

APPROVED  
Bd. Mtg. 2-16-17

BOARD OF EDUCATION  
(Official)

January 19, 2017  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on January 19, 2017 at 6:30 p.m., at Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52, 130 Trumbull Street, Elizabeth, New Jersey.

Board President Stanley Neron presented the following statement at 6:30 p.m.

“Ladies and Gentlemen, good evening. This is a regularly scheduled 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 Friday, January 13, 2017. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth.”

“I wish to extend a warm welcome to everyone present and to our television viewers to this January 19, 2017 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. I also ask that you silence the sound on your electronic devices. Since it is legally mandated that these proceedings be accurately recorded, I may have to ask for order periodically should noise begin to interfere with our recording capabilities. I am pleased that you have taken time this evening to join us. 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 must sign in prior to the commencement of public participation 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: Mmes. Amin, Barbosa, Ms. Bathelus (arr. 6:36 p.m.), Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira (arr. 8:35 p.m.), Rodriguez (arr. 9:40 p.m.), Neron – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Rafael Cortes, Assistant Superintendent for Teaching and Learning Jennifer Cedenro, Interim Assistant Superintendent for Human Resources Francisco Cuesta, Comptroller Rajeev Malhotra, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, 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 three and four-year old students from Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52.

The *Star Spangled Banner* by Francis Scott Key was played.

The Early Childhood Pledge of Ethics was led by three and four-year old students from Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52.

Mr. Neron introduced students from Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52 who performed *This Little Light of Mine* by composer Harry Dixon Loes and lyrics by Avis Burgeson Christiansen and *Stand Up for Martin Luther King*, composer unknown. Mr. Neron thanked the students for a wonderful performance.

Mr. Neron introduced Damien McCree, tenth grade student at Elizabeth High School Frank J. Cicarell Academy, who recited *I Have a Dream* by Dr. Martin Luther King, Jr. Mr. Neron stated that Damien first performed this for the Board as a seventh grade student. Mr. Neron thanked Damien McCree for the wonderful performance.

Ms. Bathelus read the resolution honoring Dr. Martin Luther King, Jr.

Ms. Bathelus recognized Yolanda Perkins, representative of the Dr. Martin Luther King, Jr. Commemorative Committee of Elizabeth. Ms. Bathelus and Board members presented Yolanda Perkins with a copy of the resolution and congratulated the Dr. Martin Luther King, Jr. Commemorative Committee of Elizabeth.

Ms. Yolanda Perkins stated that she was honored to accept this award on behalf of the Dr. Martin Luther King, Jr. Commemorative Committee of Elizabeth.

Miss Goncalves recognized iPrep Academy School No. 8 for achieving the AVID Elementary Certified status for the 2016-2017 school year. Miss Goncalves stated that they have met the AVID Program Essentials of supporting program effectiveness and student progress. Miss Goncalves and Board members congratulated them and presented Principal Lawrence Roodenburg and members of School No. 8 with a certificate of commemoration.

Mrs. Carvalho recognized stars of excellence from Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52 including teacher Judy Landaverde, child development associate Karen Behm, school nurse Ann Green, and cook manager Oliva Gaddy-Wells. Mrs. Carvalho and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Nina recognized Orlando Barros, President, and Jason Luis, Vice President, from the Elizabeth Patrolman's Benevolent Association Local No. 4 which has been conducting a Turkey Drive for the last 24 years in collaboration with local businesses willing to make donations to help members of the Elizabeth community in times of need. Mr. Nina stated that in addition to the donations they receive they also purchase additional turkeys and canned goods to supplement the donations for several churches that hold Thanksgiving Day meals for the homeless and elderly. Mr. Nina and Board members congratulated the PBA Local No. 4 and presented President Orlando Barros and Vice President Jason Luis with a certificate of commemoration.

President Orlando Barros thanked the Board for the honor and introduced Officers Luis DeMondo, Jennifer Perez, and Darin Williamson who also helped donate turkeys to families.

Mrs. Barbosa read the resolution recognizing National Law Enforcement Appreciation Day.

Mrs. Barbosa recognized the Elizabeth Police Department, Hispanic Law Enforcement Association of Union County, Union County Sheriff's Department, Elizabeth Fire Department, and New Jersey State Police who distributed 580 coats to students of the Elizabeth Public Schools during their 6<sup>th</sup> Annual Coat Drive on January 10<sup>th</sup>. Mrs. Barbosa stated that the members of the

New Jersey State Police who helped organize this annual community outreach have described it as a small gesture of the memorable impact troopers strive to make towards those they proudly serve and is reflective of the mindset to bridge the gap between those in uniform and communities that have minimal interaction with the New Jersey State Police. Mrs. Barbosa introduced New Jersey State Police Trooper II Reinaldo Cruz, Jr. and Trooper Victor Rios; Elizabeth Police Officers Louis DeMondo, Jennifer Perez, and Darin Williamson. Mrs. Barbosa recognized those who were not in attendance and thanked them for all of their support including Undersheriff Amilcar Colon, Elizabeth Firemen Chief Thomas McNamara, Captain Frank Mann, Captain Herman, Firefighters F. Fischer, Jr., Sadowski, and Sheehan; and New Jersey State Police Capt. Fritz Frage, Troopers Renato Antunese and Quaron Crenshaw; and Lillian Caparruva from Hispanic Law Enforcement Association of Union County. Mrs. Barbosa and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Amin recognized the outstanding efforts of the Parent Teacher Organization from Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52 and introduced President Laura Padilla and Executive Board Members Susana Baiana and Mayra Morales. Mrs. Amin and Board members congratulated the parents who volunteer their time to help ensure that our district's youngest learners are receiving special experiences at their school and presented each with a certificate of commemoration.

Mrs. Hugelmeyer stated that it is fitting that School Board Recognition Month takes place in January, the month of Dr. Martin Luther King, Jr. Day. Mrs. Hugelmeyer stated that just as Dr. Martin Luther King, Jr. Day is a day of service and one that is a symbol of his principles of love and kindness, the members of the Elizabeth Board of Education tirelessly serve our community without receiving compensation. Mrs. Hugelmeyer stated that they generously give their time to help ensure that our learning community is receiving the resources needed to successfully prepare our students for college, career, and life. Mrs. Hugelmeyer stated that they visit our schools and spend time with our students and team members to show them they are invested in our schools and our students. Mrs. Hugelmeyer stated that they recognize that the measure of a community and the prominence in its future is rooted in the success of its school system. Mrs. Hugelmeyer stated that they are unwavering in their commitment to provide our schools with the tools they need to ensure that every child achieves excellence. Mrs. Hugelmeyer introduced the members of the Board of Education including President Stanley Neron, Vice President Maria Carvalho, and Board members AnaMaria Amin, Diane Barbosa, Charlene Bathelus, Stephanie Goncalves, Daniel Nina, Paul Perreira, and Jose Rodriguez. Superintendent of Schools Olga Hugelmeyer and School Business Administrator/Board Secretary Harold E. Kennedy, Jr. congratulated them and presented each with a plaque of commemoration.

Board President Neron 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."

Mr. Neron called upon the first public participant, Joe Cortico, to address the Board.

Joe Cortico, EEA President, spoke about the dissatisfaction with the amount of the retro pay for the EEA members.

Mr. Neron thanked him for his comments and called upon the next public participant, Jon Lippi, to address the Board.

Jon Lippi, EEA 1<sup>st</sup> Vice President, spoke about the dissatisfaction with the retro pay.

Mr. Neron thanked him for his comments and called upon the next public participant, Christina Moreira, to address the Board.

Christina Moreira, 805 Gebhardt Avenue, thanked the Board for starting the meeting on time and congratulated Mr. Cortico on speaking out about the retro pay. Mrs. Moreira acknowledged the teachers and parents and stated that the community stands behind the teachers. Mrs. Moreira spoke about special needs, SEPAC, and invited everyone to attend a special meeting for Elizabeth Parents and Students Care Advocacy Group on January 26, 2017.

Mr. Neron thanked her for her comments and called upon the next public participant, Patricia Gallante, to address the Board.

Patricia Gallante, 750 Grier Avenue, congratulated Mr. Cortico and spoke about the retro pay for EEA members.

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

Maria Lorenz, 103 Murray Street, congratulated Mr. Cortico and Mr. Lippi for speaking and stated that the Board members should be respectful during public speaking. Mrs. Lorenz spoke about an incident with her son on a bus and SEPAC.

Mr. Neron thanked her for her comments. Since there were no other public participants signed in to address the Board, Mr. Neron closed this portion of the meeting.

Mrs. Hugelmeyer stated that she thinks it is important to remind everyone that is here this evening that the reason for which we are the Number One Urban School District in the State of New Jersey is as a result of the commitment of our team members. Mrs. Hugelmeyer stated that it is as a result of many, many years, she has been here 23 years, and it's been 23 years of a very strong relationship with our teachers' union, with our principals and supervisors' union, and it is because of a strong Board of Education. Mrs. Hugelmeyer stated that those are the elements of a successful school district. Mrs. Hugelmeyer stated that she believes that is what we have here. Mrs. Hugelmeyer stated that she thinks it is important to take this opportunity tonight and to be able to review the information that has been disseminated to you. Mrs. Hugelmeyer stated that she is going to take this moment to review with you the information, provide you essentially a timeline and to provide you with accurate information. Mrs. Hugelmeyer stated that she shared this information at our reorganization meeting but she thought it was important tonight since she does have her team members here in the audience and she believes that you should have this information. Mrs. Hugelmeyer stated that her hope is that we will be able to resolve this because, once again, that is the reason why we are so successful and why Elizabeth stands out and why you have so many visitors that are coming to your schools from different districts in the State of New Jersey because they recognize the great work that we are doing. Mrs. Hugelmeyer stated that she thanks you for that each and every day. Mrs. Hugelmeyer stated that she is beginning by going through the communications that she has sent to you and also that Mr. Cortico and she jointly have issued as well. Mrs. Hugelmeyer stated that as everyone will recall the contract between the Elizabeth Board of Education and the Elizabeth Education Association for 2015-2016 was settled by memorandum of agreement dated June 8, 2016. Mrs. Hugelmeyer stated that the district agreed to a 2% increase in compensation for that year and agreed to make retroactive payments to members to reflect that amount. Mrs. Hugelmeyer stated that what you see before

you on the screen is in fact the Board approved memorandum of agreement. Mrs. Hugelmeyer stated that there were delays in the issuance of the retroactive checks because of a disagreement as to the amount and the method of calculation. Mrs. Hugelmeyer stated that, as you can see, is reflected to you in her communication to you as well and quoted "The Elizabeth Public Schools agreed to a 2% retroactive increase for members of the EEA for the 2015-2016 school year. In calculating the amount of each person's retroactive check, incorrect salary guides were attached to the memorandum of agreement that were based on a modified extended day schedule." Mrs. Hugelmeyer stated that as you all recall at the elementary level we had extended day. Mrs. Hugelmeyer stated that extended day was reduced over the course of two years. Mrs. Hugelmeyer stated that in 13-14 it was reduced by 45 minutes and in 14-15 by another 45 minutes because we originally had 90 minutes. Mrs. Hugelmeyer stated that this should never had happened because extended day had already been eliminated in the district's budget the previous year. Mrs. Hugelmeyer stated that the EEA has acknowledged that the salary guides were inappropriately inflated but has refused to allow the calculation of retroactive checks based on the 2% agreement that had been previously mutually reached between the district's negotiation committee and the EEA. Mrs. Hugelmeyer stated that the next slide is also a communication that she shared with all of our team members. Mrs. Hugelmeyer stated that she announced that the retroactive checks would be issued before the holidays and the district issued \$2.4 million to members on December 21, 2016. Mrs. Hugelmeyer stated that we also announced a tentative settlement for 2016-2017 with an additional 2% increase for members' compensation. Mrs. Hugelmeyer stated that this settlement requires final approval and ratification from the membership. Mrs. Hugelmeyer stated that additional checks would then go out in February and this is captured in the joint statement that was issued by Mr. Cortico and her on December 19, 2016. Mrs. Hugelmeyer stated that it is her position that the full 2% retroactive increase for school year 2015-2016 has been paid to the members of the EEA as reflected in their paychecks for this year as well as the checks that were sent out in December. Mrs. Hugelmeyer stated that this is captured in her letter that you see in the statement on December 22<sup>nd</sup> explaining the calculation disagreement. Mrs. Hugelmeyer stated that the full 2% retroactive increase for school year 2015-2016 has been paid to the members as reflected in their paychecks as well as the checks sent out in December as you can see that is in the letter. Mrs. Hugelmeyer stated that our district employees continue to be paid on the inflated salary guides. Mrs. Hugelmeyer stated that she is not referring to the retro check and she is referring to your current paychecks. Mrs. Hugelmeyer stated that your current paychecks reflect extended day and you are working a regular school day. Mrs. Hugelmeyer stated that you have been paid based on an extended day schedule while working a regular school day from September. Mrs. Hugelmeyer stated that discussions with the EEA continue to take place and we are working very hard to be fair to each of our team members. Mrs. Hugelmeyer stated that she has put out a communication with regard to anyone having any questions about the formula used to calculate the amount of the individual retro checks may call her office for an appointment in order to have those questions answered. Mrs. Hugelmeyer stated that please try to understand that we are doing everything in our power to treat the EEA and its membership fairly, equally and with recognition that we all must focus on the obligations that we owe to our students. Mrs. Hugelmeyer stated that she would like to be able to refer to some of the comments that were made during our public participation. Mrs. Hugelmeyer stated that there was a reference to our food service workers not having received a retroactive check. Mrs. Hugelmeyer stated that the reason for which our food service workers did not receive a retroactive check is because they had received an 8% increase in their paychecks this year so they were not entitled to the 2% retroactive. Mrs. Hugelmeyer stated that there was also a comment with regard to our retirees. Mrs. Hugelmeyer stated that in one of her previous communications that she shared with you on the screen this evening, and you certainly can go back and confirm for yourselves in your email, she referenced that the retro checks would be issued before the holidays to our current members. Mrs. Hugelmeyer stated that we began with our current team members, those that are currently employed with us. Mrs. Hugelmeyer stated that we are working on providing our retirees who have dedicated many, many years of service to our district to provide them with their retro checks but you were the first priority. Mrs.

Hugelmeyer stated that the reference to incorrect information that was provided with regard to meeting with our team members, she will share with you that she was advised by our legal counsel that she needed to postpone the meetings with our team members. Mrs. Hugelmeyer stated that as she shared with Mr. Williams she did not feel that was the right thing to do for our team members so we moved ahead with the meetings. Mrs. Hugelmeyer stated that she felt that it was important to have the right people in the room and that included our Supervisor of Payroll and also to have our forensic accountants sitting to be able to review the pay that our members received and to be able to explain how it was calculated. Mrs. Hugelmeyer stated that she did in fact speak to several teachers that came in to meet between 3:30 and 6:30. Mrs. Hugelmeyer stated that she also met with our food service workers, as well, who had many questions before they walked in the room and she wanted to make sure that they were comfortable coming into their meetings. Mrs. Hugelmeyer stated that the information that has been provided is not completely correct because she did meet with most but she felt that the best that could be done at this time was to be able to answer your questions with regard to how your pay was calculated because most of the emails she received were questions with regard to how it was calculated.

Mrs. Hugelmeyer stated that regarding the incident on the bus that incident is being investigated as an HIB incident. Mrs. Hugelmeyer stated that on that bus was a substitute personal aide and a substitute bus aide as well. Mrs. Hugelmeyer stated that at times we have substitutes, in our classrooms when teachers are out, when our assistants are out and we ensure that we provide substitutes on a given day. Mrs. Hugelmeyer stated that the matter is being investigated and she is sure that the parent will be provided with the necessary information.

Mrs. Hugelmeyer stated that she hopes that this helps to clarify. Mrs. Hugelmeyer stated that our intent is to fulfil the memorandum of agreement. Mrs. Hugelmeyer stated that the memorandum of agreement calls for \$4.9 million and that is what you ratified and that is what you are going to be paid. Mrs. Hugelmeyer stated that let me clarify one point, because this is the one point that continues to be missed during the course of these conversations, remember that the payment that you received combined with your salary that you have received from September through the present is your 2%. Mrs. Hugelmeyer stated that there have been many times when there has been an error in pay that has been issued and we have had to recoup that amount so it has been deducted from your paycheck if there has been an error. Mrs. Hugelmeyer stated that this Board that is sitting here before you did not want to take that course of action of reducing the pay. Mrs. Hugelmeyer stated that, once again, you are being paid on an extended day schedule, you are being paid on an extended day schedule while working a regular school day.

Mr. Neron thanked everyone, the teachers who attended, and everyone who spoke during public session. Mr. Neron thanked the Superintendent for her points of clarification. Mr. Neron stated that leadership and communication and honesty is very important. Mr. Neron stated that he is calling that when we are in leadership positions that we tell the truth all the time and that we are transparent with the communication that we are putting forth. Mr. Neron stated that to present a scenario or idea that this Board would not want to negotiate a contract for our teachers is absurd and extremely disrespectful to this Board because we have been fighting day in and day out to make sure that you have a negotiated contract. Mr. Neron stated that we assure you that we will continue to do so regardless of what the naysayers say about us not wanting to negotiate this contract we know what the end goal is to get the contract negotiated and to work with those who want to work with the Board and with our district, our leadership, our administration, and our school children. Mr. Neron stated that we will continue to do what we have been doing and that is represent the school district, the families, the children, and the teachers who work tirelessly day in and day out and we are certain that we will continue to happen.

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the minutes of the meeting of December 15, 2016 be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Abstain: Mrs. Amin – 1

Negative: None

#### Secretary and Treasurer's Report for the Month of November 2016

A motion was made by Miss Goncalves, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Abstain: Mrs. Amin – 1

Negative: None

#### Personnel Report – Leaves of Absence, etc.

A motion was made by Miss Goncalves, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 7

Negative: None

#### Supplemental Personnel Report – Leaves of Absence, etc.

A motion was made by Miss Goncalves, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 7

Negative: None

#### Tuition Report

A motion was made by Miss Goncalves, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 7

Negative: None

#### Superintendent's Report – Considerations

A motion was made by Miss Goncalves, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Miss Goncalves, Messrs. Nina (abstain- O.H.), Neron (abstain- O.H.) – 6

Abstain: Mrs. Carvalho – 1

Negative: None

#### Superintendent's Report – Use of Facilities

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the requests be approved with a waiver of fees.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 7

Negative: None

#### Supplemental Superintendent's Report – Use of Facilities

A motion was made by Miss Goncalves, seconded by Mrs. Carvalho, that the requests be approved as recommended.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 7

Negative: None

#### Superintendent's Report – Requests for Field Trips

A motion was made by Mr. Nina, seconded by Mrs. Amin, that the requests be approved.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 7

Negative: None

#### Superintendent's Report

Superintendent of Schools Olga Hugelmeyer introduced Peter Vosseler, Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance to present the Harassment, Intimidation and Bullying Investigative Results and the report of Assessing Our Performance Under the Anti-Bullying Bill of Rights Act.

Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance Peter Vosseler stated that according to Board Policy 5131.1 Harassment, Intimidation, and Bullying (HIB) and New Jersey Statute 18A:37 the results of each investigation shall be reported to the Board of Education no later than the date of the next Board meeting following completion of each investigation and include any services provided, training established, discipline imposed, or other action that was taken or recommended. Mr. Vosseler stated that since our last Board meeting there have been 47 new cases. Mr. Vosseler stated that at the next regularly scheduled meeting after Board members receive the report of HIB investigations, the statute requires that the Board issue a decision in writing to affirm, reject, or modify the Superintendent's decision pertaining to the cases that were reported to the Board members at the last meeting.

Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance Peter Vosseler stated that we are required by state law to present the Harassment, Intimidation and Bullying self-assessment two times per year. Mr. Vosseler stated that tonight he is presenting the HIB self-assessment for the 2015-2016 school year on how well our district is implementing the Anti-Bullying Bill of Rights.

Mr. Vosseler stated that a No Bully Zone is important and in Elizabeth we believe that every child has the right to go to school and to get an education no matter what size, shape, color, race, disability, or financial background he/she has. Mr. Vosseler stated that that no child should ever be made to feel that school is a place where he or she will be degraded, demoralized, singled out, hounded, discriminated against or taken advantage of in a vulnerable situation.

Mr. Vosseler stated that each of our schools consists of a school safety and climate team which is chaired by our anti-bullying specialist who are school counselors and school social workers. Mr. Vosseler stated that the team consists of a teacher as well as other school staff and a parent.



Mr. Vosseler stated that the schools complete the self-assessment at the end of each school year and tonight he is presenting the 2015-2016 results. Mr. Vosseler stated that a rubric was developed by the State to aide districts in assessing the school's efforts and improving their Anti-Bullying Bill of Rights programs. Mr. Vosseler stated that the rubric was designed to be a growth model and to be used to enhance programs at schools and districts and consists of eight core elements and twenty-six indicators with each indicator having a score of zero to three points. Mr. Vosseler explained that the first core element deals with programs, approaches, and initiatives and whether they are designed to create a better school climate. Mr. Vosseler stated that the second core element is training on our policy and includes looking at who we have to train, making sure our policy includes the protected classes under the law, and that we discuss the policy with students in an age appropriate manner. Mr. Vosseler stated that the third core element is about staff instruction and training programs and there is a requirement in the law that in every five-year cycle certified staff have to get two hours of HIB training and suicide training. Mr. Vosseler stated that the Anti-Bullying Specialists have to be able to meet with the Anti-Bullying Coordinator during school time and to be able to receive training during that time. Mr. Vosseler stated that we have to be able to provide professional development to the school safety and climate team which is a group that oversees the process at each school and that school leaders have also received the appropriate information. Mr. Vosseler stated that the fourth core element is curriculum and instruction and although it does not have a lot of indicators within this core element it is important because it is assessing how the school is providing appropriate instruction within the curriculum and whether the school and district are observing the Week of Respect which is the first full week in October. Mr. Vosseler stated that the fifth core element is regarding HIB required personnel and whether there is an Anti-Bullying Specialist and we go beyond the requirement by also appointing an Alternate Anti-Bullying Specialist in each school. Mr. Vosseler stated that it assesses whether we met the minimum requirement of meetings which we do and surpass and that the school safety and climate team met in the appropriate manner. Mr. Vosseler stated that the sixth core element is whether we have implemented the district's procedure for reporting HIB and all the required elements that go along with it and whether we have the procedure to put in new information into older cases. Mr. Vosseler stated that the seventh core element is our actual procedure and this deals a lot with timelines and did we meet all the timelines including doing investigations within ten school days, sending the results to the superintendent within the two days of the completed investigation. Mr. Vosseler stated that the last core element is HIB reporting and is there a system for our staff to report things. Mr. Vosseler stated that our HIB assessment scores are on the main website and each individual school website.

Mr. Vosseler explained the scoring and that zero is for not meeting the requirements, 1 is for partially meeting the requirements, 2 is for meeting all the requirements, and 3 is for exceeding the requirements. Mr. Vosseler stated that to meet and exceed the requirement there are a lot of indicators on the rubric that the school has to meet. Mr. Vosseler stated that the highest possible score is 78 which means that every indicator was scored a 3 and they have exceeded every indicator. Mr. Vosseler stated that a score of 52 means all of the indicators were met. Mr. Vosseler stated that our schools this year ranged from 52 to 68, and all of our schools scored 52 or more which is meeting the requirements. Mr. Vosseler stated that the average score across all the schools becomes the district score which is 59 and is up from 56 last year.

Mr. Vosseler stated that the self-assessment process is that all of the school safety and climate teams complete the self-assessment in May of each year. Mr. Vosseler stated that they input the information on the NJ DOE website and the results are then presented to the public. Mr. Vosseler stated that then we receive approval from the Board of Education as well as assurances from the Superintendent. Mr. Vosseler stated that after that is completed we submitted all of our self-assessments to the NJ DOE for the 2015-2016 school year and it was approved on January 10, 2017 and then the results are uploaded to our websites. Mr. Vosseler stated that at the next Board meeting a second presentation is required by state law to present the Harassment, Intimidation and Bullying self-assessment. Mr. Vosseler stated that tonight he is presenting the

HIB self-assessment for the 2015-2016 school year on how well our district is implementing the Anti-Bullying Bill of Rights.

Mr. Vosseler stated that the highlights of our work to date include an annual Week of Respect, district training for our team members, state and county training for the Anti-Bullying Coordinator, and guest speakers who address different aspects of anti-bullying at the schools. Mr. Vosseler stated that we have contracted with the community program called Breaking the Cycle and also contracted for cyber-bullying and internet safety training to all of our students with Detective Veltre and Detective Perez from the Union County Prosecutor's Office. Mr. Vosseler stated that we also have HIB character education programs, Positive Behavior Supports in School (PBSIS), Generation Text Online, Peekapak, and Bully-Busting Curriculum in various schools. Mr. Vosseler stated that this is the fourth year that we are using the HIBster reporting system which is a streamlined way to process the incidents in a most efficient manner.

Mr. Vosseler stated that the work ahead of us is to analyze self-assessments by school, ensuring ongoing parental involvement on our school safety climate teams for all schools, focus on working with improving school climate at all schools, and implementing and expanding consistent HIB character education programming for all schools.

Mr. Vosseler asked if there were any questions and if there was anyone who would like to comment on tonight's report. No dialogue transpired and no comments were made regarding the presentation on Harassment, Intimidation and Bullying Self-assessment.

#### Superintendent's Report – Harassment, Intimidation, and Bullying (HIB) Investigative Results

A motion was made by Miss Goncalves, seconded by Mrs. Carvalho, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 7

Negative: None

Superintendent of Schools Olga Hugelmeyer welcomed everyone to the Public Hearing on Harassment, Intimidation and Bullying (HIB) for the period starting July 1, 2016 and ending December 31, 2016. Mrs. Hugelmeyer stated that in January 2011 the Anti-Bullying Bill of Rights was signed into law as P.L. 2010, Chapter 122 and in accordance with this law all New Jersey public school districts must designate the first full week of October of each year as a "Week of Respect" and during the Week of Respect school districts are expected to organize activities including, but not limited to, age-appropriate instruction and opportunities for student discussion on conflict resolution, issues of diversity, and tolerance. Mrs. Hugelmeyer stated that a resolution was put before the Board in September declaring the week of October 3-7, 2016 Week of Respect and each of our schools planned appropriate activities for this week.

Mrs. Hugelmeyer stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46 two times each year between September 1 and January 1 and between January 1 and June 30, the school board shall hold a public hearing at which the Chief School Administrator will report to the Board of Education and the public any acts of harassment, intimidation and bullying which occurred during the reporting period. Mrs. Hugelmeyer stated that from July 1, 2016 through December 31, 2016, there were 77 HIB investigations completed by appropriate school staff and of those cases investigated 22 were confirmed cases of HIB and were affirmed by Board members through the December 2016 meeting. Mrs. Hugelmeyer stated that the following Anti-Bullying Specialists, Anti-Bullying Specialist Alternates, and Anti-Bullying Coordinator conducted these investigations including Ann Schpakow, Lourdes Soto, Sam Bernstein, Theresa Zucosky, Patricia Makras, Christine Rappa, Maria Brito, Meghan Lewandowski, Jennifer Hernandez, Theresa Guevara, Jessica Sofranko, Fabi Ramos, Denise Uniacke, Antonio Sapio, Sara Laface, Jason Colcol, Aleina Murray, Colleen Reynolds, Nicole Webb, Kerry O'Connor, Kenyetta Jackson, Maria Vindas, Edison Berrio, Joseph Sanchez, Adrian Bennett, Marc Korbman, Lisa Baginski-Matlosz, Linda Lewis, Sofia Verma, Safiyyah Howell, and Peter Vosseler.

Ms. Bathelus excused herself from the meeting at 8:25 p.m.

Mrs. Hugelmeyer stated that there were 2 incidents based on race, 1 incidents based on color, 0 incident based on religion, 0 incidents based on ancestry, 2 incidents based on national origin, 5 incidents based on gender, 1 incidents based on sexual orientation, 0 incidents based on gender identity or expression, 2 incidents based on mental, physical or sensory disability, and 18 incidents based on other targeted bases. Mrs. Hugelmeyer stated that 0 incidents involved a gesture, 0 incidents involved a written communication, 18 incidents were verbal, 10 incidents were physical, and 6 incidents involved an electronic communication. Mrs. Hugelmeyer stated that there were 25 out-of-school suspensions, 12 in-school detentions, and 18 other disciplinary actions. Mrs. Hugelmeyer stated that additional services such as in-house counseling, skill development, and behavioral intervention were offered to involved students. Mrs. Hugelmeyer stated that between July 1, 2016 and December 31, 2016, the district provided appropriate HIB training to guidance counselors and social workers and to new staff and support staff in the district and additionally, the district provided extensive and specified training to the Anti-Bullying Coordinator and to all Anti-Bullying Specialists and their alternates. Mrs. Hugelmeyer stated that non-certificated staff also received training. Mrs. Hugelmeyer stated that new school level administrators and new HIB staff received training in the HIBster reporting program.

Mrs. Hugelmeyer asked if there is anyone who would like to comment on tonight's report. Since no dialogue transpired and no comments were made regarding the Chief School Administrator's presentation on harassment, intimidation and bullying, Mrs. Hugelmeyer closed the public hearing.

Authorizations Report – Authorization to Apply, etc.

A motion was made by Mr. Nina, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Abstain: Mrs. Amin – 1

Negative: None

The above vote reflects the request later in the meeting of Ms. Bathelus to record her vote.

Supplemental Authorizations Report – Authorization to Make Application, etc.

A motion was made by Miss Goncalves, seconded by Mrs. Carvalho, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Abstain: Mrs. Amin – 1

Negative: None

The above vote reflects the request later in the meeting of Ms. Bathelus to record her vote.

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

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the report be accepted.

Mrs. Carvalho asked about EZ-Pass.

Mr. Malhotra explained.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina,  
Neron – 6  
Abstain: Mrs. Amin – 1  
Negative: None

The above vote reflects the request later in the meeting of Ms. Bathelus to record her vote.

#### Supplemental Finance and Accounting Report – Transfer of Funds

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina,  
Neron – 6  
Abstain: Mrs. Amin – 1  
Negative: None

The above vote reflects the request later in the meeting of Ms. Bathelus to record her vote.

#### Award of Contracts Report

A motion was made by Miss Goncalves, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina,  
Neron – 6  
Abstain: Mrs. Amin – 1  
Negative: None

The above vote reflects the request later in the meeting of Ms. Bathelus to record her vote.

#### Supplemental Award of Contracts Report

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina,  
Neron – 6  
Abstain: Mrs. Amin – 1  
Negative: None

The above vote reflects the request later in the meeting of Ms. Bathelus to record her vote.

#### Miscellaneous Communication

None

#### Claims List

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the report be accepted.

Mr. Nina asked about Document Solutions.

Mr. Nina requested that Document Solutions be tabled.

A motion was made by Mr. Nina, seconded by Miss Goncalves, to table Document Solutions.

The motion to table Document Solutions was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

The above vote reflects the request later in the meeting of Ms. Bathelus to record her vote.

Ms. Bathelus returned to the meeting at 8:40 p.m. and requested that her vote be recorded in the affirmative for the Authorizations Report, Supplemental Authorizations Report, Finance and Accounting Report, Supplemental Finance and Accounting Report, Award of Contracts Report, Supplemental Award of Contracts Report, and the motion to table Document Solutions. The affirmative votes are reflected in the above votes.

The motion for the Claims List was carried by the following vote (with the exception of Document Solutions which was tabled):

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Abstain: Mrs. Amin, Mr. Perreira – 2

Negative: None

#### Resolution – African American Heritage Month

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

#### Resolution – Career and Technical Education Month

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

#### Resolution – Harriet Tubman

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – National School Counseling Week

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – Children’s Dental Health Month

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – Payment for Unused Sick Days

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – Payment for Unused Vacation Days

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – Acceptance of OFAC Report Issued in Case No. 003-15

Regarding the Early Childhood Preschool Education Program Provided by

The Leaguers Incorporated and Adoption of the District Corrective Action Plan

The Corrective Action Plan inclusive of comments and actions to be implemented was read and reviewed.

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – Authorizing Entry into a Five Year, Five Month Lease Agreement with Signature Public Funding for the Lease of Five 54-Seat School Buses

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – Authorization to Process Transfers Retroactively to June 30, 2016 Needed to Close the Fiscal Year

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – Dr. Martin Luther King, Jr.

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Resolution – Honoring the Elizabeth PBA Local No. 4 and the New Jersey State Troopers

A motion was made by Mr. Perreira, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Mr. Neron thanked the staff at Dr. Martin Luther King, Jr., Center for Early Childhood Education School No. 52 for hosting tonight's Board meeting in honor of Dr. Martin Luther King, Jr. Mr. Neron stated that as we honor his legacy throughout the year and throughout the district he thanked all of the schools who participated in the video for all of their testimonies and expressions on Dr. King. Mr. Neron commended all of the teachers throughout the district and the schools who participated and those who have done things in their classrooms and throughout the core of their hallways we thank you for spreading the word and the legacy of Dr. King.

The President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically, J.T., M.P., L.M., V.C., reorganization – personnel; legal matters, specifically, settlement agreements for A.B., C.C., and E.B., C.F., C.H., L.T, grievances resolved, sick leave policy, substitute services contract and lease agreement; and workers' compensation matters, specifically, S.F. L.C., G.G., G.H., J.M., G.F., O.D., and J.S.

The Board will reconvene in public to take formal action.

A motion was made by Miss Goncalves, seconded by Mr. Nina, to go into private session at 8:55 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 8

Negative: None

Mrs. Amin excused herself from the meeting at 11:08 p.m.

A motion was made by Miss Goncalves, seconded by Mr. Rodriguez, to reconvene in public session at 11:10 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

Resolution – Settlement Agreement and Release Docket No. UNN-L-1965-14 – A.B., C.C., E.B.

A motion was made by Mr. Rodriguez, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez, Neron – 7

Abstain: Mr. Perreira – 1

Negative: None

Resolution – Settlement Agreement – Docket No. UNN-L-2801-10 – C.F.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

Resolution – Settlement of Workers' Compensation Claim No. 2012-25973 – S.F.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

Resolution – Settlement of Workers' Compensation Claim No. 2014-33391– S.F.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

Resolution – Extension of Contract to February 16, 2017 – Acting Coordinator of Mechanics – Luis Milanes

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None



Resolution – Termination effective January 1, 2017 – V.C.

A motion was made by Miss Goncalves, seconded by Mr. Rodriguez, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

Resolution – Suspension without pay effective January 4, 2017 – M.P.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

Resolution – Suspension without pay effective January 20, 2017 – J.T.

A motion was made by Miss Goncalves, seconded by Mr. Rodriguez, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

Resolution – Settlement Agreement and Release PERC No. AR-2013-213–L.H.T.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

Finance and Accounting Report – Authorization to Pay Voucher - Amended

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the amended report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez, Neron – 7

Abstain: Mr. Perreira – 1

Negative: None

Mr. Neron asked if there was any old business.

Mr. Perreira asked for an update on the program with Federal Express and the Founders Organization from Newark.

Mrs. Hugelmeyer stated that the partnership with FedEx is not only Federal Express but also the Southern Educational Regional Board. Mrs. Hugelmeyer stated that we are going to be offering a course in the Fall that is going to be part of our curriculum as a result of our conversations with FedEx. Mrs. Hugelmeyer stated that it is a Career and Technical Ed course and now we are in the planning stages in terms of what the additional courses will look like over a three-year period. Mrs. Hugelmeyer stated that there is a teacher that has been identified and then the part that has to be presented to the Board for approval is the partnership with the Southern Educational Regional Board so that the teacher can get the specialized training. Mrs.

Hugelmeyer stated that they are very excited about the progress that we have made with the partnership and there is a site visit that is going to be coordinated. Mrs. Hugelmeyer stated that we previously had our director attend, supervisor, as well as one of our teachers but a second site visit is going to be coordinated for additional teachers to tour. Mrs. Hugelmeyer stated that for the second partnership she has not yet established contact with the foundation.

Mr. Perreira asked if it would be for September 2017.

Mrs. Hugelmeyer stated that is correct and she can provide more details on the course at our next Board meeting.

Mr. Neron asked if there was any new business.

Mr. Neron thanked everyone for attending tonight's meeting whether they were here in person or live-streaming. Mr. Neron thanked them for tuning in and being with us in as we discuss the business of education here in this district and we try to not only improve but make sure that we can attain a status where we are a model district not only in the State of New Jersey but throughout the nation. Mr. Neron thanked everyone and stated that they are going to continue to work for the best interests of our children and families here of this district. Mr. Neron thanked the retirees and all those who will be retiring for their service to this district.

On a motion by Miss Goncalves, seconded by Mr. Perreira, the meeting was adjourned at 11:18 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Neron – 8

Negative: None

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