doing the day to day work. Mr. Neron stated that when the issues happen we address them and we want to see something done and we want to see it addressed. Mr. Neron stated that when there is a misfortune that happens within the district we don't sit here and go to private session and say we want to see misfortune happen in the district or children get hurt or not represent the people and that is not what we do. Mr. Neron stated that we do the opposite and sit down and solve problems and come up with solutions. Mr. Neron stated that is why we work tirelessly and leave here at 1:00 a.m. or 2:00 a.m. and we come to very long planning meetings and committee meetings and do this work. Mr. Neron stated that before you make these comments and accusations you really need to sit down and talk to Board members to understand the process of how this works. Mr. Neron stated that it does take a lot of community advocacy for things to happen from time to time but the Board members advocate. Mr. Neron stated that the Board members come, plan, make recommendations and request things. Mr. Neron stated that sometimes the Board members make requests for things that can't happen overnight or just can't happen at all. Mr. Neron stated that the Board members ask, we ask and we fight. Mr. Neron stated that we don't always agree and we sit in private and we disagree but we have to come to a consensus at some point to move things forward and make sure we can get things done. Mr. Neron stated that is what takes the time. Mr. Neron stated that for the misconception out there that we just don't care, we're not here to do our job, and we're not doing our job, he really challenges them to find out what their job is so that they understand it, understand the process of what they do, and talk to them. Mr. Neron stated that we are here and we have an open door policy for them to talk to us. Mr. Neron stated that nobody has ever approached any of us where we said you can't talk to us, or you can't call us, or you won't get a call back or set a meeting. Mr. Neron stated that if that is happening, then let's address it and correct it because we are not here to become adversarial with the public and we don't want the same thing with us. Mr. Neron stated that we are not here to divide. Mr. Neron stated that we already have major things happening in our country and the country is divided. Mr. Neron stated that we don't need that right here in our school district where we are going to be divided with the people that we serve, the parents we serve, and the staff we serve. Mr. Neron stated that we are here to band together to unite and come up with solutions so that we can improve our district and be the model district throughout the country. Mr. Neron stated that it is something that you need to think about and not asking for a reaction or not trying to tell you what you want to hear but we really need to think about our comments and how we present ourselves. Mr. Neron stated that Board members feel and we are up here and we are passionate about the work we do, we care, and we set policy. Mr. Neron stated that we set policy, we address policy, and review policy and that is the job of Board

members. Mr. Neron stated that if you don't understand that, our doors are open if you want to meet with us and we can talk about it.

Mrs. Barbosa thanked Mr. Neron and stated that she would like to finish his statement. Mrs. Barbosa stated that it is important to know that we work hard in our job and try to do the best we can but we also do it as a team. Mrs. Barbosa stated that we need the staff to help us because we sit up here, we have our team members in the schools and in the administrative building and we have to do it together. Mrs. Barbosa stated that we are going to do this together.

Mrs. Hugelmeyer stated that tonight the management oversight presentation is on the Bilingual and ESL Education Department and introduced Director Sandra Nunes.

Director of Bilingual and ESL Education Sandra Nunes presented the theory of action managed instruction as it relates to the Bilingual and ESL Department which includes Bilingual, ESL, World Languages, and Visual and Performing Arts. Mrs. Nunes stated that the successful implementation of our theory of managed instruction is a result of the strong leadership of our district's board of education in collaboration with our superintendent. Mrs. Nunes thanked them for the opportunity to present the theory of managed instruction.

Mrs. Nunes presented a PowerPoint slide showing the seven components of the theory of action managed instruction including curriculum, assessment, interventions, professional development, human resources, student information systems, and accountability. Mrs. Nunes presented a PowerPoint slide of the department and introduced supervisor of bilingual and ESL K-5 Maria Triana, supervisor of bilingual & ESL 6-12 Rebecca Orellana, supervisor of world languages Ileana Mena, supervisor of art Tracy Monteiro, bilingual psychologist Helizhabeth Cruz, teacher-instruction coaches (bilingual) Schiller Ambroise and Yolanda Aguiles, and administrative secretaries Constancia Falcon, Julia Cano, and Maria Pereira who work diligently to support our teachers, students, and parents.

Mrs. Nunes stated that the first component of the theory of action managed instruction is our curriculum. Mrs. Nunes quoted the theory of action managed instruction, "Elizabeth Public Schools must have a district curriculum that covers preschool, every subject for every grade in elementary school and every course in middle and high school. The curriculum must be coherent, aligned, and detailed down to individual lesson plans, teaching materials, and sample assessments, all of which must be available to teachers for easy and timely access."

Supervisor of Bilingual and ESL K-5 Maria Triana stated that the bilingual and ESL department services 5,950 English Language Learners. Mrs. Triana presented a PowerPoint slide showing the various languages spoken by our ELLs including 2.8% who speak Arabic, 3.3% who speak Haitian Creole, 3.3% who speak Portuguese, and 86.8% who speak Spanish. Mrs. Triana stated that the bilingual/ESL department has developed curricula to support the different language programs offered to our ELLs. Mrs. Triana explained a PowerPoint slide showing the number of students in full time program, advanced bilingual program (ABL), part time program, bilingual resource program, and the sheltered English instruction program. Mrs. Triana presented a PowerPoint slide showing the bilingual curriculum for grades K-3 is Bilingual Literacy Curriculum and grades 4-12 follow mainstream curricula for all content areas with accompanying native language instructional materials and the English as a Second Language (ESL) curriculum for all grades. Mrs. Triana presented PowerPoint slides showing the teacher roles and Spanish transitional bilingual program for grades K-6. Mrs. Triana stated that the concepts and skills learned mirror that of general education classrooms. Mrs. Triana stated that the differences occur when it is specific to the native language for phonics and vocabulary and mentor texts are used to teach the skills that may be different but are comparable. Mrs. Triana presented a PowerPoint slide showing an example of the instructional materials used in the bilingual classrooms and stated that district-created resources have been developed for Haitian Creole, Arabic and Portuguese ELLs.

Supervisor of Bilingual & ESL 6-12 Rebecca Orellana presented the ESL curriculum and stated that it is aligned to both the World Class Instructional Design and Assessment (WIDA) Standards and the NJSL Standards for ELA. Mrs. Orellana presented a PowerPoint slide showing

the WIDA standards focus on the development of the English Language Proficiency in the four language domains of listening, speaking, reading, and writing through the languages of social and instructional, language arts, mathematics, science and social studies. Mrs. Orellana presented a PowerPoint slide showing the ESL levels for K-8 and stated that one of the goals of the ESL curricula is to ensure that the content is accessible to ELLs and the ESL benchmarks are based on the general education benchmarks for ELA and/or social studies which are leveled using appropriate instructional scaffolds for the different ESL levels in grades K-8. Mrs. Orellana presented a PowerPoint slide showing the transition from ESL into mainstream courses and stated that ESL curriculum and curricular materials mirror general education English curriculum. Mrs. Orellana presented a PowerPoint slide showing the use of Title III funds to support the Port of Entry Afterschool Program for grades 4-8 and the Best of Both Worlds for ELLs for grades 9-12 with the focus of instruction on English language development and improving math skills.

Supervisor of World Languages Ileana Mena presented the World Languages curriculum and stated that it is the NJDOE Model Curriculum for World Languages which is composed of thematic units that address student learning objectives, NJDOE Student Learning Standards for world languages, language arts, mathematics, career ready and 21st century standards. Mrs. Mena presented a PowerPoint slide showing the curriculum includes linguistic and cultural content statements, indicators, unit description, student learning objectives, and guidance from the NJ Student Learning Standards for World Languages. Mrs. Mena explained a PowerPoint presentation showing the concentration in listening and speaking for grades K-5 and all linguistic domains for grades 6-12 including listening, reading, speaking, and writing. Mrs. Mena presented a PowerPoint slide showing the overview of the proficiency benchmarks, performance indicators, and examples, and the self-assessment tool in order to promote self-awareness and ownership of their own learning. Mrs. Mena presented a PowerPoint slide showing the world language program supporting neighborhood schools on a rotational basis per marking period for grades 3, 6, and 7, School No. 26 International Baccalaureate Program for grades K-8, and the high school academies offer world languages in French, Spanish, Portuguese, and Italian.

Mrs. Nunes presented the curriculum for visual arts and performing arts including drawing, painting, sculpture, photography, ceramics, dance, drama band, choir, and music. Mrs. Nunes presented a PowerPoint slide showing the NJ Visual and Performing Arts Standards are built around an organizing framework, which is the blueprint that guides the development of assessment instruments and determines the content to be assessed in art, music, dance, and drama. Mrs. Nunes presented a PowerPoint slide showing the visual and performing arts curriculum for each grade level and offers strategies in supporting each student in an equitable arts education in special education, gifted and talented, and bilingual students. Mrs. Nunes stated that the Elizabeth Public Schools has maintained partnerships with various organizations including The Visual Arts Center of NJ, Carolyn Dorfman Dance Company, Dance to Learn Ten Hairy Legs, Jazz House Kids, New Jersey Symphony Orchestra, Scotch College of Australia Side-by-Side, New Jersey City University, and Grounds for Sculpture that allow learning experiences for our students with strategies that incorporate all core subjects. Mrs. Nunes presented a PowerPoint slide showing the Summer Arts Program for which all students may apply. Mrs. Nunes stated that 450 students are accepted to the Summer Arts Program and may participate in different forms of art for each grade from marching band and dance to ceramics and photography and all of the students work towards a culminating project to conclude the chosen theme in a performance. Mrs. Nunes presented a PowerPoint slide showing the curriculum and accountability and stated that the data is collected, analyzed, and used to monitor and evaluate department curricula including district demographic reports, professional development discussions and surveys, department benchmark assessment data, EDL2 and DRA2 results, and New Jersey Student Learning Assessment Data.

Mrs. Nunes stated that the next component of the theory of action managed instruction is our assessment. Mrs. Nunes quoted the theory of action managed instruction, "Periodic formative and summative assessments of student achievement must be conducted and the results must be disaggregated by classroom, subject, ethnicity, gender, poverty level, teacher or in any other way useful to drive continuous improvement." Mrs. Triana presented a PowerPoint slide showing the bilingual/ESL assessment with formative and summative sections and a sample of the ESL

assessment levels and criteria. Mrs. Mena presented a PowerPoint slide showing the world language assessment with formative and summative sections, project based learning assignments, quizzes, EXIT slips, tests, and benchmarks by marking period. Mrs. Nunes presented a PowerPoint slide showing the visual and performing arts assessments with formative and summative sections, strategic questioning, Exit and Admit tickets, benchmarks for each marking period and finals for each project in the curriculum.

Mrs. Nunes stated that the next component of the theory of action managed instruction is our interventions. Mrs. Nunes quoted the theory of action managed instruction, “Interventions by child, by teacher, by subject, and by school must be carefully calibrated, appropriate, and timely.” Mrs. Triana presented a PowerPoint slide showing the bilingual/ESL interventions including content areas for literacy and mathematics, English language proficiency, and social emotional. Mrs. Mena presented a PowerPoint slide showing the world language interventions and stated that interventions are designed based on student performance as expected according to ACTFL level of proficiency, differentiated work is provided within the world language model curriculum units of study and guided by Can-Do statements, and oral and written interventions are administered to ensure all have equal access to content. Mrs. Nunes presented a PowerPoint slide showing the visual and performing arts interventions and stated that teachers in the visual and performing arts can set a broad project and work with groups while asking each individual student to direct, model, and suggest lines of investigation and research.

Mrs. Nunes stated that the next component of the theory of action managed instruction is our professional development. Mrs. Nunes quoted the theory of action managed instruction, “Elizabeth Public Schools must put into place a comprehensive professional development system that centers on the curriculum and effective ways to teach it, based on the best evidence-based research. This system may include curriculum coaches in the schools, daily monitoring (including observation) of teaching, and “just in time” professional development to support teachers in the classroom.” Mrs. Triana presented a PowerPoint slide showing the bilingual/ESL professional development and expected results for Children’s Literacy Initiative for K-3, Transfer Process, Arriva la Lectura K-3 Literacy Program, Esperanza for grades K-2, and Envision Math for grades 4-5. Mrs. Orellana presented a PowerPoint slide showing the bilingual/ESL professional development and expected results for Visual Thinking Strategies, Social Emotional Learning (SEL), and Sheltered Instruction. Bilingual psychologist Helizhabeth Cruz presented a PowerPoint slide showing the Bilingual Education Parent Advisory Committee (BEPAC) that consists of parents, teachers, school counselors, bilingual psychologist, administrators, and community members who plan and host parent workshops interpreted in several languages on topics including internet safety, PowerSchool access, assessments and benchmarks, transitioning from middle school to high school, available community resources, benefits of bilingual/ESL education and more. Mrs. Cruz stated that the committee meets to discuss the various aspects of supporting the academic and social/emotional needs of our ELLs. Mrs. Mena presented a PowerPoint slide showing the world languages professional development and expected outcomes including lesson planning and Can-Do statement for differentiation, differentiation strategies across all language levels, College Board New AP guidelines for world language teachers, student placement in world languages classrooms, and collegial visits. Mrs. Nunes presented a PowerPoint slide showing the visual and performing arts professional development and expected results including connecting the arts to cross curricular academic content strategies, linking technology and the arts, the Visual Arts Center of New Jersey, cite reading strategies and art specific technique strategies.

Mrs. Nunes stated that the next component of the theory of action managed instruction is our human resources. Mrs. Nunes quoted the theory of action managed instruction, “To teach this curriculum, Elizabeth Public Schools must maintain a workforce of effective instructional leaders and teachers. Human resource policies, structures, and practices must support this objective.” Mrs. Orellana presented a PowerPoint slide showing the number of self-contained bilingual, self-contained ABL, in class support Spanish bilingual, in class support Haitian Creole bilingual, bilingual mathematics, bilingual social studies, bilingual science, and ESL teachers and stated that there are 352 bilingual and ESL teachers. Mrs. Mena presented a PowerPoint slide showing the number of world language teachers including Spanish, Mandarin Chinese, French,

Italian, Portuguese, and Spanish. Mrs. Nunes presented a PowerPoint slide showing the number of teachers for music, art, dance, visual art, drama, and music/band for PreK, K-8, and high school academies.

Mrs. Nunes stated that the next component of the theory of action managed instruction is our student information system. Mrs. Nunes quoted the theory of action managed instruction, “This will require the establishment of a comprehensive student information system.” Mrs. Nunes presented a PowerPoint slide showing that PowerSchool is our student information system. Mrs. Nunes stated that it serves as a centralized system to register new entrant students and allows departments to monitor student enrollment, eligibility, test scores, and attendance. Mrs. Nunes stated that it allows parents to view their child’s academic records and is used for state and federal reporting.

Mrs. Nunes stated that the last component of the theory of action managed instruction is our accountability. Mrs. Nunes quoted the theory of action managed instruction, “Elizabeth Public Schools must put into place an accountability system that holds people responsible for meeting standards, changing behaviors, and delivering excellent results. The accountability system, for school and other functional units, must identify important performance indicators, measure performance using these indicators, collect and distribute performance data, and apply predetermined consequences for achieving predefined outcomes.” Mrs. Nunes presented a PowerPoint slide showing the accountability support for elementary and high schools, supervision and evaluation of team members, and providing guidance and leadership to schools and team members to ensure that students are properly scheduled and serviced. Mrs. Orellana presented a PowerPoint slide showing the bilingual/ESL accountability including the Every Student Succeeds Act requirements to include an indicator measuring growth of ELLs toward English proficiency and the process for students to exit the program. Mrs. Mena presented a PowerPoint slide showing the accountability for world languages including the instruction guided by the NJDOE Model Curriculum for World Languages, World Languages Pacing Guides, and NJ Student Learning Standards. Mrs. Nunes presented a PowerPoint slide showing the accountability for the visual and performing arts and stated that teacher observations use the Danielson framework to ensure the delivery of rigorous instruction in art education, which integrates the New Jersey Student Learning Standards in supporting all students in reading and language skills, mathematical skills, thinking, social and emotional learning skills to foster a creative and positive school environment.

Mrs. Nunes stated that concluded the presentation and thanked the Board of Education members for their support and commitment to the Bilingual and ESL Education Department.

Mrs. Hugelmeyer thanked them for the phenomenal job that they have done presenting the work in all of the departments including bilingual, ESL, world language, and visual and performing arts. Mrs. Hugelmeyer stated that this is a department that has been designated as a model program in previous years and some of the supervisors serve on various New Jersey Department of Education committees. Mrs. Hugelmeyer stated that they have helped so many school districts that have come to ask for their help in designing curricula for their respective students that they serve. Mrs. Hugelmeyer stated that they play a critical role in this organization and a special thanks to all of our teachers, psychologist, supervisors, director and everyone who works so hard and diligently every single day to support our children.

Mrs. Pestana stated that she shadows the words of our Superintendent. Mrs. Pestana thanked Director Sandra Nunes and the entire staff for their work in our schools and for going above and beyond for our students and community and to continue the great job they are doing.

Mrs. Moreno-Ortega stated that everyone knows she has a passion for education. Mrs. Moreno-Ortega congratulated the bilingual, ESL, and world language department and stated that she is very proud of the department. Mrs. Moreno-Ortega stated that she wants to speak about five areas. Mrs. Moreno-Ortega stated that the projects based on learning is a project based on learning that the teacher decides based on the interests or needs of our students. Mrs. Moreno-Ortega stated that it is amazing when our students identify a teacher who designs a project based

on interest or need and try to connect with the real world problems. Mrs. Moreno-Ortega stated that the next area is the Visual and Strategic Discussion and students can go right to the picture and based on the picture they can develop different kinds of discussion. Mrs. Moreno-Ortega stated that the third area is our after school program for Port of Entry (POE) which serves 150 students. Mrs. Moreno-Ortega stated that we have the Seal of Biliteracy and there are 21 cities in Union County and only 10 cities have the Seal of Biliteracy that recognizes students in their senior year who have high performance in another language. Mrs. Moreno-Ortega stated she is a proud teacher of Jersey City Public Schools and Jersey City Public Schools contacted Elizabeth Public Schools to visit this wonderful district to follow and try to identify what is the best thing we do right here to be able to do there. Mrs. Moreno-Ortega stated that she is very proud as a Board member, as a teacher, as a mother, and as a person who arrived in this country with 60% of English language.

Mrs. Carvalho thanked them for their hard work and stated that it truly is a testament because they produce our scholars. Mrs. Carvalho stated that we recognize the work that they put in day in and day out, that they multitask, and that there is more to it than just working with the bilingual department. Mrs. Carvalho thanked them for not giving up because it is not easy with 29,000 students and more than half of them go through your department and we recognize that.

Mr. Jacobs echoed the compliments of his fellow Board members. Mr. Jacobs stated that he is a data person and what is most telling about the department is the annual increases that we've seen on the standardized testing for English Language Learners (ELLs) over the last four or five years. Mr. Jacobs stated that has been accomplished with the great influx of students that your department has been able to handle and excel in. Mr. Jacobs stated that over 5,000 of our students are English Language Learners. Mr. Jacobs stated that is one of the most telling successes that is coming out of our English Language Learners department. Mr. Jacobs congratulated them and thanked them on all of their great work and accomplishments.

Mrs. Barbosa stated that the ESL and bilingual education is such an important part of this school district. Mrs. Barbosa thanked them and stated that bringing the integration to the Elizabeth Public students is such an important thing and you do it every day. Mrs. Barbosa thanked them for the presentation.

Board President Diane Barbosa requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of legal matters, specifically, uniform policy and use of facilities; and workers' compensation matters, specifically, L.R., L.M., W.F., and P.T. The Board will reconvene in public and may add to the agenda.

A motion was made by Mrs. Moreno-Ortega, seconded by Mrs. Chevres, to go into private session at 8:25 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Carvalho, Chevres, Hernandez, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mmes. Pestana, Barbosa – 8

Negative: None

Mr. Jacobs excused himself from the meeting at 10:43 p.m.

A motion was made by Mrs. Pestana, seconded by Mrs. Hernandez, to reconvene in public session at 10:45 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Carvalho, Chevres, Hernandez, Moreno-Ortega, Mr. Neron, Mmes. Pestana, Barbosa – 7

Negative: None

Mr. Jacobs returned to the meeting at 10:46 p.m.

Board President Barbosa stated that this is an agenda setting meeting. Mrs. Barbosa stated that we will go tab by tab and each board member may ask questions. The board reviewed the agenda.

Minutes of the Agenda and Business Meetings of December 5 and 12, 2019
Secretary/Treasurer's Report for the Month of November 2019

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Minutes of the Meetings and the Secretary/Treasurer's Report to the agenda.

Personnel Report

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer requested Chief of Operations Francisco Cuesta speak about the reports.

Chief of Operations Francisco Cuesta gave a summary of the Personnel Reports.

Mrs. Carvalho asked if we have filled the positions for those who have retired.

Mr. Cuesta explained.

Mrs. Barbosa added the Personnel Report to the agenda.

Supplemental Personnel Report

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa asked about the substitute list.

Mr. Cuesta explained.

Mrs. Carvalho asked how many substitute bus drivers we have.

Mr. Cuesta responded that the information will be provided.

Mr. Jacobs asked if he can provide how many substitute security guards we have.

Mrs. Pestana asked if he can provide how many substitute custodians we have.

Mrs. Barbosa added the Supplemental Personnel Report to the agenda.

Tuition Report

Supplemental Tuition Report

Mrs. Barbosa asked if there were any questions.

Mrs. Carvalho asked about the payment for police.

Mr. Kennedy stated that the payment for the off duty police is in the Claims List and explained the new process for the payment of police.

Mrs. Barbosa added the Tuition Report and Supplemental Tuition Report to the agenda.

Superintendent's Report – Considerations

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer highlighted the professional opportunities available in the report.

Mr. Jacobs stated that Assistant Superintendent for Teaching and Learning Jennifer Cedeno and Superintendent Olga Hugelmeyer are attending the Historically Black Colleges and University (HBCU) Conference and asked Mrs. Hugelmeyer to speak about it.

Mrs. Hugelmeyer stated that this past year she had the opportunity to serve on the Superintendents Council for the College Board for a three-year appointment. Mrs. Hugelmeyer stated that she has been able to avail herself to the various professional development opportunities that are being offered through the College Board. Mrs. Hugelmeyer stated that she is very excited to be working with the College Board and be able to work closely with our HBCUs. Mrs. Hugelmeyer stated that it will be a tremendous opportunity with regard to the various practices that we can bring back to the district and share with our administrators as well as promoting post-secondary education for college and career readiness. Mrs. Hugelmeyer stated that the conference is on March 11th and 12th and she will give a report at the March Board meeting.

Mr. Jacobs thanked Mrs. Hugelmeyer and stated that they are looking forward to her report. Mr. Jacobs stated that it will be a very interesting conference and will be along the lines of our equity policy initiatives as well.

Mrs. Hugelmeyer stated that it supports our policy that was instituted by our Board last year and it aligns to the district's equity goals in terms of addressing all of our learners and specifically, with regard to our high school students.

Mrs. Carvalho asked about the breakdown of airfare and hotel cost and asked if we have an agent and how we pick the agent.

Mr. Kennedy responded that we have been using the same agent.

Mrs. Carvalho asked if Mr. Kennedy can provide the information.

Mr. Kennedy responded that the information will be provided.

Mrs. Barbosa added the Superintendent's Report – Considerations to the agenda.

Superintendent's Report – Use of Facilities

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa thanked the associations and different clubs who come to use our facilities for their support and partnership.

Mrs. Barbosa added the Superintendent's Report – Use of Facilities to the agenda.

Supplemental Superintendent's Report – Use of Facilities

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Supplemental Superintendent's Report – Use of Facilities to the agenda.

Superintendent's Report – Field Trips

Mrs. Barbosa asked if there were any questions.

Mr. Jacobs thanked Thomas Jefferson Arts Academy Principal Michael Ojeda and stated that this is the second year in a row that Mr. Ojeda has decided to forego his stipend for being a part-time AVID developer and donating those funds back to his school's student activities account. Mr. Jacobs stated that Mr. Ojeda is very passionate and dedicated to his students and this proves that he is willing to go above and beyond. Mr. Jacobs stated how much we appreciate him in the district.

Mrs. Hugelmeyer gave a summary of the field trips.

Mrs. Barbosa added the Superintendent's Report – Field Trips to the agenda.

Superintendent's Report - Harassment, Intimidation and Bullying Investigative Results

Mrs. Barbosa added the report to the agenda.

Authorizations Report

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer gave a summary of the report and the fund raising requests.

Mrs. Carvalho thanked Gordon Hass who retired from the Greater Elizabeth Chamber of Commerce and donated a piano to the music program at Terence C. Reilly School No. 7.

Mrs. Barbosa added the report to the agenda.

Finance and Accounting Report – Authorization to Pay Vouchers, etc.

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Finance and Accounting Report – Authorization to Pay Vouchers to the agenda.

Supplemental Finance and Accounting Report – Transfer of Funds

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Supplemental Finance and Accounting Report – Transfer of Funds to the agenda.

Award of Contracts Report

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer gave a summary of the report.

Mrs. Hernandez asked if the contract with Challenger Fence is in addition to the field.

Mr. Kennedy explained that there is a problem with foul balls and this is for netting at the field at School No. 28.

Mrs. Hernandez asked about the status of the food sharing program.

Mr. Neron stated that the Food Bank just offered two coolers that could be used in two locations.

Mrs. Chevres asked when the School No. 28 field will be done.

Mr. Kennedy responded that it should be done by the beginning of March.

Mrs. Moreno-Ortega asked about the School No. 26 location for Catapult.

Mrs. Hugelmeyer responded that she will check the location.

Mrs. Carvalho asked about the workshops for teachers at the Jewish Educational Center.

Mrs. Hugelmeyer explained that the funding is part of Title III Funds allocated for non-public schools from the federal government and not part of our budget.

Mrs. Barbosa asked about the parent workshops from VIP.

Mrs. Hugelmeyer responded that she will provide a listing of the topics presented.

Mrs. Pestana asked if the parent workshops are held during the day or various times.

Mrs. Hugelmeyer explained that the workshops are scheduled around the availability of the community to accommodate parents.

Mr. Jacobs asked if we receive feedback on parent workshops.

Mrs. Hugelmeyer explained that the Division of Staff Development does get feedback and she can provide it.

Mr. Neron excused himself from the meeting.

Supplemental Award of Contracts Report

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer gave a summary of the report.

Mrs. Barbosa added the Supplemental Award of Contracts Report to the agenda.

2nd Supplemental Award of Contracts Report

Mrs. Barbosa asked if there were any questions.

Mrs. Hernandez asked about the projects.

Mr. Kennedy explained that these are change orders and he will provide the details.

Mrs. Barbosa added the 2nd Supplemental Award of Contracts Report to the agenda.

Miscellaneous Communication

Mrs. Barbosa asked for committee reports.

Mr. Jacobs stated that at a meeting of the Finance Committee was held on January 14, 2020 with Chairman Stanley Neron, Maria Carvalho, Jerry Jacobs and President Diane Barbosa present. Mr. Jacobs stated that John Swisher, Partner, Suplee Clooney & Company presented the Independent Auditors Report on the Consolidated Annual Financial Report (CAFR) for the year ended June 30, 2019 and reported that the District's financial statements are fairly stated with an unmodified opinion in their report on the CAFR. Mr. Jacobs stated that the auditor reviewed the Auditor's Management Report and reported that there were six Auditor findings and recommendations for the prior year and one finding and recommendation for the current year. Mr. Jacobs stated that all six findings from the prior year had been addressed and corrected by the District and there were no repeat findings and recommendations in the current year. Mr. Jacobs

stated that Mr. Swisher noted that this was the fourth year that the Firm had audited the District's financial statements and noted that the findings and recommendations had improved from in excess of twenty in the first year to one this year. Mr. Jacobs stated that Mr. Swisher reviewed the current Financial Statement Fund Balances at June 30, 2019 as follows:

Unassigned Reserve	\$12,783,961
Reserve for 2019-2020 Budget	\$14,470,914
Capital Reserve	\$9,054,021
Reserve for Encumbrances	\$1,292,378
Total Fund Balance	\$37,601,274

Mr. Jacobs stated that Mr. Swisher reminded the Committee that the full CAFR for the year ended June 30, 2019 as well as the Auditors Management Report are available to the public at the New Jersey Department of Education website.

Mr. Jacobs stated that a meeting of the Policy Committee was held on December 5, 2019 with Chairman Jerry Jacobs, Maria Carvalho, Stanley Neron, and former President Stephanie Pestana present. Mr. Jacobs stated that discussion included the School Uniforms Policy File Code 5132 and proposed changes that would take effect in September 2020. Mr. Jacobs stated that in an effort to create consistency in our PreK-8 schools, a proposal to move from a white oxford shirt to a navy blue polo is recommended in grades 4-8. Mr. Jacobs stated that the policy currently requires a navy blue polo in grades PreK-3 and the intent is to continue with the navy blue polo through 8th grade. Mr. Jacobs stated that, in addition, a screened polo rather than an embroidered polo will serve as a savings to our families.

Mrs. Carvalho asked about the blue t-shirt replacing the white t-shirt for gym.

Mr. Jacobs stated that the first reading of the policy is tonight and it does have it.

Claims List

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Claims List to the agenda.

Mrs. Barbosa added the second reading of the following to the agenda:

5141.21	Policy	Administering Medication
5141.21	Regulation	Administering Medication

Resolution – African American Heritage Month

Resolution – Career and Technical Education Month

Resolution – Children's Dental Health Month

Resolution – Honoring Harriet Tubman

Resolution – Transfer of Capital Reserve Funds

Resolution – Acceptance of Comprehensive Annual Financial Report and Approval of Corrective Action Plan

Mr. Kennedy stated that he is required to read the Corrective Action Plan into the record. Mr. Kennedy read the Corrective Action Plan for the Financial Statement Audit for the year ended June 30, 2019 inclusive of the recommendation, method of implementation, person responsible, and completion date of implementation.

Resolution – National Law Enforcement Appreciation Day

Resolution – National School Counseling Week

Resolution – Agreement for Group Speech Services – Union County Educational Services

Commission for the 2019-2020 School Year

Resolution – Appointment of Special Counsel

Resolution – Appointment of Architects

Resolution – Appointment of Construction Managers
Resolution – Appointment of Engineers
Resolution – Appointment of Environmental Consultants
Resolution – Adoption of Revised Policy and Regulation 5141.21 Administering Medication
Resolution – Authorizing the Award of Contract - SSP Architects
Resolution – Approving Student Athletic Transportation Contract – Route 22 Bus, LLC
Resolution – Appointing 7 Vendors for the Award of Contracts for Athletic Equipment and Supplies for Spring Sports

Mrs. Barbosa asked if there were any questions on the above resolutions.
Mrs. Barbosa added the above resolutions to the agenda.

Mrs. Barbosa added the Use of Facilities request from the Rotary Club to the agenda.

Mr. Kennedy stated that there is a First Reading of the following:
5132(X) Exhibit School Uniforms
9311(R) Regulation Annual Adoption of Board Goals and Development of Workplan

Mrs. Barbosa added the first readings to the agenda.

Mr. Kennedy led the Board members in a reading of the following Code of Ethics Bylaw File Code 9271 for New Jersey School Board Members.

“In accordance with N.J.S.A.18A:12-24.1 the Board shall see that all members of the Board receive training in understanding and adhering to the Code of Ethics and shall discuss it annually at a regularly scheduled meeting. Each member shall sign documentation that he/she has received a copy of it and has read and understood it.

The members of the Board of Education recognize that they hold authority not as individuals but as members of the Board. In order to make a clear public statement of its philosophy of service to the students of the district the Board adopts the following Code of Ethics.

The Board members will uphold and enforce all laws, State Board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.

The Board members will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex or social standing.

The Board members will confine their Board action to policy making, planning and appraisal and will help to frame policies and plans only after the Board has consulted those who will be affected by them.

The Board members will carry out their responsibility, not to administer the schools, but together with their fellow Board members, to see that they are well run.

The Board members will recognize that authority rests with the Board of Education and will make no personal promises nor take any private action which may compromise the Board.

The Board members will refuse to surrender their independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.

The Board members will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. But in all other matters, the Board members will provide accurate information and, in concert with their fellow Board members, interpret to the staff the aspirations of the community for its schools.

The Board members will vote to appoint the best qualified personnel available after consideration of the recommendation of the Superintendent of Schools.

The Board Members will support and protect school personnel in proper performance of their duties and will refer all complaints to the Superintendent of Schools and will act on such complaints at public meetings only after failure of an administrative solution.”

Mr. Kennedy asked if there were any questions or comments and explained the acknowledgement of receipt that needs to be signed and submitted by each Board member.

On a motion by Mrs. Carvalho, seconded by Mr. Jacobs, the agenda meeting was adjourned at 11:50 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Carvalho, Chevres, Hernandez, Mr. Jacobs, Mmes. Moreno-Ortega, Pestana, Barbosa – 7

Negative: None

Harold E. Kennedy, Jr.
School Business Administrator/Board Secretary