

BOARD OF EDUCATION
(Official)

October 17, 2019
Elizabeth, New Jersey

The regular business meeting of the Board of Education was called at 6:30 p.m. on October 17, 2019 in the John E. Dwyer Technology Academy, 123 Pearl Street, Elizabeth, New Jersey.

Board President Stephanie Pestana presented the following statement at 6:50 p.m.

“Ladies and Gentlemen, good evening. This is a regular business 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 October 11, 2019. 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, New Jersey.

We want to welcome everyone present and our television viewers to this 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 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 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: Mrs. Barbosa, Ms. Bathelus (arr. 6:55 p.m.), Mmes. Carvalho, Chevres (arr. 7:37 p.m.), Hernandez (via phone), Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron (arr. 6:55 p.m.), Mrs. Pestana – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Teaching and Learning Jennifer Cedeno, Assistant Superintendent for Schools Rafael Cortes, Assistant Superintendent for Schools Judy Finch Johnson, Chief of Operations 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 Elisa Fernandez, senior at John E. Dwyer Technology Academy.

The *Star Spangled Banner* by Francis Scott Key was performed by John E. Dwyer Technology Academy eleventh grade student Lezzly Ruiz Mendez and accompanied on guitar by senior Prithivi Koirala.

The Pledge of Ethics was led by Kimberly Silva, senior at John E. Dwyer Technology Academy.

Mrs. Pestana introduced a video presentation of the Core Beliefs.

Mrs. Pestana introduced the Multicultural Club at John E. Dwyer Technology Academy who performed a Cumbia Dance to *Tamarindo Seco* by Joe Arroyo. Mrs. Pestana thanked them for the wonderful performance.

Mrs. Pestana introduced Principal Sulisnet Jimenez to present the AVID Journey at John E. Dwyer Technology Academy.

Sulisnet Jimenez, Principal of John E. Dwyer Technology Academy, Vice Principal Lauerin Gareis, and Guidance Counselor Aimee Saluccio presented the AVID Journey to become a National Demonstration School. Mrs. Jimenez stated that their journey to become an AVID National Demonstration School started two years ago. Mrs. Jimenez stated that following the direction of the Superintendent and the Strategic Plan for Success they did an analysis of their data and realized that the AVID system provides the necessary tools for our students to excel beyond high school level. Mrs. Jimenez stated that the AVID Mission Statement is to close the achievement gap by preparing all students for college readiness and success in a global society. Mrs. Jimenez stated that the John E. Dwyer Technology Academy Mission Statement is to promote excellence in academics, technology, athletics, character development, and environmental awareness by preparing all students, regardless of race, gender, ethnicity and/or disability, for college readiness and success in a global society through experiences that will inspire students to continue their education beyond high school.

Mrs. Jimenez stated that the AVID program was implemented in John E. Dwyer Technology Academy in 2012 with only two classes, one general education class and one bilingual education class. Mrs. Jimenez stated that the current AVID program includes all grade levels including bilingual with two ninth grade, two tenth grade, four eleventh grade, and four twelfth grade sections. Mrs. Jimenez stated that the highlights include 2016 and 2017 AVID Certified Site, 2018 and 2019 AVID Schoolwide Site of Distinction, 2018 AVID Showcase School, and 2019 AVID National Demonstration School. Mrs. Jimenez stated that they promote college readiness via events, rigorous classroom projects, college visits, guest speakers, and social media. John E. Dwyer Technology Academy Guidance Counselor Aimee Saluccio stated that they created a college-going atmosphere to let students know that college is attainable with the tools provided by the AVID strategy. Mrs. Saluccio stated that during this journey our students have visited over 40 colleges and the goal is to show our students that their opportunities are limitless. Vice Principal Lauerin Gareis stated that the WICOR Strategies include writing, inquiry, collaboration, organization, and reading and they are used in all classes and are part of our professional learning communities, our school improvement plan, professional development, and our professional growth plans, lesson plans, and walkthroughs. Mrs. Jimenez explained a PowerPoint slide showing that the student overall GPA increased as a result of being in the AVID Program. Mrs. Jimenez stated that there was also an increase in SAT scores and less office conduct referrals. Mrs. Jimenez stated that they realized by using WICOR strategies schoolwide they were closing the achievement gap, not just among the AVID students but also schoolwide. Mrs. Jimenez stated that they are increasing their graduation rate year after year and it was close to 80% last year and they are decreasing school suspensions to less than 5% last year. Mrs. Jimenez stated that this journey was successful thanks to the support of not just the AVID site team members but it was an entire school effort with all members of the Dwyer family including teachers, teacher assistants, secretaries, security guards, administrators, custodians, nurses, kitchen personnel, parents, and of course our students. Mrs. Jimenez stated that in addition to having the support of our Superintendent, assistant superintendent, and Board members we are now the first and only National Demonstration School. Mrs. Jimenez thanked everyone for their support. Mrs. Jimenez introduced a video of their journey.

Mrs. Pestana thanked Sulisnet Jimenez, Principal of John E. Dwyer Technology Academy, Vice Principal Lauerin Gareis, and Guidance Counselor Aimee Saluccio for their presentation about the AVID program at Dwyer. Mrs. Pestana congratulated the students and team members of John E. Dwyer Technology Academy for their remarkable achievement in being designated as an AVID National Demonstration School. Mrs. Pestana stated that this designation is a great indicator of our commitment to preparing our students for college and career success. Mrs. Pestana stated that the student and team member honorees for the evening are part of different groups of the Dwyer Technology Academy learning community that all made significant contributions to earning this extraordinary distinction from AVID.

Mrs. Pestana recognized the AP Scholar students at John E. Dwyer Technology Academy including Jason Alvarez, Michael Chia, and Evan Kangi. Mrs. Pestana and Board members congratulated the students and presented each with a certificate of commemoration.

Mrs. Barbosa recognized Valerie Torres from John E. Dwyer Technology Academy who has helped lead the efforts of raising autism awareness in helping others to understand the effects of autism at John E. Dwyer Technology Academy. Mrs. Barbosa and Board members congratulated Valerie Torres and presented her with a certificate of commemoration.

Mr. Neron recognized Kimberly Silva as an AP Scholar with Distinction at John E. Dwyer Technology Academy. Mr. Neron stated that Kimberly Silva has shown exceptional levels of achievement in a very challenging academic environment. Mr. Neron and Board members congratulated Kimberly Silva and presented her with a certificate of commemoration.

Ms. Bathelus recognized students in the AVID Student Panel at John E. Dwyer Technology Academy who gave tremendous assistance in carrying out the mission and principles of the AVID program including Jennifer Avelar, Ambar Concepcion, Valerie Cordoba, Bianca DeOlivera, Elisa Fernandez, Susan Funes, Donovan Mejia, Moses Olowoapejo, and Stephen Valencia. Ms. Bathelus and Board members congratulated the students and presented each with a certificate of commemoration.

Mrs. Carvalho recognized students in the New Jersey Institute of Technology Pre-Engineering Program at John E. Dwyer Technology Academy including Emy DeLaRosa, Emelin DeLaRosa, Keyla Puerto Sevilla, Tiago Trigo, and DaShawn Hernandez. Mrs. Carvalho stated that it is a rigorous program of mathematics, science, and technology courses providing students hands-on experiences to enable them to connect what they learn in school to different branches of engineering and the students are eligible to receive college credits upon successful completion of the NJIT program. Mrs. Carvalho and Board members congratulated the students and presented each with a certificate of commemoration.

Mrs. Barbosa excused herself from the meeting at 7:30 p.m.

Mrs. Moreno-Ortega recognized students in the Dwyer Academy of Engineering including Gabriela Parra and Oscar Martinez. Mrs. Moreno-Ortega stated that the students are preparing for careers in engineering using Project Lead the Way's Pathway to Engineering Curriculum. Mrs. Moreno-Ortega stated that the NAF Academy of Engineering answers an acute need for engineers by educating high school student in the principles of engineering, digital electronics as well as civil engineering and architecture. Mrs. Moreno-Ortega and Board members congratulated the students and presented each with a certificate of commemoration.

Mr. Jacobs recognized Victoria Lasrowski for her exceptional pursuits in the CISCO program at John E. Dwyer Technology Academy. Mr. Jacobs stated that CISCO provides high school students the opportunity to gain invaluable skills in the field of information technology by following a structured learning path that is current with today's standards in technology and to finish high school with an industry-recognized certification. Mr. Jacobs and Board members

congratulated Victoria Lasrowski. Since she was not present her certificate of commemoration was accepted by the principal.

Mr. Neron recognized students in the Academy of Information Technology at John E. Dwyer Technology Academy including Tatiana Trujillo and Aaliyah Villanueva. Mr. Neron stated that students in the Academy of Information Technology are preparing for careers in digital programming, digital video production, web design, IT management, digital networks, and other areas in the expanding digital workplace. Mr. Neron and Board members congratulated Tatiana Trujillo and Aaliyah Villanueva and presented each with a certificate of commemoration.

Ms. Bathelus recognized students from John E. Dwyer Technology Academy who participated in soccer and bowling in the Special Olympics of New Jersey including Gabriel Cunha, Luis Dias, Wakeen Hunter, Li Wei Lin, Brandon Pettaway, Chris Phillip, Thatiana Romero, Bill Sanchez, Gilbert Santana, Darriel Velasquez, Alexis Ventura, and Jahiem Williams, and coaches Ms. Taglialavore, Mr. Robinson, and Mr. Noyan. Ms. Bathelus and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Carvalho recognized AVID Site team members of John E. Dwyer Technology Academy who have been instrumental in the highly successful implementation of the AVID program from its onset through its selection as an AVID National Demonstration Site including Aimee Saluccio, Joseph Sanchez, Edmee Valentin, Monika Grzegorzek, Christina Aleman, Tizianna Campbell, Melissa Saporito, Sonia Dias, Angelica Goncalves, Megan Campbell, Nelson Jacinto, Meredith Vasquez-Morales, Solomon Victor, Diana King, Sandra Roa, Johanna Quaglia, John Gogliardo, Walter Stawarz, Fernando Fajardo, Alfonsina Scaglia, Michael Coppa, Trudy Knight, Richard Gregory, Lauerin Gareis, Sandra Harte, and Jacques Gonzales. Mrs. Carvalho and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Moreno-Ortega recognized parents of John E. Dwyer Technology Academy who are valued partners and active participants in their children's learning including Lourdes Castro, Carlos Castro, Maria Alvarez, Cristina Mateo, Angel Mateo, Yung Chia, Nadege Sainte Fleur, and Johnson Nyutu Kangi. Mrs. Moreno-Ortega and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Pestana recognized the Elmora Youth League Troopers who cemented their legacy in Elizabeth history when they began their journey this summer at Hanratty Field in Elizabeth. Mrs. Pestana stated that through their electrifying and odds defying play, they would win district and state championships before their dramatic victory that earned them the Mid-Atlantic Region title and a place in the Little League World Series in Williamsport, Pennsylvania. Mrs. Pestana stated that out of thousands of participating teams, they finished among the top four teams in the United States showing millions of viewers the great talent Elizabeth possesses while competing on the world stage. Mrs. Pestana recognized Jaden Capindica, Justin Labrador, Yadriel Mateo, Emmanuel Nunez, Jayden Rosado, Joel Sanchez, Jamie Tamayo, Santiago Alvarez, LJ Aponte, Derek Escobar, Sal Garcia III, Josiah Sharpe, Yamil Soto, and Coaches Jairo Labrador, Sal Garcia Jr., and Lou Aponte. Mrs. Pestana and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Pestana presented the President's Focus and stated that she has designated office hours from 5:30 to 7:00 p.m. every Monday night during which Elizabeth families may make an appointment to discuss any issues or concerns pertaining to the Elizabeth Public Schools. Mrs. Pestana stated that from September 15 through October 15, we celebrated Hispanic Heritage Month and now we are currently celebrating Czech-American, German-American, Italian-American, and Polish-American Heritage Months during October. Mrs. Pestana thanked the members of our school community and greater community of all these wonderful heritages who share their rich traditions and culture while making countless outstanding contributions that have a positive impact here in Elizabeth and beyond. Mrs. Pestana stated that our City is so strong and vibrant because of

the tremendous diversity of our City and the unique qualities that each of us bring to our community. Mrs. Pestana stated that tonight we honored John E. Dwyer Technology Academy for their great accomplishment on a national level. Mrs. Pestana stated that she would also like to congratulate Terence C. Reilly School No. 7 for being selected as a National Blue Ribbon School by the U.S. Department of Education. Mrs. Pestana stated that since 2006, four of our schools have earned a combined 6 National Blue Ribbon Awards including two from School No. 7. Mrs. Pestana stated that these awards, along with various other outstanding accomplishments we have celebrated from our many schools represent the high quality and rigorous classroom instruction provided throughout the Elizabeth Public Schools. Mrs. Pestana thanked our students and team members for their unwavering commitment to achieving excellence and stated that they look forward to celebrating more of your successes throughout the school year.

Board President Stephanie Pestana 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. Pestana called upon the first public participant, Maria Echavarria, to address the Board.

Maria Echavarria, 321 Westfield Avenue, stated that this is Vaccine Awareness Month and asked about the policy exemptions.

Mrs. Pestana thanked her for her comments and called upon the next public participant, Kason Little, to address the Board.

Kason Little, 225 S. Seventh Street, stated that the business meeting is for business only and spoke about a violation of OPMA.

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

Christina Moreira, 805 Gebhardt Avenue, spoke about OPRA, Black History classes, and the food choices offered for lunch at the high school.

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

Maria Lorenz, 103 Murray Street, stated that a letter should be sent to the family regarding the incident and spoke about special needs.

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

Mrs. Pestana introduced Ryan Scerbo, Esq., DeCotiis, Fitzpatrick & Cole, LLP and Andrew Conte from Gable Associates to present an update of the renewable energy and energy savings improvement programs.

Ryan Scerbo, Esq., DeCotiis, Fitzpatrick & Cole, LLP presented the solar project status update and stated that construction is mostly complete, pending utility final approval and the remaining closeout documents, warranty inspection, and SDA discussion.

Andrew Conte, Gable Associates stated that the systems are mounted on the roofs of the high school and William F. Halloran School No. 22 on ballasted racking systems that allow the solar array's weight to hold it on the roof, no penetrations, and will maintain existing warranties. Mr. Conte stated that the high school has 1,157.13 kW(DC), 3,366 roof mounted solar modules with a first year production estimated to be 1,309,800 kWh. Mr. Conte stated that School No. 22 has 313.82 kW (DC), 884 roof-mounted solar modules with a first year production estimated to be 374,568 kWh.

Mr. Scerbo explained a PowerPoint slide showing the Energy Savings Improvement Program (ESIP) has no increase in taxes, guaranteed savings, and no capital outlay.

Mr. Conte explained a PowerPoint slide showing the areas that could be improved including new boilers, upgraded temperature and lighting controls, LED lighting, districtwide building temperature controls, building envelope sealing, and chiller replacement.

Mr. Scerbo explained a PowerPoint slide showing the ESIP Process and New Jersey's Clean Energy Program Interaction. Mr. Scerbo stated that the steps completed include that they applied to the NJBPU for a free Energy Audit of all BOE facilities; the audit was undertaken by a state contractor between March 2018 to May 2019; the final energy audit was provided to the BOE by NJBPU in July 2019; they developed a strategy for procurement and selected the ESCO based approach; and the RFP is drafted and will be sent to the BPU by the end of the year. Mr. Scerbo presented a PowerPoint slide showing the highlights of the Local Government Energy Audit Program (LGEA) including that 35 facilities were included in the energy audit, 100% paid by the Local Government Energy Audit Program (LGEA), requested and received approval for increased incentive to cover all facilities, total of 379 energy conservation measures (ECMs) identified across all facilities, ECMs potential energy cost savings totaled approximately \$1,582,600./year and \$22,835,900. lifetime savings, ECMs estimated installed cost is \$13,437,100. and the estimated potential incentive value is \$1,060,200. from NJCEP. Mr. Scerbo stated that the value will change based on the ESCO's investment grade audit.

Mr. Scerbo stated that the next steps include the BOE approves a resolution authorizing the issuance of a competitive contracting request for proposals to solicit proposals from Energy Services Companies (ESCOs), the BOE completes draft RFP for approval by BPU, BPU approval and release of the RFP, receive proposals and evaluate responses, and select a successful ESCO respondent. Mr. Scerbo stated that the RFP should be completed by the end of the year. Mr. Scerbo asked if there were any questions.

Mrs. Pestana asked if there were any questions from the Board members.

Mr. Jacobs asked about the cost of \$13.2 million.

Mr. Conte responded that the cost is \$13.4 million to the developer and not the Board.

Mr. Jacobs asked if the Board is not responsible for the cost.

Mr. Conte responded no.

Mr. Scerbo stated that there are incentives that could lower the cost.

Mr. Jacobs asked about the State audits.

Mr. Scerbo stated that the State granted the higher audit dollars for all the buildings.

Mrs. Moreno-Ortega asked if the RFP was already approved.

Mr. Scerbo explained that the State wrote it.

Mrs. Moreno-Ortega asked if it would be ready by January 2020.

Mr. Scerbo stated that the RFP could be done by the end of the year.

Mrs. Carvalho asked them to explain the phases.

Mr. Scerbo stated that the beginning is the RFP and then it is a facilities driven project.

Mr. Conte explained the process.

Mrs. Pestana thanked Mr. Scerbo and Mr. Conte for the presentation.

Mrs. Pestana introduced Amy Gil, Director of Research, Evaluation and Assessment to present the EPS Promise Goals and the New Jersey State Assessments.

Amy Gil, Director of Research, Evaluation and Assessment stated that she is presenting the EPS Promise Goals and the New Jersey State Assessments. Mrs. Gil presented a PowerPoint slide showing the post-graduation plans for the Class of 2019 for each high school and a total for the district. Mrs. Gil stated that Promise Goal 2 is that by 2020, 90% of EPS graduates will enroll in at least one Advanced Placement course. Mrs. Gil explained a PowerPoint slide showing the percentage of EPS Class of 2019 graduates who enrolled in at least one Advanced Placement course for each high school. Mrs. Gil stated that the second part of the Promise Goal is that 90% of EPS graduates will maintain at least a 3.0 GPA. Mrs. Gil explained a PowerPoint slide showing the GPA for the Class of 2019 for the district and for each high school. Mrs. Gil stated that Promise Goal No. 3 is that 90% of EPS students will graduate on time. Mrs. Gil explained a PowerPoint slide showing the graduation rate for the Class of 2019 for each high school. Mrs. Gil presented a PowerPoint slide showing the high school 4-year graduation rate increased 21.1% from 2011 to 2019. Mrs. Gil explained a PowerPoint slide showing the 4-year high school graduation rates by academy from 2011 to present. Mrs. Gil presented PowerPoint slides showing the on-time graduation rates from 2011 to present by ethnicity and gender.

Mrs. Gil stated that 2018-2019 marked the transition from PARCC assessments to the New Jersey Student Learning Assessments (NJ SLA). Mrs. Gil stated that the NJ SLA for English language arts and mathematics were administered for the first time in the Spring of 2019. Mrs. Gil stated that the data will be presented as a comparison of the last PARCC administration in 2018 to the first NJ SLA administration in 2019. Mrs. Gil stated that federal and state regulations require all students to be assessed in elementary, middle, and high school beginning in grade 3. Mrs. Gil stated that students in grades 3-10 were administered the grade-level assessment for English language arts, students in grades 3-7 were administered the grade-level assessment for mathematics, and students in grade 8 and high school were administered the course assessment for Algebra I, Geometry, or Algebra II. Mrs. Gil explained PowerPoint slides showing the grade 3 performance for English language arts and mathematics comparing 2018 to 2019 for the district and the State. Mrs. Gil explained PowerPoint slides showing the grade 4 performance for English language arts and mathematics comparing 2018 to 2019 for the district and the State. Mrs. Gil explained PowerPoint slides showing the grade 5 performance for English language arts and mathematics comparing 2018 to 2019 for the district and the State. Mrs. Gil explained PowerPoint slides showing the grade 6 performance for English language arts and mathematics comparing 2018 to 2019 for the district and the State. Mrs. Gil explained PowerPoint slides showing the grade 7 performance for English language arts and mathematics comparing 2018 to 2019 for the district and the State. Mrs. Gil explained a PowerPoint slide showing the grade 8 performance for English language arts comparing 2018 to 2019 for the district and the State. Mrs. Gil explained a PowerPoint slide showing the performance for Algebra, Geometry, and Algebra II comparing 2018 to 2019 for the district and the State. Mrs. Gil explained a PowerPoint slide showing the performance for English language arts for grades 9 and 10 comparing 2018 to 2019 for the district and the State. Mrs. Gil explained a PowerPoint slide showing the combined math performance by demographic group for female, male, Hispanic, black, white, ED, non-ED, SE, Non-SE, ELL, and

non-ELL comparing 2018 to 2019. Mrs. Gil explained a PowerPoint slide showing the combined English language arts performance by demographic group for female, male, Hispanic, black, white, ED, non-ED, SE, Non-SE, ELL, and non-ELL comparing 2018 to 2019.

Mrs. Gil stated that New Jersey began the transition from the NJ Assessment of Skills and Knowledge (NJ ASK) Science Assessment in grades 4 and 8 and the New Jersey Biology Competency Test in high school during the 2017-2018 school year. Mrs. Gil stated that the NJ Student Learning Assessment for Science was administered for the first time in 2018. Mrs. Gil stated that the federal regulations require science to be assessed at three points in a student's education in grade 5, 8, and 11. Mrs. Gil stated that 2017-2018 was considered a pilot year, 2018-2019 will be the baseline year, and the data is not yet available for 2018-2019.

Mrs. Gil stated that other student assessments include the Dynamic Learning Maps (DLM) and Access for ELLs for listening, speaking, reading, and writing. Mrs. Gil stated that all students in identified grade levels and subject areas are required to participate in statewide assessments. Mrs. Gil stated that Dynamic Learning Maps assessments are designed for students with the most significant cognitive disabilities for whom the general state assessments are not appropriate even with accommodations. Mrs. Gil stated that DLM assessments offer these students a way to show what they know and can do in mathematics and English language arts/literacy and are administered in grades 3-8 and 11. Mrs. Gil stated that just over 1% of students in Elizabeth meet the guidelines to take the DLM. Mrs. Gil explained a PowerPoint slide showing the scores of grades 3-11 for ELA, math, and science and a district total. Mrs. Gil stated that ACCESS for ELLs is administered to all English Language Learners (ELLs) in grades K-12 to determine the level of English language that each student has acquired and the best placement for each student moving forward. Mrs. Gil stated that the ACCESS for ELLs assesses four language domains including listening, speaking, reading, and writing, and reports performance in all 4 domains and a composite score combining all 4 areas. Mrs. Gil stated that the kindergarten is a paper assessment, grades 1-3 is a combination of online for listening, speaking, and reading and paper for writing, and grades 4-12 is online only. Mrs. Gil presented PowerPoint slides showing the score for grades K-12 and a total district score for listening, speaking, reading, writing, and the composite score.

Mrs. Gil presented PowerPoint slides showing the interventions and supports for general education including thinking maps, frame of reference written into curricula to address, compare, and contrast, structural elements, character description, and more. Mrs. Gil stated that the emphasis in curricula on metacognitive strategies and multicultural, diverse, and authentic texts for read-alouds, guided reading, texts at various DRA levels that are theme-aligned, and classic texts. Mrs. Gil stated that there is a new program to support literacy, best practices focused on reading, writing and vocabulary in grades K-3, My Access Online Writing Program to hone writing and literacy skills for students in grades 3-11, alignment of curricula to the NJ SLA including career ready practices, a continued revision of project based learning activities and curricula to increase student choice and voice, continued revision of project based learning activities and curricula to include differentiation of lessons for all student learners, additional practice in research simulation tasks, literary analysis tasks, and narrative writing tasks in grades 3-10 as well as text-based argumentative writing in grades 6-12, updated benchmark assessments that reflect NJ SLA items, resources like Newsela, CommonLit and AVID embedded in curricula to allow students to access articles at various Lexile levels, district-wide professional development in Notice and Note, vocabulary strategies, interrater reliability scoring for various genres of writing, and close reading strategies for grades 3-12 as well as analysis strategies and genre writing, district and school level data analysis of benchmarks, evidence statements and performance summaries with teachers in grades 3-12, NJ SLA Saturday Intensification Program in grades 9-10, and instructional coaches are providing focused support to all teachers. Mrs. Gil stated that the interventions and supports for the English Language Learners includes transitional bilingual program sustained to prepare students for monolingual, general education setting by using native language to strengthen academic performance in English, alignment to the general education ELA curriculum and benchmark assessments in both bilingual ELA and ESL, and continuously reviewing the demographics and languages spoken to hire appropriate personnel and identify supports. Mrs. Gil presented PowerPoint slides showing the interventions and supports for English language arts and mathematics for special education and students with disabilities.

Mrs. Gil stated that we are celebrating excellence in our schools and presented PowerPoint slides showing the comparison of perfect scores from 2015 to 2019. Mrs. Gil stated that in 2015 there were 3 perfect scores in the English language arts PARCC assessment, in 2016 there were 15 perfect scores in the English language arts PARCC assessment, in 2017 there were 22 perfect scores in the English language arts PARCC assessment and 6 perfect scores in the Mathematics PARCC assessment, in 2018 there were 39 perfect scores in the English language arts PARCC assessment and 6 perfect scores in the Mathematics PARCC assessment, and in 2019 there were 104 perfect scores in the English language arts NJ SLA assessment and 10 perfect scores in the Mathematics NJ SLA assessment for a total of 114 perfect scores. Mrs. Gil stated that it is an increase of 153% from 2018 to 2019 and an increase of 3,700% from 2015 to 2019. Mrs. Gil presented a PowerPoint slide showing the schools in which the students achieved the perfect scores with 2 schools in 2015, 7 schools in 2016, 6 schools in 2017, 10 schools in 2018, and 15 schools in 2019. Mrs. Gil congratulated all of the students and schools.

Mrs. Pestana asked if there were any questions from the Board members.

Mrs. Moreno-Ortega stated that we need to improve in the ELLs speaking and asked what can we do.

Mrs. Hugelmeyer stated that the Director of Bilingual/ESL has worked to design projects in the classrooms.

Mrs. Moreno-Ortega stated that we can identify the areas of concern in the Student Learning Assessment and asked if we notify the teacher about the areas.

Mrs. Hugelmeyer explained that we use a tool that Nancy Love has shown to be effective and the data dive shows the strengths and weaknesses. Mrs. Hugelmeyer explained that the two days of professional development prior to the school year beginning has been effective.

Mrs. Moreno-Ortega asked if the third grade students don't have typing skills to take the test and if there is any way to send parents to the website.

Mrs. Hugelmeyer stated that there are computer literacy teachers in second and third grades, the benchmark assessments are done online, and it is embedded across the curriculum. Mrs. Hugelmeyer stated that the One-to-One computer program is in grades 2 through 12 where each student has their own computer to work on and we are bringing the program to 1st grade.

Mrs. Moreno-Ortega asked if we can have competition and games to engage the students.

Mrs. Gil explained that we have them on our website.

Mrs. Carvalho stated that we have had PARCC for 3 or 4 years and asked if the issues have been corrected.

Mrs. Gil stated that we have had four years of PARCC and this is our first year of the NJ Student Learning Assessments.

Mrs. Carvalho congratulated Mrs. Gil and her team for all they do.

Mrs. Gil stated that the credit goes to the district as a whole.

Mr. Jacobs stated that it is good to see the perfect scores. Mr. Jacobs asked if prior year to current year was by state or district and if last year is the baseline year.

Mrs. Gil explained.

Mrs. Pestana thanked Mrs. Gil for the informative presentation.

Mrs. Pestana introduced Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance Peter Vosseler to present the Harassment, Intimidation and Bullying Investigative Results and the Assessing Our Performance Under the Anti-Bullying Bill of Rights Report.

Mr. 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 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 a report, *Assessing Our Performance Under the Anti-Bullying Bill of Rights*. Mr. Vosseler stated that the schools complete the self-assessment at the end of each school year and tonight he is presenting the results for the 2018-2019 school year.

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 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 that 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 and 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 57 to 74, and all thirty-six schools scored a 57 or more which is meeting the requirements. Mr. Vosseler stated that the average score across all the schools becomes the district score which is 65 and is up from 63 last year.

Mr. Vosseler stated that the self-assessment process is that all of the school safety and climate teams complete the self-assessment. 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 submit all of our self-assessments to the NJ DOE for the school year and after it is approved, 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 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 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 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, Bully-Busting Curriculum, Harmony Power Awards, and Relationship Violence Prevention Training. Mr. Vosseler stated that this is the seventh 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 of our schools, focus on working with the School Safety/Climate Teams in improving school climate at all schools, focus on providing the most effective and appropriate interventions and consequences for each HIB investigation, implementing and proactively addressing Social Emotional Learning/HIB Character Education programming for all schools, and piloting the Panorama Education – Social Emotional Learning Program. Mr. Vosseler introduced a video presentation from NJ-12 News showing that Elizabeth is the first district in New Jersey to have the Harmony Power Awards as part of its character and anti-bullying program mandated in all 36 schools with activities promoting harmony, kindness, and respect.

Mr. Vosseler asked if there were any questions and if there was anyone who would like to comment on tonight's report. There were no questions or comments.

Mrs. Pestana thanked him for the presentation.

Mr. Jacobs thanked Mr. Vosseler for all the updates to the report and requested year to date data for the prior year.

Mr. Vosseler explained that the data is year to date.

Mrs. Moreno-Ortega stated that her concern is for a student who doesn't want to speak about bullying and if there is an anonymous report.

Mr. Vosseler explained that the reports need to be investigated.

Mrs. Hugelmeyer explained the process.

Mrs. Hugelmeyer announced that the Elizabeth Public Schools has received \$494,000. for the COPS School Violence Grant Award and thanked the Elizabeth Police Department and Director of Security Matthew Glackin for working collaboratively.

Board President Stephanie Pestana requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically, interviews; legal matters, specifically, board goals. The board will reconvene in public and may add to the agenda.

A motion was made by Ms. Bathelus, seconded by Mrs. Carvalho, to go into private session at 9:30 p.m.

The motion was carried by the following vote:

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

Negative: None

Mrs. Hernandez excused herself (via phone) from the meeting at 9:30 p.m.

Mrs. Barbosa returned to the meeting at 10:54 p.m.

Mrs. Hernandez returned (via phone) to the meeting at 12:00 a.m.

A motion was made by Mrs. Moreno-Ortega, seconded by Mrs. Carvalho, to reconvene in public session at 12:00 a.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez (via phone), Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Pestana – 9

Negative: None

Mrs. Pestana added the following to the agenda:

Resolution – Revised Board Goals

Approval to Submit the HIB Self-Assessment to the NJ Department of Education

Mrs. Pestana asked for a motion to accept the following:

Minutes of the Agenda and Business Meetings of September 12, 2019

Secretary/Treasurer's Report for the Month of August 2019

Personnel Report

Supplemental Personnel Report

2nd Supplemental Personnel Report

Tuition Report

Superintendent's Report – Considerations

Superintendent's Report – Use of Facilities

Supplemental Superintendent's Report – Use of Facilities

Superintendent's Report – Field Trips

Superintendent's Report – Harassment, Intimidation and Bullying Investigative Results – None

Authorizations Report

Supplemental Authorizations Report

Finance and Accounting Report – Authorization to Pay Vouchers
 Supplemental Finance and Accounting Report – Transfer of Funds
 Award of Contracts Report
 Supplemental Award of Contracts Report
 Miscellaneous Communication - None
 Claims List
 Resolution – National Parental Involvement Day
 Resolution – Puerto Rican Heritage Month
 Resolution – Veteran’s Day
 Resolution – National French Week
 Resolution – Anti-Litter Campaign
 Resolution – National Principals Month
 Resolution – Revised Payment for Medical Health Insurance Waiver
 Resolution – Application for Change of Use of Educational Space 2019-2020
 Resolution – USESC Environmental Safety Program 2019-2020
 Resolution – Renewal Contract for Max Plumbing and Heating, Inc. to Provide Snow
 Plowing/Removal Services
 Resolution – Capital Reserve Funds
 Resolution – Payment for Unused Sick Days
 Resolution – Payment for Unused Vacation Days
 Resolution – Appointing Fitness Lifestyles, Inc. to Provide Weight Training Equipment for the
 District Physical Education Department
 Resolution – Settlement of Workers’ Compensation Claim (2014-6095) – C.P.
 Resolution – Settlement and Release Agreement – H.R.
 Resolution – Settlement Agreement UNN-L-1764-18 – Central Jersey Roofing
 Resolution – Settlement Agreement UNN-L-1952-16 – K.D.
 Resolution – Revised Board Goals
 Approval to Submit the HIB Self-Assessment to the NJ Department of Education

A motion was made by Ms. Bathelus, seconded by Mrs. Moreno-Ortega, that the above be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus (abstain- Superintendent’s Report – Use of Facilities request by EEA; Authorizations Report – Union County Board of Chosen Freeholders), Mmes. Carvalho (abstain- Supplemental Personnel Report – G.D., M.G.; Superintendent’s Report – Considerations – A.G., J.C.; Authorizations Report – M.C., Groundwork Elizabeth), Chevres (abstain- Personnel Report – J.R., C.A.; Superintendent’s Report – Use of Facilities request by EEA), Hernandez (abstain- Authorizations Report – Union County Board of Chosen Freeholders), Mr. Jacobs (negative- Personnel Report – Appointments; negative- Supplemental Personnel Report – Appointments; negative- 2nd Supplemental Personnel Report – Appointments), Mrs. Moreno-Ortega, Mr. Neron (abstain- Supplemental Personnel Report – E.R., C.T.; 2nd Supplemental Personnel Report – E.R., C.T.; Superintendent’s Report – Considerations – J.C.), Mrs. Pestana (abstain- Superintendent’s Report – Use of Facilities request by EEA, Authorizations Report – Union County Board of Chosen Freeholders) – 9

Negative: None

Resolution – Appointment of Supervisor of Special Services – Betty Kazanecki

Mrs. Pestana read the resolution.

A motion was made by Mr. Neron, seconded by Mrs. Barbosa, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Pestana – 9

Negative: None

Mrs. Pestana announced that our Elizabeth High School Soccer Team is playing Scotch Plains on Saturday, October 19th at 2:00 p.m. and invited everyone to come out and show their support.

Mrs. Moreno-Ortega stated that our Superintendent shared the great news about our Culinary Arts students.

Mrs. Carvalho congratulated our band who competed last week representing Elizabeth and they did a great job. Mrs. Carvalho congratulated all of our band members and staff who went to Maryland and were in the top ten who won.

Mrs. Carvalho congratulated the Dwyer Academy and stated that she is a fan and big supporter of the AVID program. Mrs. Carvalho stated that what they have accomplished here is not a small feat and congratulated the students and staff for making this work.

Mrs. Barbosa stated that the special education basketball clinic has started and will be held October 12, 19, 26 and November 2, 16, and 23 from 8:30 a.m. to 11:30 a.m. Mrs. Barbosa stated that our special needs children are playing basketball and doing routines, running, dribbling, and are doing lots of things with our girls basketball team volunteers and our boys basketball team volunteers. Mrs. Barbosa stated that she had the privilege and honor of going on Saturday and it was a wonderful experience. Mrs. Barbosa congratulated our special services team for putting that together.

Mrs. Barbosa stated that the Board members have come together and in the next week and a half we will be carrying out a project called pumpkin giving. Mrs. Barbosa stated that we will have a couple of pallets of pumpkins and we will be starting with our special needs classes. Mrs. Barbosa stated that a lot of Board members will be visiting the classrooms giving out pumpkins to our children so that they can paint them and take them home to their families. Mrs. Barbosa stated that she is looking forward to working with the Board members on this project.

Mr. Neron thanked all of our instructors districtwide who participated in all of the cancer efforts and awareness throughout the month. Mr. Neron stated that it is a wonderful effort that they have put forth to encourage our community to be aware of the many ills of cancer. Mr. Neron stated that primarily in October we focus on breast cancer and stated that we salute all of the survivors and we are so proud and happy that you are able to not only still be with us but continually fight this deadly disease. Mr. Neron stated that our students do a lot of great work around creating the awareness and keeping the movement going. Mr. Neron stated that they have participated in a lot of walks and there is a walk coming up this Sunday sponsored by the Elizabeth Department of Health and Human Services to raise awareness for cancer. Mr. Neron stated that he wants to make sure that we keep the awareness going and that we encourage others to do the same. Mr. Neron stated that we want to make sure that when we put out these resolutions in our schools we really want to implore to our staff, families, and students to really take heed of the type of work that is happening.

Mr. Neron stated that our baseball coach is continuing on with the clinics with our youth in the community at Brophy Field. Mr. Neron stated that it has been going very well and he wants to

encourage our school age children to participate. Mr. Neron stated that our clinics start early and we saw the great accomplishments that happened with our Elmora Troopers this year. Mr. Neron stated that we want to keep that going districtwide and encourage our kids to participate and become healthy and successful athletes and really hone in on the skills of baseball.

Mrs. Hugelmeyer stated that she is incredibly excited to share a letter that she received from the Commissioner of Education Dr. Repollet inviting our district's Culinary Arts program students to join them in observing the New Jersey Department of Education's Hispanic Heritage Month Celebration focusing on the New Jersey State Seal of Biliteracy and advocacy. Mrs. Hugelmeyer stated that the event will be held in the George Washington Ballroom of Patriots Theater at the War Memorial in Trenton, NJ. Mrs. Hugelmeyer stated that our students have been invited to participate in the culinary component of this event which would include preparing two dishes for approximately 350 people influenced by Hispanic culture. Mrs. Hugelmeyer stated that this is a wonderful opportunity to showcase our students in the Culinary Program at the Thomas A. Edison Career and Technical Academy.

Mrs. Pestana thanked the Board members and Superintendent for the information.

On a motion by Ms. Bathelus, seconded by Mrs. Barbosa, the meeting was adjourned at 12:15 a.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Pestana – 9

Negative: None

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