

APPROVED
Bd. Mtg. 11-15-12

BOARD OF EDUCATION
(Official)

October 18, 2012
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on October 18, 2012 at 7:00 p.m., in Monsignor João Antão School No. 31, 1014 South Elmora Avenue, Elizabeth, New Jersey.

Board President Fernando Nazco presented the following statement at 7:20 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 Worrall Community Newspapers, The Star Ledger and Cablevision of Elizabeth on Friday, October 12, 2012. 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 October 18, 2012 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 one hour prior to the advertised start of the meeting 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. Castillo-Ospina, Messrs. Donoso, González (arr. 7:25 p.m.), Monteiro, Padlo, Perreira, Trujillo (arr. 7:45 p.m.), Nazco – 8

Absent: Mrs. Munn – 1

Superintendent of Schools Pablo Muñoz, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Associate Counsel Heather Ford, Assistant Superintendent for Schools Jennifer Barrett, Assistant Superintendent for Family and Community Outreach Jerome Dunn, Assistant Superintendent for Teaching and Learning Olga Hugelmeyer, Assistant Board Secretary Donald Goncalves, Comptroller William Greene and members of the public were in attendance.

Dr. William A. Greene gave the invocation.

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

The Pledge of Allegiance was led by Naomi Stevens, tenth grade student at Elizabeth High School.

The *Star Spangled Banner* by Francis Scott Key was performed by students in the Elizabeth High School Select Choir.

The Pledge of Ethics was led by Samantha Posada, eleventh grade student at Elizabeth High School.

Mr. Nazco introduced a video presentation of the Core Beliefs and Commitments.

Mr. Nazco introduced students from the Elizabeth High School Select Choir who performed *A Long Way from Home* by Ruth Elaine Schram. Mr. Nazco thanked the students for a wonderful performance.

Mr. Nazco introduced students who performed a dance routine to a salsa medley. Mr. Nazco thanked the students for the wonderful performance.

Mr. Nazco recognized the following schools according with our accountability system based on student achievement performance on district and state summative assessments and Adequate Yearly Progress (AYP) for the 2009-2010 PreK Programs including 4 Star Schools Donald Stewart Center for Early Childhood Education School No. 51 and Martin Luther King, Jr. Center for Early Childhood Education School No. 52; 3 Star Schools Mabel G. Holmes School No. 5 Annex A, Toussaint L'Ouverture-Marquis de Lafayette School No. 6, Christopher Columbus School No. 15, Woodrow Wilson School No. 19, Dr. Albert Einstein Academy School No. 29, Ronald Reagan Academy School No. 30, Frances C. Smith Center for Early Childhood Education School No. 50, Egenolf Early Childhood Center, New Hope Center for Early Childhood Education, and Proceed I Early Childhood Development Center. Mr. Nazco and Board members congratulated the principals and presented each with a banner of commemoration.

Mr. Nazco recognized the following schools according with our accountability system based on student achievement performance on district and state summative assessments and Adequate Yearly Progress (AYP) for the 2009-2010 K-12 Schools including 5 Star Schools Terence C. Reilly School No. 7 and William F. Halloran School No. 22 @ 31; 4 Star School Elizabeth High School; 3 Star Schools Victor Mravlag School No. 21 @ 31 and Dr. Orlando Edreira Academy School No. 26. Mr. Nazco and Board members congratulated the principals and presented each with a banner of commemoration.

Mr. Nazco stated that creating a high performance district culture based on high expectations will lead to high student achievement. Mr. Nazco stated that the Gold, Silver and Bronze Key recognition system is based on important elements that contribute positively to the district's culture including student attendance, college enrollment, rigorous curriculum and value added teaching. Mr. Nazco recognized the following schools according with our accountability system based on a review of student attendance for 2009-2010 including Gold Key Schools Terence C. Reilly School No. 7, Madison-Monroe School No. 16, William F. Halloran School No. 22 @ 31, Dr. Orlando Edreira School No. 26, Dr. Albert Einstein Academy School No. 29, and Elizabeth High School; Silver Key Schools Joseph Battin School No. 4, Elmora School No. 12, Robert Morris School No. 18, Woodrow Wilson School No. 19, Charles J. Hudson School No. 25, and Ronald Reagan Academy School No. 30; and Bronze Key Schools, Nicholas S. LaCorte-Peterstown School No. 3, Mabel G. Holmes School No. 5, Toussaint L'Ouverture-Marquis de Lafayette School No. 6, Benjamin Franklin School No. 13, Abraham Lincoln School No. 14, Christopher Columbus School No. 15, John Marshall School No. 20, Victor Mravlag

School No. 21 @ 31, Nicholas Murray Butler School No. 23, Dr. Antonia Pantoja School No. 27, Juan Pablo Duarte-José Julián Martí School No. 28, and Alexander Hamilton Preparatory Academy. Mr. Nazco and Board members congratulated the principals and presented each with a banner of commemoration.

Mr. Nazco recognized the following schools according with our accountability system based on a review of college bound students for 2009-2010 of all high schools eligible based on percentage of seniors who were accepted in 2 or 4 year colleges/universities including Gold Key School Elizabeth High School; Silver Key School Alexander Hamilton Preparatory Academy; and Bronze Key School Thomas Jefferson Arts Academy. Mr. Nazco and Board members congratulated the principals and presented each with a banner of commemoration.

Mr. Nazco recognized the following schools according with our accountability system based on student achievement performance on district and state summative assessments and Adequate Yearly Progress (AYP) for the 2010-2011 PreK Programs including 5 Star Schools Frances C. Smith Center for Early Childhood Education School No. 50, Donald Stewart Center for Early Childhood Education School No. 51, and Egenolf Early Childhood Center; 4 Star Schools Terence C. Reilly School No. 7, Elmora School No. 12, Nicholas Murray Butler School No. 23, Dr. Antonia Pantoja School No. 27, Juan Pablo Duarte-José Julián Martí School No. 28, Dr. Albert Einstein Academy School No. 29, Ronald Reagan Academy School No. 30, Martin Luther King, Jr. Center for Early Childhood Education School No. 52, Proceed I Childhood Development Center and Proceed II Childhood Development Center; 3 Star Schools George Washington School No. 1, Winfield Scott School No. 2, Mabel G. Holmes School No. 5, Mabel G. Holmes School No. 5 Annex A, Mabel G. Holmes School No. 5 Annex B, Toussaint L'Ouverture-Marquis de Lafayette School No. 6, Madison-Monroe School No. 16, Woodrow Wilson School No. 19, Victor Mravlag School No. 21 @ 31, Elizabeth Port Presbyterian Center, Jefferson Park Day Care Center, Little School House, New Hope Center for Early Childhood Education, and Wonder World. Mr. Nazco and Board members congratulated the principals and presented each with a banner of commemoration.

Mr. Nazco recognized the following schools according with our accountability system based on student achievement performance on district and state summative assessments and Adequate Yearly Progress (AYP) for the 2010-2011 K-12 Schools including 5 Star Schools Terence C. Reilly School No. 7, William F. Halloran School No. 22 @ 31 and Elizabeth High School; and 3 Star School Victor Mravlag School No. 21 @ 31. Mr. Nazco and Board members congratulated the principals and presented each with a banner of commemoration.

Mr. Nazco recognized the following schools according with our accountability system based on a review of student attendance for 2010-2011 including Gold Key Schools Terence C. Reilly School No. 7, William F. Halloran School No. 22 @ 31, Dr. Orlando Edreira Academy School No. 26, and Elizabeth High School; Silver Key Schools Abraham Lincoln School No. 14, Robert Morris School No. 18, Woodrow Wilson School No. 19, Victor Mravlag School No. 21 @ 31, Dr. Albert Einstein Academy School No. 29, and Ronald Reagan Academy School No. 30; and Bronze Key Schools Nicholas S. LaCorte-Peterstown School No. 3, Joseph Battin School No. 4, Toussaint L'Ouverture-Marquis de Lafayette School No. 6, Elmora School No. 12, Benjamin Franklin School No. 13, Christopher Columbus School No. 15, Madison-Monroe School No. 16, John Marshall School No. 20, Nicholas Murray Butler School No. 23, Charles J. Hudson School No. 25, Dr. Antonia Pantoja School No. 27, Juan Pablo Duarte-José Julián Martí School No. 28, and Alexander Hamilton Preparatory Academy. Mr. Nazco and Board members congratulated the principals and presented each with a banner of commemoration.

Mr. Nazco recognized the following schools according with our accountability system based on a review of college bound students for 2010-2011 including Gold Key School

Alexander Hamilton Preparatory Academy and Elizabeth High School. Mr. Nazco and Board members congratulated the principals and presented each with a banner of commemoration.

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the minutes of the meetings of September 13 and October 9, 2012 be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Secretary and Treasurer's Report for the Month of August 2012

A motion was made by Mr. Perreira, seconded by Mr. González, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Personnel Report – Leaves of Absence, etc.

A motion was made by Mr. Perreira, seconded by Mr. González, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Nazco – 6

Abstain: Messrs. Perreira, Trujillo – 2

Negative: None

Tuition Report

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Supplemental Tuition Report

A motion was made by Mr. González, seconded by Mr. Perreira, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Superintendent's Report – Considerations

A motion was made by Mr. Perreira, seconded by Mrs. Castillo-Ospina, that the requests be approved.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Superintendent's Report – Use of Facilities

A motion was made by Mr. Donoso, seconded by Mrs. Castillo-Ospina, that the requests be approved with a waiver of fees.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Superintendent's Report – Use of Facilities with Fees

A motion was made by Mr. Perreira, seconded by Mr. Padlo, that the requests be approved as recommended.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Superintendent's Report – Field Trips

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Supplemental Superintendent's Report – Field Trips

A motion was made by Mr. Perreira, seconded by Mr. Padlo, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Superintendent's Report

Superintendent Muñoz stated that the school district will be hosting its 2012 College Fair on November 1 at 7 p.m. at the Dunn Sports Center and will also be serving as the kickoff event to the inaugural EPS OneFest showcasing the excellence achieved in academics, athletics and the arts by students and staff members. Mr. Muñoz stated that the festival will take place Thursday, November 1 through Saturday, November 3 and to find out more about OneFest '12 please visit the OneFest'12 webpage at www.epsnj.org/onefest. Mr. Muñoz highlighted the excellent news and activities that have occurred in the Elizabeth Public Schools including Boo Boo Bear Bullying Program at Madison-Monroe School No. 16, Bullies Everywhere are Now Stopped (BEANS) at George Washington School No. 1, Anti-Bullying Pledge at Thomas A. Edison Career and Technical Academy, Peacemaker Pledge at Dr. Albert Einstein Academy School No. 29, Respect Diversity at Madison-Monroe School No. 16, RESPECT at Alexander Hamilton Preparatory Academy, Stop Bullying at Ronald Reagan Academy School No. 30, students at Benjamin Franklin School No. 13 honored the heroes and victims of 9/11, Patriots Day at Victor Mravlag School No. 21 @ 31 and William F. Halloran School No. 22 @ 31, six television students from Thomas Jefferson Arts Academy worked to broadcast the Elizabeth vs. Union football game on the MSG Varsity Channel, students at Dr. Martin Luther King, Jr., Center for Early Childhood Education School No. 52 studied the life cycle of butterflies, International Peace Day at Benjamin Franklin School No. 13, expansion of Advanced Placement (AP) courses at Alexander Hamilton Preparatory Academy, Madison-Monroe School No. 16 earned the Bronze level Recognition of the Healthy Schools Program sponsored by The Alliance for a Healthier Generation, AVID implementation at Benjamin Franklin School No. 13, Dr. Albert Einstein

Academy School No. 29 received a greenhouse and raised garden beds as part of the STEAM agriculture class, Peer Leadership at Ronald Reagan Academy School No. 30, Hispanic Heritage Month at Abraham Lincoln School No. 14, students at Dr. Antonia Pantoja School No. 27 used iPads to synthesize data on the Earth's tilt, rotation and revolution around the sun, and Breast Cancer Awareness Month at Elmora School No. 12. Mr. Muñoz congratulated the EHS Marching Band for winning first place at their first US Bands competition of the season winning the Caption Awards in Music and Overall Effect, advancing to the next level and winning first place at the Yamaha Cup competition. Mr. Muñoz stated that you can continue to follow the excellent experiences that have occurred in the Elizabeth Public Schools on our website, www.epsnj.org, EPStv, and Facebook.

Mr. Nazco thanked Superintendent Muñoz for his report.

Mr. Nazco invited everyone to attend the OneFest to be held on November 1st, 2nd, and 3rd with three days of celebrating excellence in academics, athletics and the arts with activities, events and games for all ages. Mr. Nazco stated that OneFest is open to everyone from the Elizabeth Public Schools and the community-at-large and for more information please visit our website www.epsnj.org/onefest.

Authorizations Report – Authorization to Enter Into Contract, etc.

A motion was made by Mr. Perreira, seconded by Mr. Padlo, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González (abstain- Panasonic Foundation Leadership Associates Program), Monteiro, Padlo, Perreira, Nazco – 7

Abstain: Mr. Trujillo – 1

Negative: None

Supplemental Authorizations Report – Authorization to Host Middle States, etc.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Nazco – 7

Abstain: Mr. Trujillo – 1

Negative: None

2nd Supplemental Authorizations Report – Authorization for EHS Key Club, etc.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

A motion was made by Mr. González, seconded by Mr. Perreira, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Supplemental Finance and Accounting Report – Transfer of Funds

A motion was made by Mr. Trujillo, seconded by Mr. Padlo, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Award of Contracts Report – Award of Contracts, etc.

A motion was made by Mr. Trujillo, seconded by Mr. González, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Supplemental Award of Contracts Report – Award of Contracts, etc.

A motion was made by Mr. Trujillo, seconded by Mr. Perreira, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

2nd Supplemental Award of Contracts Report – Change Orders

A motion was made by Mr. Trujillo, seconded by Mr. Perreira, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Miscellaneous Communication

None.

Claims List

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Nazco – 6

Abstain: Messrs. Perreira, Trujillo – 2

Negative: None

Resolution – Assignment as Section 504 Officer for the 2012-2013 School Year – Michael Burke

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – National School Lunch Week

Mr. Donoso read the resolution.

A motion was made by Mr. Donoso, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – National Parental Involvement Day

Mr. Padlo read the resolution.

A motion was made by Mr. Padlo, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Mr. Trujillo commented that we tend to forget the important role parents have in the success we are having in this district and that it is so important for parents to continue to be involved. Mr. Trujillo stated that there are two National Blue Ribbon Schools that we are fortunate to have in this building and another at Terence C. Reilly School No. 7 and it couldn't be possible without the parents who come home, turn off the television and take the time for homework. Mr. Trujillo stated that it is a three prong success story with the student achieving, the educators doing a great job, and parents taking time with homework to instill in the children the hard work that is needed to succeed. Mr. Trujillo stated that it is important if we are to grow and continue to succeed we need to do a better job of outreaching to the parents. Mr. Trujillo stated that we had the pleasure of going to many Open Houses at the beginning of the year and over the last few years he can see the momentum of more and more parents attending the Open Houses and more parents are becoming involved in their children's education. Mr. Trujillo stated that it is important that we continue to drive the message that we can't succeed without the parents being involved, that we can't do it alone, not this Board, not this great group of educators, not this district. Mr. Trujillo stated that children need the support of family and home environment and need to be nurtured and that parental involvement is very important.

Mr. Monteiro excused himself from the meeting at 8:26 p.m.

Resolution – Puerto Rican Heritage Month

Mrs. Castillo-Ospina read the resolution.

A motion was made by Mrs. Castillo-Ospina, seconded by Mr. González, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Padlo, Perreira, Trujillo, Nazco – 7

Negative: None

Mr. Monteiro returned to the meeting at 8:28 p.m.

Resolution – Veteran’s Day

Mr. Trujillo read the resolution.

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Mr. Trujillo commented that he appreciated the honor to read the resolution and that anytime we have the opportunity to honor the brave men and women who serve our country we should because they give us the opportunity to serve here without having to go and fight, that they do the fighting for us leaving their families behind and often not coming back to their families. Mr. Trujillo stated that he can’t think of any greater honor that we can bestow on those who have fought and paid for our liberty than to participate in the upcoming election. Mr. Trujillo stated that this is a great country because of those who sacrificed and it is sad that those who can participate in the upcoming election often don’t and he would like to encourage everyone to vote. Mr. Trujillo stated that he won’t tell you who to vote for but he wishes everyone would go out and vote, that too often we take it for granted and find something else to do that day and that is really sad. Mr. Trujillo stated that we send young men and women across the world to fight so that we have that right to vote. Mr. Trujillo encouraged everyone to go out and vote and practice your civil duty.

Resolution – Elizabeth Public Schools OneFest ‘12

A motion was made by Mrs. Castillo-Ospina, seconded by Mr. Donoso, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Memorandum of Agreement between Education and Law Enforcement Officials 2012-2013 School Year

A motion was made by Mr. Donoso, seconded by Mr. Padlo, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Payment for Unused Vacation Days

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 7

Abstain: Mr. Donoso – 1

Negative: None

Resolution – Payment for Unused Sick Days

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 7

Abstain: Mr. Donoso – 1

Negative: None

Resolution – Confidentiality of Personnel Records

Mr. Padlo read the resolution.

A motion was made by Mr. Padlo, seconded by Mr. Donoso, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Mrs. Castillo-Ospina commented that she has been a member of the Education Association for many years, that she has been a parent before becoming a Board member and is very much concerned about privacy. Mrs. Castillo-Ospina stated that she respects the privacy of teachers and administrators and confidentiality should be taken into consideration at all times. Mrs. Castillo stated that she is very upset that this has taken place and would like the authorities to do something to protect the rights of the employees of the district.

The first reading was done of the revised Alternative Educational Programs Policy File Code No. 6172 and the revised Minutes Bylaw File Code No. 9326.

Mr. Nazco presented the following public participation statement.

“At this time, the microphones are open for public comment to those who have signed in prior to this session. 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. Nazco called upon the first public participant, George Mikros, to address the Board.

George Mikros, Principal of Alexander Hamilton Preparatory Academy, stated that he was speaking on behalf of the teachers and staff members who received political matter and some staff members who received it at their job and it should not be sent to the school because it detracts from the educational process which is teaching and learning.

Mr. Nazco thanked him for his comments and called upon the next participant, Mari Celi Sanchez, to come forward.

Mari Celi Sanchez, Vice Principal of Alexander Hamilton Preparatory Academy Annex stated that her concern is that 12 letters were received at school on two separate days and she

immediately recognized them because of the wording on the front “Everybody Loves Raymond” and as a resident she received a letter at her home. Mrs. Sanchez stated that in this political season she expects letters such as these at her home but she is concerned because the letters were received at the employees place of employment and requested the Board to investigate this matter.

Mr. Nazco thanked her for her comments and called upon the next participant, Michael Cummings, to come forward.

Michael Cummings, Principal of Elizabeth High School, stated that he has a deep and profound respect for the process of election. Mr. Cummings stated that he is here because teachers at Elizabeth High School also received political letters at school and respectfully asked the Board to investigate this matter.

Mr. Nazco thanked him for his comments and called upon the next public participant, Maria Echavarria, to address the Board.

Maria Echavarria, 321 Westfield Avenue, stated that at candidate’s night only one of three Board members attended, that she has color flyers instead of the one here, and that the speeches have no actions behind the words. Mrs. Echavarria spoke about her autistic son who was hurt at the autistic school.

Mr. Nazco thanked her for her comments and called upon the next public participant, Eric Price, to address the Board.

Eric Price, teacher at Elmora School No. 12, stated that he is a resident and teacher and there is a breach in the manner that the letters were delivered to the teachers, that this is well beyond political propaganda, that this is cyberspace and personal information and there is a great concern that someone would violate his personal information. Mr. Price commented that this needs to be handled by the justice system and thanked the Board members for their action in this matter.

Mr. Nazco thanked him for his comments and called upon the next public participant, Nancy Carrero, to address the Board.

Nancy Carrero, teacher at Benjamin Franklin School No. 13, stated that she has been a teacher for 13 years and received a letter with “Everybody Loves Raymond” and finds the letter to be offensive and will not allow this to interrupt teaching. Ms. Carrero asked the Board to investigate this matter.

Mr. Nazco thanked her for her comments and called upon the next public participant, Yalitza Torres, to address the Board.

Yalitza Torres, Principal of Benjamin Franklin School No. 13, stated that the mailing was addressed to current and past teachers and was received Monday at school and that they will not be intimidated by Lesniak.

Mr. Nazco thanked her for her comments and called upon the next public participant, Nichol Pina-Comas, to address the Board.

Nichol Pina-Comas, Vice Principal of Thomas Jefferson Arts Academy, stated that many staff members have come to her because their names and addresses have been jeopardized and requested the Board investigate this matter.

Mr. Nazco thanked her for her comments and called upon the next public participant, Bermery Gonzalez, to address the Board.

Bermery Gonzalez, teacher at Dr. Antonia Pantoja School No. 27, stated that our information has been put in the public and something should be done.

Mr. Nazco thanked her for her comments and called upon the next public participant, Iris Flores, to address the Board.

Iris Flores, 45 Mravlag Manor, stated that she has been a resident for 25 years and the Board has a policy on anti-bullying but does not set an example, that the letters on the chairs are slandering, that she is disgusted and two wrongs do not make it right.

Mr. Nazco thanked her for her comments and called upon the next public participant, Fatima Barakat, to address the Board.

Fatima Barakat, 925 Sheridan Avenue, stated that her personal information has been compromised.

Mr. Nazco thanked her for her comments.

Mr. Nazco called twice upon the next public participant, Ronald Lee, to address the Board. Mr. Lee did not come forward.

Mr. Nazco called upon the next public participant, Jose Rodriguez, to address the Board.

Jose Rodriguez, 618 Jackson Avenue, spoke on general issues.

Mr. González stated that we have had many accomplishments over seven years.

Mr. Trujillo commented that Mr. Rodriguez comes 18 days before the election and tries to discredit the work that has been done here. Mr. Trujillo stated that Mr. Rodriguez wants to be part of the BOE and is a teacher in a wealthy district and questioned why Mr. Rodriguez says that 68% is garbage.

Mr. Nazco thanked him for his comments and called upon the next public participant, Jerry Jacobs, to address the Board.

Jerry Jacobs, 816 Garden Street, stated that he is a proud resident and thanked the Board members for their commitment, time and dedication. Mr. Jacobs stated that it is sad to see political fighting on both sides and that there should be less concentration on politics and more concentration on students. Mr. Jacobs stated that he is proud of the number of schools that have been built and there have been many recognitions but there is still far to go.

Mr. Nazco thanked him for his comments and called upon the next public participant, Maria Medeiros, to address the Board.

Maria Medeiros, 212 Inslee Place, spoke on general issues.

Mr. Nazco thanked her for her comments and called upon the next public participant, James Carey, to address the Board.

James Carey, 212 Inslee Place, spoke on general issues.

Mr. Nazco thanked him for his comments.

Since there were no other citizens signed in to address the Board, Mr. Nazco declared this portion of the public meeting closed.

Mr. Monteiro stated that the reason he came back to serve again was to preserve the school board's independence. Mr. Monteiro stated that it was revealed to him that the political boss of this town, Senator Ray Lesniak, a boss of over 34 years was going to funnel tens of thousands of dollars into the opponents of my colleagues campaign and this was at a time when he was not running for office or thinking about running or serving on this school Board. Mr. Monteiro stated that he found that to be the case and an opportunity opened and his colleagues asked him and he was willing and able to do it. Mr. Monteiro stated that what is important to recognize is that when Senator Ray Lesniak controlled this Board in his day with his appointed school Board members this was one of the worst school districts in the State, close to last. Mr. Monteiro stated that this past week it came to his attention that teachers and administrators received this letter from a former colleague on City Council, Frank Cuesta, with a personal note from Senator Ray Lesniak. Mr. Monteiro stated that it was disturbing and very offensive that Ray Lesniak wrote that as a product of public education he truly values the importance and the effort that goes into teaching and working in a public school system. Mr. Monteiro stated that for 34 years he has not come to visit any of our schools and when he is in Trenton rather than bringing in more money to our district he asks the Governor to cut our funding and that we have been audited a dozen times over because of his control and his influence. Mr. Monteiro stated that the envelope has "Everybody Loves Raymond" on the front and commented Everybody Loves Raymond NOT! Mr. Monteiro stated that it's sad that they have gone as low as they possibly could go and the letter from Frank Cuesta, a former administrator and former colleague who he respected on City Council, mentions that Senator Lesniak wants to know how can anyone support and be asked to contribute year after year for candidates for this Board. Mr. Monteiro stated that he has been involved with supporting this Board for the past ten years with fund raising and with election reports and they don't want to play by the same rules. Mr. Monteiro stated that Mr. Jose Rodriguez stated that they do play by the same rules and file the correct reports. Mr. Monteiro stated that is not true and explained that on the New Jersey election website which is used to file reports 29 days before the election, 11 days before the election, and 20 days after the election they only filed the 20 days after the election report and failed to report \$30,000. of contributions and who donated and they never disclosed them. Mr. Monteiro stated that on our report the donations are all listed and they have to be over \$300. to be listed. Mr. Monteiro stated that this is important because while they want to break the law and they want to be holier than thou and come here and accuse the Board of things that are blatantly wrong and not true we have to tell you the truth. Mr. Monteiro stated that anyone who knows him and his family knows that he is fiercely independent and doesn't care what party you belong to or who you vote for but that you vote and that is the important thing. Mr. Monteiro stated that when they were looking at the opponent's report they noticed that they were not raising a lot of money and maybe they did not have the support. Mr. Monteiro stated that until this past week when he happened to go on the computer and saw that they raised only \$5,000. which is not a lot of money to run a campaign and their single biggest contributor was Frank Cuesta with a contribution of \$1,000. injecting politics into our school board. Mr. Monteiro stated that when he checked Mayor Bollwage's report he saw a donation to the Elizabeth Education Future PAC which he never heard of and upon further checking found it to be a shadow organization which raises money and doesn't tell you how it is going to be spent. Mr. Monteiro stated that we don't like fundraising but it is the nature of the beast because it costs money to send out mail and lawn signs and we do it ourselves. Mr. Monteiro stated that not everyone supports us, not everyone attends our fundraisers, and we never twist anyone's arm to contribute. Mr. Monteiro stated that the Elizabeth Education Future PAC surfaced just two weeks ago by Ray Lesniak and its mission is to promote good, honest education and support candidates in Elizabeth and the donors include the International Long Shoremen

Association, 17 Battery Place, New York with a contribution of \$7,200., Birdsell Services Group, Sea Girt, NJ, which is a big engineering company with a contribution of \$7,200. and they were hit with a big pay to play violation in Union County, Dennis Enright who is a big Lesniak donor with a contribution of \$2,500., Peerless Beverage an alcohol distributor in Union with a contribution of \$2,000. and Chris Bollwage who doesn't even show up on this report with a contribution of \$7,200. Mr. Monteiro stated that all these people contributed to an educational Political Action Committee (PAC) here in the City of Elizabeth and this is who Senator Ray Lesniak wants to come and control the Elizabeth Board of Education, an alcohol company, the Long Shoremen tied to organized crime in New York, a big financial guy involved in incinerators and many others. Mr. Monteiro stated that these are the contributors we know about and between now and Election Day we don't know how many more are coming but our opponents will have the benefit of all this money coming through their campaign. Mr. Monteiro stated that at first we believed that maybe our opponents were independent of Senator Ray Lesniak and Mayor Chris Bollwage but that's not the case because this week Mayor Chris Bollwage sent out a mailer with pictures of our three opponents on it with the same headquarters and same paying information for all this. Mr. Monteiro stated that this is the point, that you have a choice and there is a really big contrast when you go to vote. Mr. Monteiro stated that you have the choice of an independent school board or you have your political bosses, Senator Ray Lesniak, Frank Cuesta, Chris Bollwage and all the other bosses who want to control the Elizabeth Board of Education and control it for their own special interests, for the Long Shoremen, alcohol companies and for all the other private investors. Mr. Monteiro stated that the choice is yours and you make it on Election Day.

Mr. Trujillo read a letter to be sent to Honorable Chris Cerf, Commissioner of Education at the Department of Education.

"We write you as a Board of Education regarding a serious violation of confidentiality of personnel records of our employees. At this juncture our intention is to set forth the facts as they have become apparent.

As an overview, a former principal has engaged in sending out a political mailing in support of State Senator Raymond Lesniak to the private home addresses of Board employees namely teachers. Let us state clearly, any breach of the confidentiality of educators such as use of their home addresses is an act we believe to be a violation of both school policy and state statute.

Enclosed is a copy of the packet of material sent out by former principal Frank Cuesta.

We don't believe it necessary to again respond to the allegations contained in his letter. The charges were fully refuted after the expansive investigation conducted by former Supreme Court Justice Gary Stein. Also enclosed is a copy of the envelope of the mailing including the pretentious heading "Everybody Loves Raymond." Our initial review indicates the list of teachers utilized was not provided by staff. One educator for example received the letter at an address he had moved from a number of years ago.

School policy specifically exempts from public access:

"The home address and telephone numbers of any employee of the Board except as the individual employee may wish such information to be released."

In this specific case, we are aware that this extensive mailing did not have the prior approval of educators. While there is no "paid for" on the mailing, the bulk postal account (019J82017114) is contained on the envelopes reviewed. Also contained is a return address of Frank Cuesta, P.O. Box 97 Elizabeth, NJ 07207.

Let us again express concern that a clear breach of the confidentiality of the home address of educators has occurred. We are attempting through the Human Resource Department to quantify the number of employees whose privacy has been violated. At this juncture before proceeding, we believe the appropriate path is first to notify the concerned parties, so that the matter is appropriately reviewed. We look forward to your guidance in this matter."

Mr. Trujillo asked his fellow Board members to join him in signing this letter.

Mr. Perreira stated that he generally reserves a lot of his comments and is not an outspoken person and does not like to get into confrontations. Mr. Perreira stated that when we listen to people that are running for this position they come here and read documents prepared by individuals who are getting paid to drum up or stir up information and misconstrue facts and it is appalling. Mr. Perreira stated that if the people are really interested in being part of this Board they should study what they are trying to say, understand what the facts really are before coming to the microphone and speaking. Mr. Perreira stated that some speak in such a negative manner against the hard work of more than 4,000 employees who come in day in and day out to make sure that the 23,000 students who go to school here in Elizabeth are given what they deserve and the chance that they deserve. Mr. Perreira stated that if you want to speak about some of the items that we do like to speak about that has come about because of the work not only of this Board but also the administrators, the teachers in the district we have 12 new schools that were built in this City, brand new schools that did not cost one dime to the taxpayers in the City of Elizabeth. Mr. Perreira asked if people understand what it would be like in a classroom if there were 12 less schools in our district and stated that that there would probably be 45 to 50 students in classrooms. Mr. Perreira stated that these are the facts. Mr. Perreira stated that we opened 5 other schools that were closed by the Archdiocese for a total of 17 schools in the City of Elizabeth. Mr. Perreira asked what other city not only in New Jersey but in this country has had the pleasure to open 17 new schools in their own city. Mr. Perreira stated that these are the facts. Mr. Perreira stated that a statement was made that we are celebrating mediocrity. Mr. Perreira stated that we are not celebrating mediocrity and that in a sports game no one goes there and wants to lose. Mr. Perreira stated that this district has had 6 years of scores that are going up and they are not where we want them to be but we are going to commend the people that have risen from where it was before because they are doing the hard work and trying to get there. Mr. Perreira stated that our goal is to be higher than we are and we commend people who work hard and bring good results. Mr. Perreira stated that another statement was made with regard to our graduation rates. Mr. Perreira explained that our district has the most stringent requirements for any high school student in the State of New Jersey, that the State requirement is 120 credits and our district requirement is 160 credits to be able to graduate from our six academies and the students have to fulfill community services hours as well. Mr. Perreira stated that when people come here and say we are not challenging the students enough they should read the facts, understand the facts and not to listen to what other people are saying. Mr. Perreira stated that if the candidates want to be taken seriously then be serious and don't come here and make a joke of my time because you think you're the right choice, that you are not the right choice if you come here and speak negative about the people you are going to represent and you are speaking negatively about the students you are going to represent. Mr. Perreira stated that part of our job as a Board member is to make sure our students are educated while we make sure our taxpayer dollars are spent properly. Mr. Perreira stated that all of the changes from the schools being built, scores going up, achieving National Blue Ribbon status in three schools, upgrading sports facilities, upgrading school facilities in the older schools that had no air conditioning have been done without the Board of Education raising taxes two years in the City of Elizabeth. Mr. Perreira stated that fiscally we are being very responsible. Mr. Perreira stated that those are the facts that no one speaks about and if anyone came to the Budget Hearing they would know. Mr. Perreira stated that the candidates come here and say they don't want to politicize but you make false accusations that are not based on facts. Mr. Perreira stated that he does not get paid to be here, that being a Board member is something that is important and he has children in the district. Mr. Perreira stated that he was elected to make sure the students of Elizabeth are given the best but also to do it in a manner that is fiscally responsible for our taxpayers. Mr. Perreira commended Mr. Jacobs for his comments and agreed that we spend way too much time on trying to fight these political faces and it is two ways but if anyone is getting punched he doesn't think anyone wants to lay on the floor and just keep taking punches. Mr. Perreira stated that when we are attacked we have to push back. Mr. Perreira stated that he wishes our Board meetings were

held with parents coming with situations if there is a problem and welcomes parents that come with problems.

Mrs. Castillo-Ospina commented that she agreed with everything Mr. Perreira said and she has the pleasure of both working for a district and being on the Board. Mrs. Castillo-Ospina stated that she works with regular education and special education students and she sits with the parents about providing out-of-district schooling and that everything that is done here she does in her job. Mrs. Castillo-Ospina stated that she is kind to her parents, solves their problems and there is a lot of respect. Mrs. Castillo-Ospina stated that in life we have to respect each other. Mrs. Castillo-Ospina stated that each one of us has a different role in education from administrators to teachers to ladies serving lunch. Mrs. Castillo-Ospina stated that children learn at different rates and have different learning styles and not every child is going to learn the same way. Mrs. Castillo-Ospina stated that it is our job as Board members to make sure that every child is educated, sees progress, growth and development in Elizabeth and that many years ago she saw failing schools in her district and was embarrassed to say we are going to get there one day. Mrs. Castillo-Ospina stated that it takes a lot of work, patience and dedication, that we are a family and protect each other, help each other, serve our children and we need to teach our children. Mrs. Castillo-Ospina stated that she does not get paid as a Board member and that she is more than happy to give her time, that we have jobs assigned such as New Jersey School Boards and if we do not go to every function it is because not only do we have other events we also have personal lives like everyone. Mrs. Castillo-Ospina stated that they are here to serve the children in the community and that she is very happy to be a Board member and that her children graduated from high school and now this is her time. Mrs. Castillo-Ospina stated that we have to learn to respect each other for a better world and thanked the parents for bringing their children to the Elizabeth Public Schools to learn, to be loved, to care, to achieve and make a future for them.

Mr. Trujillo commented that he wanted to follow-up on Mr. Monteiro's comments and stated that what we have learned is that we have Long Shoremen from New York, an alcohol beverage distribution company from Union and a financier.

Mr. Monteiro stated that they are from outside of the City of Elizabeth injecting themselves into the education in Elizabeth.

Mr. Trujillo asked what in the world would the Long Shoremen of New York be interested in education and can not understand what they would want and it worries him as a parent. Mr. Trujillo stated that they want to influence an election in which they have no connection and you have to wonder who are the people running if they are willing to take money from them and if you align yourselves with crooks you are going to get burned. Mr. Trujillo stated that it is unethical and ugly and they come here and make accusations and have no facts. Mr. Trujillo stated that Councilman Frank Cuesta was offered the job of Superintendent of Schools once and he could always come back and if Senator Ray Lesniak had his way Frank Cuesta would be Superintendent of Schools. Mr. Trujillo stated that he doesn't know what job Mr. Rodriguez was offered but he won't have a job here on this Board.

Mr. Nazco read a letter from Board Counsel Kirk Nelson.

" Dear Elizabeth Board of Education Staff,

You may have received a political mail piece at your home marked "Everybody Loves Raymond" on the outer envelope. We believe that the home addresses of some district staff may have been improperly obtained from school district records and used for this mailing, and we have asked the appropriate authorities to investigate.

We have been informed by the authorities that they are acting upon our request to investigate. To assist in the investigation, there is a need to preserve evidence, so if you have

received the mailing at home (some staff received them at work), please save the envelopes with the mailing information, and forward them to this office.”

Mr. Nazco stated that we hear our staff members loud and clear and we are very concerned at the severity and that it happened here. Mr. Nazco stated that immediately we issued a letter to the Attorney General’s Office, the Union County Prosecutor’s Office and they have informed us that they will be acting upon this expeditiously. Mr. Nazco commended his colleagues on signing the letter to be sent to the Department of Education and it is important that this be recognized at all levels through the State of the improprieties that have been going on and the potential liabilities that can happen by having important information leaked out. Mr. Nazco thanked his colleagues and stated that we will wait to hear from the authorities.

Mr. Monteiro stated that the most important thing is that we have to give thanks where thanks is due and he thanked God for allowing him and all of us to be here and wished his father a happy 83rd birthday.

Mr. Nazco requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically, S.M., S.Z., G.C., D.B., S.B., M.R. and C.Z.; supplemental personnel report, OFAC corrective action plan, QSAC Statement of Assurance, Harassment, Intimidation, and Bullying results, and workers’ compensation claims, specifically, N.O., J.S., C.K., and M.D. The Board will reconvene in public to take formal action.

A motion was made by Mr. Donoso, seconded by Mr. González, to go into private session at 9:45 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

The Board reconvened in public at 11:20 p.m. to continue with the meeting and take formal action.

Supplemental Personnel Report – Leaves of Absence, etc.

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Submission of NJ QSAC Statement of Assurance

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Acceptance of Corrective Action Plan for the Early Childhood Preschool Education Program for Jefferson Park, Office of Fiscal Accountability and Compliance (OFAC) Report of Examination

The Corrective Action Plan and Office of Fiscal Accountability and Compliance (OFAC) Report of Examination inclusive of audit recommendations, comments and actions to be implemented were read and reviewed.

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Payment for Unused Vacation Days

A motion was made by Mr. Trujillo, seconded by Mr. Padlo, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Administrative Leave with pay effective September 1, 2012 – M.R.

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Confidential Settlement Agreement between EBOE and S.B.

A motion was made by Mr. Donoso, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Administrative Leave with pay effective July 1, 2012 – S.Z.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Nazco – 6

Abstain: Messrs. Perreira, Trujillo – 2

Negative: None

Resolution – Settlement of Workers' Compensation Claim File No. 1999-7893 – J.S.

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the resolution be adopted..

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Settlement of Workers’ Compensation Claim File No. 2011-13338 – N.O.

A motion was made by Mr. González, seconded by Mr. Padlo, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Settlement of Workers’ Compensation Claim File No. 2010-18349 – C.K.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Settlement of Workers’ Compensation Claim File No. 2011-20865 – M.D.

A motion was made by Mr. González, seconded by Mr. Trujillo, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Resolution – Confidential Settlement Agreement between EBOE and C.Z.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Nazco – 6

Abstain: Messrs. Perreira, Trujillo – 2

Negative: None

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

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Mr. Muñoz welcomed everyone to the Public Hearing on School Violence and Vandalism for the reporting period from January 1, 2012 through June 30, 2012. Mr. Muñoz stated that the New Jersey Legislature enacted laws concerning violence and vandalism and that in accordance with these laws, all New Jersey public school districts must designate a week in October of each school year as School Violence Awareness Week. Mr. Muñoz stated that during School Violence Awareness Week, school districts are expected to organize activities including, but not limited to, inviting law enforcement officials to join members of the teaching staff in discussions to prevent school violence and provide age-appropriate opportunities for student discussion on conflict resolution, issues of student diversity, and tolerance. Mr. Muñoz stated that a resolution was put before the Board on Thursday, September 13, 2012 declaring the week of October 15-19, 2012 as School Violence Awareness Week. Mr. Muñoz stated that each of our

schools submitted a plan to the Office of the Assistant Superintendent for Schools that outlines the activities and programs that will be conducted during School Violence Awareness Week.

Mr. Muñoz stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46 “Two times each school year, between September 1 and January 1 and between January 1 and June 30, the superintendent of schools shall report to the board of education all acts of violence, vandalism, and harassment, intimidation, or bullying which occurred during the previous reporting period.”

Mr. Muñoz stated that the Violence and Vandalism report is divided into five categories including count of incidents by reporting category, cost of vandalism, actions taken, offenders and victims, and program provided upon disciplinary action. Mr. Muñoz stated that during the reporting Period 2 between January 1, 2012 and June 30, 2012 there were 167 incidents of violence which includes Harassment, Intimidation and Bullying incidents that were reported via the electronic submission, additionally there were two confirmed cases of HIB which were not included in this count due to the closing of the reporting period and therefore the number of total incidents of violence including HIB is 169. Mr. Muñoz stated that there were 29 acts of vandalism which includes fire alarm pulls, 24 incidents that involved weapons, 38 cases of substance abuse, and the total cost involved in incidents is no longer reported. Mr. Muñoz stated that the police were notified 34 times with no complaint taken and 35 times with a complaint filed, there were 0 expulsions, 179 out of school suspensions and 82 other discipline actions which include parent conferences, counseling and detention. Mr. Muñoz stated that the incidents involved offenders including 213 regular education students, 55 students with a disability, 0 students from another district, 11 non-student incidents and 13 unknown. Mr. Muñoz stated that the incidents also involved the following victims including 123 regular education students, 26 students with a disability, 0 students from other districts, 0 incidents involving non-students, 30 incidents involving school personnel and 12 victims of violent criminal offenses. Mr. Muñoz stated that under the category, program provided upon disciplinary action, assignments, instruction and or support services were given to 70 students, an in-district program was provided for 0 students, home instruction was given to 75 students and 2 students were placed in out-of-district programs.

Mr. Muñoz asked for citizens who wished to comment on the report to come forward. No dialogue transpired and no comments were made regarding the presentation on violence and vandalism. Since no one wished to comment on the report, the public hearing was concluded.

Mr. Muñoz welcomed everyone to the Public Hearing on Harassment, Intimidation and Bullying (HIB) for the period January 1, 2012 and ending June 30, 2012. Mr. Muñoz 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.” 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.

Mr. Muñoz stated that a resolution was put before the Board in September declaring the week of October 1-5, 2012 Week of Respect and each of our schools planned appropriate activities for this week. Mr. Muñoz stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46, two times each school 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 or bullying which occurred during the reporting period.

Mr. Muñoz stated that from January 1, 2012 through June 30, 2012, there were 314 HIB investigations completed by appropriate school staff, of those cases investigated, 115 were confirmed cases of HIB. Mr. Muñoz stated that the following Anti-Bullying Specialists, Anti-Bullying Specialist Alternates conducted these investigations including Sam Bernstein, Jacqueline Cajuste, Diana Caldwell, Maria Brito, Jessica Sofranko, Margherita Martino-Avello,

Maria Vindas, Peter Vosselor, Lourdes Soto, Janet Mazzarella, Sarah LaFace, Evalyn Leonard, Hilda Galis-Perez, Giselle Sanzone, Ashley Pierre Morgan, Natasha Morrissey, Janet Payne, Nancy Monaco, Cindy Lichtensten, Edison Berrio, Evelyn Rodriguez-Salcedo, Wilma Helm, Natalie Haiken, Minnie Mozee, Anna Miguel, Kerry O'Connor, Lisa Baginski-Matlosz, Valerie Hendon, Cheryl McCampbell, Dawn Lippi, Rosa Dulzaides, Thomas O'Donnell, Janice Sutton, Theresa Guevara, Eunice Y. Couselo, Lucila Hernandez, Lisa O'Leary, Fabi Ramos, Ali Malik, Rosaria Scaff, Jill Aller, Kenyetta Jackson, Steve Zografos, Jeannet Sanchez, Linda Fletcher, Iris Coriano, Wendy Maravi, Ivonne McGovern, and Chihui Alfaro.

Mr. Muñoz stated that there were 3 incidents based on race, 1 incident based on color, 1 incident based on religion, 1 incidents based on ancestry, 7 incidents based on national origin, 8 incidents based on gender, 8 incidents based on sexual orientation, 3 incidents based on gender identity or expression, 12 incidents based on mental, physical or sensory disability, 87 incidents based on other targeted bases, 9 incidents involved a gesture, 3 incidents involved a written communication, 91 incidents were verbal, 53 incidents were physical, 8 incidents involved an electronic communication, there were 48 out of school suspensions, 12 in school detentions, and 18 other disciplinary actions and additional services such as in-house counseling, skill development, and behavioral intervention were offered to involved students.

Mr. Muñoz stated that in addition to the HIB training which the district provided to certified staff between January 2012 and June 2012, the district provided HIB training to food service employees, transportation staff and security staff during this reporting period. Additionally, the district provided extensive and specified training to the Anti-Bullying Coordinator and to all Anti-Bullying Specialists and their alternates during this reporting period.

Mr. Muñoz asked for citizens who wished to comment on the report to come forward. No dialogue transpired and no comments were made regarding the presentation on Harassment, Intimidation, and Bullying. Since no one wished to comment on the report, the public hearing was concluded.

Mr. Nazco thanked Mr. Muñoz for the reports.

Mr. Nazco asked if there was any old business to discuss.

Since there was no old business to discuss Mr. Nazco asked if there was any new business to discuss.

Mr. Monteiro congratulated former Elizabeth graduate Khaseem Greene who plays football for Rutgers University and in his college career has won 3 national awards and last week was named the Chuck Bednarik Award National Defensive Player of the Week and is now a top NFL prospect for a first round draft choice.

Mr. Monteiro stated that our school Board serves this community and the economic pressures on our residents are severe and unemployment in our urban City is much higher than the State average. Mr. Monteiro stated that in his judgment we have a pool of competent people right here in the City of Elizabeth. Mr. Monteiro stated that our State requirements preclude residency preferences of hiring teachers but he knows of no such provision regarding our support staff and other employees. Mr. Monteiro stated that we have the ability to institute such a policy moving forward and he believes we need to move this forward. Mr. Monteiro stated that starting this evening we need a policy freeze on all non-residential hiring. Mr. Monteiro stated that by the next meeting we would need to formalize this procedure.

A motion was made by Mr. Monteiro, seconded by Mr. Trujillo, that as a policy position the Board will freeze hiring of all non-City of Elizabeth residents where the authority exists for such action.

Mr. Padlo asked if this was for non-certified staff.

Mr. Monteiro responded that this was for non-certified, that it is not being formalized tonight but just putting a freeze for tonight and then develop a policy to formalize it for the next meeting.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

Mr. Monteiro stated that he would like to recommend that when we hire a new employee to the Elizabeth Public Schools that on behalf of the Board the new employee receives a letter from the Board congratulating him or her on that position.

A motion was made by Mr. Monteiro, seconded by Mr. Trujillo, to provide new hires with a congratulations for hire letter.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

On a motion by Mr. Perreira, seconded by Mr. Trujillo, the meeting was adjourned at 11:45 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Monteiro, Padlo, Perreira, Trujillo, Nazco – 8

Negative: None

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