

BOARD OF EDUCATION
(Official)

October 23, 2014
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on October 23, 2014 at 7:00 p.m., at the Victor Mravlag School No. 21, 132 Shelley Avenue, Elizabeth, New Jersey.

Prior to the start of the scheduled meeting Board President Tony Monteiro welcomed everyone to Victor Mravlag School No. 21 and thanked Principal MariCeli Sanchez and the staff for allowing us to have our meeting here.

Board President Tony Monteiro presented the following statement at 7:30 p.m.

“Ladies and Gentlemen, good evening. This is a regularly scheduled meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to Worrall Community Newspapers, The Star Ledger and Cablevision of Elizabeth on Monday, October 20, 2014. 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 23, 2014 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: Ms. Bathelus (arr. 7:38 p.m.), Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Rodriguez (arr. 10:05 p.m.), Trujillo, Monteiro – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Rafael Cortes, Assistant Superintendent for Schools Linda Seniszyn, Interim Assistant Superintendent for Teaching and Learning Jennifer Cedeno, Assistant Board Secretary Donald Goncalves, Comptroller William Greene, Supervising General Counsel/Board Attorney Marvin Lehman, and members of the public were in attendance.

Francisco González 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., followed by the Pledge of Allegiance led by Daniella Mercado and Samantha Casero, seventh grade students at Victor Mravlag School No. 21.

The *Star Spangled Banner* by Francis Scott Key was performed by Gabriella Gomez, eleventh grade student at Thomas Jefferson Arts Academy.

The Pledge of Ethics was led by Nestor Garcia, Alexandra Riascos, and Alexa Garica, eighth grade students at Victor Mravlag School No. 21.

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

Mr. Monteiro welcomed the administrators for coming tonight and the support staff who work incredibly hard to make this the Number One Urban School District in the State of New Jersey.

Mr. Monteiro introduced students from the Victor Mravlag School No. 21 Choir who performed a medley of *Wake Me Up* and *Stay With You* by Avicii. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro introduced students from the Victor Mravlag School No. 21 Latin Percussion Group and Bilingual Magnet Grades 3-8 who performed *Las Tres Carabelas* by Caetano Veloso and *Flor Palida* by Polo Montanez and Marc Anthony. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro recognized former Board President Armando DaSilva, Councilman Frank Cuesta, and Union County Freeholder Sergio Granados who were present.

Mr. González recognized Shazuil Orlando Bennett, eleventh grade student at John E. Dwyer Technology Academy, who was selected to participate in interactive summer sessions and attended the 2014 National Student Congress at American University. Mr. González and Board members congratulated him and presented him with a plaque of commemoration.

Mr. Perreira recognized custodial staff for their extraordinary efforts to create safe and warm learning environments including Anastasia Ciuia, Julio Diaz, and Patrizia Tavares, Victor Mravlag School No. 21; Guillermo Jimenez and Jose Rodriguez, Dr. Albert Einstein Academy School No. 29; Carmine Cornacchia, Thomas A. Edison Career & Technical Academy; Jairo Gomez, Abraham Lincoln School No. 14; and Olivia Rendon, Imperial Plaza. Mr. Perreira and Board members congratulated them and presented each with a plaque of commemoration.

Ms. Bathelus recognized Michelle Delbine, teacher at Charles J. Hudson School No. 25, who was invited to take part in an educational initiative under the leadership of New Jersey First Lady MaryPat Christie for the Drumthwacket Program. Ms. Bathelus and Board members congratulated her and presented her with a plaque of commemoration.

Mr. Trujillo recognized students from Thomas Jefferson Arts Academy for their work and commitment to excellence in the production of the President's Forum including Franco Campo, ninth grade; Roberto Adams, Ethan Botelho, Adler LaFleur, and Gregory Markowitz, eleventh grade students; and Yadimar Jackson and Loriann Loneker, twelfth grade students. Mr. Trujillo and Board members congratulated the students and presented each with a plaque of commemoration.

Mr. Neron recognized the following staff members for their work and commitment to excellence in the production of the President's Forum including Eric Kulick, web developer; Luis Lemos, systems analyst; Jason Roberts, systems analyst; and Mary Rivera, television production teacher. Mr. Neron and Board members congratulated them and presented each with a plaque of commemoration.

Mr. Monteiro recognized Melanie Padilla and Delilah Sousa Negron, secretarial staff, for their excellence in organizing extraordinary events. Mr. Monteiro and Board members congratulated them and presented each with a plaque of commemoration.

Mr. Fajardo stated that this past Sunday we had a Health Fair at School No. 28 and it was a tremendous success with 45 doctors, dentists, and nurses to service hundreds of people who had not been to a doctor in years to get these professional medical services. Mr. Fajardo stated that sometimes people have to wait and it is a long day for many people. Mr. Fajardo stated that we reached out to Mauricio Fernandez of the Wakefern Corporation for help and they said yes. Mr. Fajardo thanked Mauricio Fernandez and Wakefern for being so generous.

Mr. Fajardo recognized Mauricio Fernandez, representative of Wakefern Food Corporation for his personal commitment to the Elizabeth community and his employer Wakefern Foods for donating water, fruit and other food items to give to over 350 participants of the Community Health Fair sponsored by the Elizabeth Public Schools and the Board of Education that was held October 19, 2014 at Juan Pablo Duarte-Jose Julian Marti School No. 28. Mr. Fajardo and Board members congratulated him and presented him with a plaque of commemoration.

Mr. Monteiro thanked everyone for coming to the meeting and for their participation to help us in continuing to make this the Number One Public School System in the country. Mr. Monteiro stated that we are now the Number One Urban School District in the State of New Jersey but with their help, dedication, participation, and commitment we will achieve our goal of becoming the Number One Public School System in the country.

The Board went into recess at 8:15 p.m.

The Board reconvened at 8:45 p.m.

Board President Monteiro 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. Monteiro called upon the first public participant, Maria Lorenz, to address the Board.

Maria Lorenz, 103 Murray Street, spoke about special education.

Mr. Monteiro thanked her for her comments. Mr. Monteiro called twice upon the next public participant, Maria Vindas, to address the Board. Ms. Vindas did not come forward. Mr. Monteiro called twice upon the next public participant, Tyneshia Rabb, to address the Board. Ms.

Rabb did not come forward. Since there were no other citizens signed in to address the Board, Mr. Monteiro declared this portion of the public meeting closed.

A motion was made by Mr. Fajardo, seconded by Mr. Trujillo, that the minutes of the meeting of September 18, 2014 be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Secretary and Treasurer's Report for the Month of August 2014

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

Ms. Bathelus asked how much it costs the district to make each robo call.

Mr. Kennedy responded that we have a standardized contract that covers unlimited calls. Mr. Kennedy stated that he does not have the contract here tonight to answer the question.

Ms. Bathelus stated that she would like to know.

Mr. Trujillo stated that it is not a per call cost and he remembers voting on the service a few years ago and it is open to make as many as you want with no limit.

Ms. Bathelus stated that she understands and would like to know how much it cost.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 7

Negative: Ms. Bathelus – 1

Personnel Report – Leaves of Absence, etc.

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

Ms. Bathelus stated that someone is requesting a leave of absence for January and asked if we approve it now or do we wait until the December meeting. Ms. Bathelus stated that normally it is for the month after we approve and this time there are leave of absences for December and January. Ms. Bathelus asked if that is a new practice that we have.

Mrs. Hugelmeyer explained the procedure.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Fajardo (abstain- M.K., G.C., L.F., H. M.), González, Perreira (abstain- C.C., L.R., S.R.), Trujillo, Monteiro – 6

Abstain: Mr. Neron – 1

Negative: Ms. Bathelus – 1

Mr. Neron stated that he is abstaining because he has a number of questions that he will pose to the Superintendent.

Mr. Trujillo recognized former Board President Fernando Nazco who was present.

Supplemental Personnel Report – Reappointment, etc.

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

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Fajardo, González, Perreira (abstain- L.C.), Trujillo, Monteiro – 6

Abstain: Mr. Neron – 1

Negative: Ms. Bathelus – 1

Mr. Neron stated that he has a number of questions so he is abstaining.

Tuition Report

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Superintendent's Report – Considerations

A motion was made by Mr. Perreira, seconded by Mr. González, that the requests be approved.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Superintendent's Report – Use of Facilities

A motion was made by Mr. Perreira, seconded by Mr. Trujillo, that the requests be approved as recommended except with a waiver of all fees for requests from At Heart's Length, Elmora Youth League, Jefferson Park Ministries, and St. Mary of the Assumption High School.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron (negative- At Heart's Length), Perreira, Trujillo, Monteiro – 8

Negative: None

Supplemental Superintendent's Report – Use of Facilities

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Superintendent's Report – Field Trips

A motion was made by Mr. Trujillo, seconded by Mr. Perreira, that the requests be approved.

Mr. Neron asked for an explanation of the cost we are charging parents.

Mrs. Hugelmeyer explained the cost and stated that most of the fees are being covered through fundraising at the school.

Mr. Neron stated that parents are not directly being charged and the fundraising dollars are paying the fees.

Mrs. Hugelmeyer explained that the parent teacher organizations are raising the funds to cover the cost or in some cases there may be a fee for admission that is paid by the parent.

Mr. Neron asked if we can make future reports more clear and say that it is being paid by funds raised by parents.

Mrs. Hugelmeyer responded yes.

Mr. Perreira stated that some of the requests have it and asked if it is how the schools submit it.

Mrs. Hugelmeyer explained that it depends on what the fees are and whether the school was able to raise funds to cover the cost. Mrs. Hugelmeyer stated that she will provide a report to support the items to explain the breakout of the costs for each of the schools.

Mr. Neron asked if they have properly communicated to parents the process for a contingency plan for those who can't afford to go on the trips.

Mrs. Hugelmeyer stated that she will obtain that information.

Ms. Bathelus asked if it is true that every teacher has to go to two field trips per year.

Mrs. Hugelmeyer responded that there is no requirement as to the number of field trips and explained the process for field trips.

Ms. Bathelus asked if we can table this until the corrections are made.

Mr. Kennedy responded that there are field trips scheduled prior to the next meeting and we would have to cancel the trips.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Superintendent's Report

Superintendent of Schools Olga Hugelmeyer stated that her report includes highlights from InsideEPS beginning with the article *Administrators Institute and Our Commitment to Equity*. Mrs. Hugelmeyer stated that our Administrator's Institute focused on the importance of developing a clear theory of action to ensure that we are making progress toward our desired outcomes of achieving excellence for all students. Mrs. Hugelmeyer stated that we worked with our partners from the Panasonic Foundation to identify the underlying assumptions about how we can move Elizabeth Public Schools from its current state to its desired future. Mrs. Hugelmeyer stated that as a result we crafted our Theory of Action to include, "if we can develop the right strategies for each of the five levers, and if we can implement those strategies in ways that successfully link/connect central office to principal to teacher to family/community to student, and if we can infuse those links/connections with shared accountability for student achievement, then we will accomplish our objective of college/career readiness for all EPS graduates." Mrs. Hugelmeyer stated that we have focused our discussions during the month of September with all principals and supervisors specifically on the areas that require our attention by utilizing the Data Dive Protocol from the book entitled "Using Data to Improve Learning for All" by Nancy Love.

Mrs. Hugelmeyer stated that the five levers for education equity that we are focusing on this year include Literacy PreK-3, Algebra Grade 8, High School Persistence and Advancement, Teaching and Learning and the Common Core Standards, and Data to Drive Instruction. Mrs. Hugelmeyer stated that we examined aggregated and disaggregated data beginning with Literacy PreK-3 and Algebra Grade 8, discussed the performance of our students in meeting challenging standards, and examined student achievement gaps. Mrs. Hugelmeyer stated that we then explored some of the inferences being drawn from this data at this point. Mrs. Hugelmeyer stated that we will continue to examine the Equity and Excellence in Education each month and discuss our district problem of practice that focuses on the aim of education today to create a culture of shared responsibility and leadership and fostering learning communities where teachers and principals individually and collaboratively continuously reflect on and improve their practice. Mrs. Hugelmeyer stated that emphasis is needed on making sure students' needs, ranging from academic, psycho-social and emotional, are balanced with the demands of tasks that are standards-based, aligned, authentic, and meaningful. Mrs. Hugelmeyer stated that developing knowledgeable and inspired leadership that is relentlessly focused on aligning all functions toward the goal of improving classroom instruction is the key to raising achievement and closing gaps. Mrs. Hugelmeyer explained a visual of our focus that begins with a foundation of our core beliefs and commitments and our district's theory of action with three pillars of Instructional Rounds, Peer Leadership/Communities, and Assistants Superintendent Plans under the umbrella of Equity, Expectations, and Excellence.

Mrs. Hugelmeyer stated that the next article is the *SEFAT Survey Yields Record Number* and thanked the Board members for taking their time to take the survey this week. Mrs. Hugelmeyer stated that our commitment to equity starts with the work we are conducting with our partners at the Panasonic Foundation. Mrs. Hugelmeyer stated that Panasonic is working with the Elizabeth Public Schools to establish a common language around the guiding principles of Equity, Expectations, and Excellence. Mrs. Hugelmeyer stated that our three E's can be captured into Panasonic's longstanding motto revolving around equity, clearly stated "ALL MEANS ALL." Mrs. Hugelmeyer stated that as a school district we are committed to developing a set of common equity practices that result in the educational success for all of our children and our pledge to have every child reach his or her potential will ultimately result in their being college and career ready once they graduate from our high schools. Mrs. Hugelmeyer stated that in order to establish a common language around equity we are launching a new survey tool called SEFAT which was designed by Panasonic. Mrs. Hugelmeyer stated that the System-wide Equity Framework and Assessment Tool (SEFAT) is an anonymous online survey that will help us reflect on how we are doing as an organization. Mrs. Hugelmeyer stated that SEFAT questions how we operate as a whole and does not look at the actions of individuals but rather how individuals are influenced by and operate within our school district. Mrs. Hugelmeyer stated that SEFAT is a framework to help assess our current collective ability to equitably educate all of our students here in Elizabeth. Mrs. Hugelmeyer stated that the survey can be accessed on a computer from October 20 through October 24 and because we feel this tool will provide extremely valuable data we will even allow time for you to take the survey during your work day. Mrs. Hugelmeyer stated that after the survey is closed SEFAT will put all of the feedback together and issue a report showing us how we rate as a district. Mrs. Hugelmeyer stated that SEFAT and the extraordinary work we are doing with Panasonic will take us to the next level with every child, achieving excellence. Mrs. Hugelmeyer thanked everyone for their commitment and participation and stated that as of today, October 23rd, 3,302 surveys have been taken.

Mrs. Hugelmeyer stated that the next article is *A New Initiative to Highlight ALL Schools Throughout the District* and the 2014-2015 school year presents many opportunities for every child to achieve excellence. Mrs. Hugelmeyer stated that all of our team members contribute to an ever growing effort to create equitable and excellent urban schools for all students. Mrs. Hugelmeyer stated that all of our team members at the Elizabeth Public Schools demonstrate great effort and accomplishment in providing a quality education. Mrs. Hugelmeyer stated that our belief that ALL MEANS ALL applies to everyone within our learning community and this

belief applies to our students and it applies to our team members. Mrs. Hugelmeyer stated that this mantra helps to keep us intensely focused on our 3 E's, Equity, Expectations, and Excellence as well as our vision for the Elizabeth Public Schools to become one of the best school systems in America. Mrs. Hugelmeyer stated that this month we are announcing the "We Love Our Schools" initiative and this is an opportunity for each school to display their sense of pride and community, their shared sense of purpose and values, their norms of continuous learning and improvement, commitment to collaborative and collegial relationships as factors that contribute to a positive school culture. Mrs. Hugelmeyer stated that this combined with purposeful partnerships that have been well integrated in the school are helping fulfill our mission to prepare our students to be college and career ready. Mrs. Hugelmeyer stated that each of our schools throughout the district will now be able to showcase three key initiatives or recognitions that reflect innovation, leadership, teamwork, and goal-orientedness. Mrs. Hugelmeyer quoted Stanford University Professor and co-editor Prudence Carter of *Closing the Opportunity Gap*, "Quite simply, children learn when they are supported with high expectations, quality teaching and deep engagement, and made to feel that they are entitled to good schooling; the richer those opportunities, the greater the learning. When those opportunities are denied or diminished, lower achievement is the dire and foreseeable result."

Mrs. Hugelmeyer explained the 3E's and our definition of equity and as a nation, America's Promise is that every child, regardless of race, ethnicity or social class, should receive a high quality, academically rich and rigorous public education. Mrs. Hugelmeyer stated that the concept of high expectations is premised on the philosophical and pedagogical belief that a failure to hold all students to high expectations effectively denies them access to a high quality education since the educational achievement of students tends to rise or fall in direct relation to the expectations placed upon them. Mrs. Hugelmeyer stated that educational excellence is defined as students performing at high levels or where students are making significant gains in academic achievement helping to prepare every child for global competitiveness. Mrs. Hugelmeyer stated that concludes her report.

Mr. Monteiro thanked Superintendent Olga Hugelmeyer for the informative report.

Mr. Trujillo thanked the Panasonic Foundation and stated that we are in our sixth year with them. Mr. Trujillo stated that he remembers being here when they partnered with us and they have shown an incredible commitment to the children of the City of Elizabeth and an incredible investment. Mr. Trujillo stated that it is a privilege to be able to partner with the Panasonic Foundation and early on, before we started to have all the success that we've had since then, when we were in the early stages and we started to turn the district around they were there and it's nice to see that they are still committed to us and we are working well together. Mr. Trujillo thanked Mr. González and Mrs. Castillo-Ospina because they have been very busy with the Panasonic Foundation and it takes a lot of time in addition to what we do here. Mr. Trujillo stated that it is very important work and thanked the Panasonic Foundation.

Mrs. Castillo-Ospina stated that Elizabeth is the only city in the State of New Jersey that was selected by the Panasonic Foundation to partner with them. Mrs. Castillo-Ospina stated that it is a privilege to attend the workshops along with the EEA President, principals and it is a learning experience. Mrs. Castillo-Ospina stated that Elizabeth takes an extra step to provide excellent education to all children.

Mr. Monteiro thanked Superintendent Hugelmeyer for putting the initiative together to highlight all schools throughout the district and the program *We Love Our Schools* with the banner behind us. Mr. Monteiro thanked the Panasonic Foundation and Executive Director Larry Leverett for all his years of support. Mr. Monteiro stated that the past several weeks he visited many of the schools and their open houses and the attendance, participation, and level of commitment of the parents was nothing like he has ever seen in the past ten years that he has been involved with the school district and it is so incredible. Mr. Monteiro stated that Elizabeth is the

Number One Urban School District in the State of New Jersey and it's not just that we are saying we are Number One but it's the smiles, the pride, and the sense of community that has become contagious throughout the City of Elizabeth. Mr. Monteiro stated that it is remarkable to see the transformation of School No. 1 into the George Washington Academy School No. 1 and Jerome Dunn Academy School No. 9 and to see the smile on the faces, the energy, and the level of dedication and passion that we have throughout this school district is remarkable. Mr. Monteiro stated that he loves the initiative with the banners, *We Love Our Schools*, and the pride and the energy that is going on throughout the district and the City of Elizabeth. Mr. Monteiro thanked Superintendent Hugelmeyer, her team, and staff members, and stated that the contagious energy started at the beginning of the school year with the rally with Dr. Pedro Noguera and we are still seeing this energy continue and he hopes it continues on for many years to come.

Authorizations Report – Authorization to Make Application, etc.

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

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 7

Abstain: Ms. Bathelus – 1

Negative: None

Supplemental Authorizations Report – Authorization to Enter into Contract, 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. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 7

Abstain: Ms. Bathelus – 1

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

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

Mr. Trujillo asked if the payment to the City of Elizabeth for property tax is a quarterly bill and if it is the new property acquired.

Mr. Kennedy responded that it is the new property acquired.

Mr. Lehman explained the payment and that for 2015 the property will be tax exempt.

Mr. Trujillo stated that the payment is \$4,500. that the City could save us and we can put back in the classroom.

Mrs. Castillo-Ospina stated that the district is paying for our preschool children to attend three and four year old programs at private providers including Egenolf Early Childhood Center, Elizabethport Presbyterian Center, Jefferson Park Preschool, Leaguers, Inc., Little School House, New Hope Early Childhood Center, Proceed I Early Childhood Development Center, Proceed II Early Childhood Development Center, and Wonder World. Mrs. Castillo-Ospina stated that the private providers are in addition to what we are offering at each of our schools. Mrs. Castillo-Ospina stated that the Elizabeth Board of Education extends the services because in other districts the program is for half day for four year olds. Mrs. Castillo-Ospina stated that in our district we pay for three and four year old children to attend full day preschool. Mrs. Castillo-Ospina stated

that this allows the parents to go to work and we provide a nice, safe environment for their children at no cost to the parents.

Mr. Trujillo stated that apart from the early childhood providers we have also been able to partner with the private schools that were not able to keep their school open due to poor enrollment over the years. Mr. Trujillo stated that in doing so we were able to eliminate the waiting list that we had and offer the service to three year old children and not just four year olds so children can start their education at a younger age. Mr. Trujillo stated that it is a stellar program and despite the budget cuts this year we didn't have to cut any of that. Mr. Trujillo stated that it was one of the great things we were able to save and he is very proud of this Board's work in doing that.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (negative- AG&L, Garrubbo, Capece, P.C., Glazer & Kamel Attorneys at Law, Jacomin Communications, Jasinski, Lenox, Socey, Formidoni, Giordano, Cooley, Lang & Casey, Machado Law Group, LLC, MARC Attorneys at Law, McManimon Scotland & Baumann, LLC, Nuenergen, LLC, Pashman Stein, Schwartz Simon Edelstein & Celso, LLC, Treasurer, State of New Jersey, USBA Flex), Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron (abstain- New Hope Early Childhood Center), Perreira, Trujillo (negative- City of Elizabeth) – 7

Abstain: Mr. Monteiro – 1

Negative: None

Mr. Neron stated that he is abstaining on New Hope Early Childhood Center because has a number of questions for our Board Attorney.

Mr. Trujillo stated that we shouldn't be paying property tax and bouncing back tax dollars from the City and the school district.

Supplemental Finance and Accounting Report – Transfer of Funds

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. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 7

Negative: Ms. Bathelus – 1

Award of Contracts Report

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. Fajardo, González, Neron (abstain- City of Elizabeth Department of Health and Human Services), Perreira, Trujillo, Monteiro – 7

Negative: Ms. Bathelus – 1

Mr. Fajardo asked for the vote for this tab, for example Metropolitan Opera where we are taking children and 88.3FM which is doing a service to our community, and how the Board of Education members voted on these services for our children. Mr. Fajardo stated that he wants to know how people voted so he can keep it for his record.

Mr. Kennedy stated that there was one no vote.

Mr. Fajardo asked who voted no.

Ms. Bathelus asked why do we have to go through this.

Mr. Fajardo stated that he is asking the question. Mr. Fajardo stated that he wants to know why she voted no for services for children.

Mr. Neron stated that the minutes will be available and we will be able to see how people voted.

Mr. Fajardo stated that he has the right to ask how people voted and the public has the right to know how people voted on this Board of Education. Mr. Fajardo stated that it is astonishing that someone sits up here and votes no for the children getting services.

Mr. Trujillo stated that for the record he understands Mr. Neron's point that the minutes will be available but he does support Mr. Fajardo's right to ask the question. Mr. Trujillo stated that Mr. Fajardo is a Board member and served in this seat for many years prior to being re-appointed and he has a right to ask questions. Mr. Trujillo stated that if someone doesn't like the questions that is their right not to like it but he doesn't think any of us should censor each other from asking or answering questions. Mr. Trujillo stated that he hopes Ms. Bathelus doesn't take any more offense to answering questions but the question was posed to Mr. Kennedy and not directly to the Board member.

Mr. Monteiro stated that he didn't disagree with any Board member here having the right to ask any questions.

Mr. Kennedy stated that there was one no, seven yeses, and one abstention on the Award of Contracts Report.

Miscellaneous Communication

None.

Claims List

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. Fajardo, González, Perreira (abstain-Candelario Trujillo), Trujillo – 5

Abstain: Mr. Monteiro – 1

Negative: Ms. Bathelus, Mr. Neron – 2

Mr. Fajardo stated that he is going down the list of items that we moved to pay including computers, technology, repairs, cleaning solutions to clean our schools, and the electric bill. Mr. Fajardo asked if we are paying the electric bill.

Mr. Kennedy responded that the Claims List are all the checks for services that have been rendered and signed off on a purchase order which is the generator of the checks.

Mr. Fajardo asked if we have enough votes to pay the electric bill for the district.

Mr. Kennedy stated that we have five yes votes so the Claims List passed.

Resolution – National Parental Involvement Day

The resolution was read by Mr. Fajardo.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Resolution – Puerto Rican Heritage Month

The resolution was read by Mr. Perreira.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Resolution – Veteran’s Day

The resolution was read by Mr. González.

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: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Resolution – Payment for Unused Sick Days

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Mr. Neron asked what the time frame is when we are supposed to pay unused sick days because he is noticing a serious variation in numbers.

Mr. Kennedy explained the time frame.

Mr. Neron asked if all these individuals are no longer working with us.

Mr. Kennedy stated that is what generates the payment of unused sick days.

Mr. Fajardo stated that he recalls taking action in situations like this because what we pay now is \$50. per day and asked if that is still the rate.

Mr. Kennedy stated that the amount is based on the number of days accumulated and there are thresholds that can be reached.

Mr. Fajardo stated that this was out of control when people would accumulate 200 or 300 sick days and asked if it is correct that they would be paid on their current rate of salary.

Mr. Kennedy responded no that it was not based on their salary.

Mr. Fajardo stated that as a matter of fact he does recall that it used to be \$5.00 per day and stated that they corrected it to encourage people not to use their days.

Resolution – Payment for Unused Vacation Days

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

Mr. Neron stated that is where his question was going and he asked it for the prior one. Mr. Neron asked what the time frame is for this. Mr. Neron asked if the employees request it because some of the individuals on this list are still employed.

Mr. Kennedy explained that unused sick pay is based on retirement and if you leave the district you do not get paid for unused sick days. Mr. Kennedy stated that when you retire you also get paid for your earned vacation days. Mr. Kennedy explained that there are some people who moved from a twelve month position into a ten month position who do not get vacation days. Mr. Kennedy stated that when they move from the twelve month position they get paid their unused vacation days at that time and then go forward in their new position as a ten month person.

Mr. Trujillo asked if it includes people who resign.

Mr. Kennedy responded yes it includes people who resign.

Mr. Fajardo stated that he does recall that we addressed the situation for \$5.00 per day for unused sick days to encourage people not to take their sick days. Mr. Fajardo stated that we moved the scale to encourage people to stay and not use their sick days and collect a check at the end of their career. Mr. Fajardo stated that the other situation is with the vacation and that is what he was talking about earlier. Mr. Fajardo stated that they accumulated x amount of vacation days and the vacation days were paid at the present salary and not the salary of twenty years ago.

Mr. Kennedy stated that is still the case and what the Board did before he came was to set a use it or lose it rule.

Mr. Fajardo stated that was grandfathered in with the people before and now it is use it or lose it.

Mr. Kennedy stated that people who had accumulated days as of the date of the new policy were grandfathered but going forward everyone has to use their vacation days.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

The first reading was done of the following revised policies and regulation:

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

Mr. Monteiro recognized former Board member Stefano Calella who was present.

The President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically, A.F., S.C., and M.C.; CTE program protocol, NJ QSAC documents, memorandum of agreement between education and law officials; legal matters, specifically residency policy, School Ethics Act, suspension of contract, Harassment, Intimidation and Bullying results and Workers' Compensation Claim, specifically, J.I., R.J., A.W., V.F., and E.E. The Board will reconvene in public to take formal action.

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, to go into private session at 9:50 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Trujillo, Monteiro – 8

Negative: None

Mr. Perreira excused himself from the meeting at 10:00 p.m.

The Board reconvened in public at 12:00 a.m. to continue with the meeting and take formal action.

Mr. Monteiro amended the private session statement to include M.A.

Resolution – Salary Adjustment – S.C.

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: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Authorization to Appoint Chief Medical Inspector

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Extension of Leave of Absence – M.A.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Memorandum of Agreement between Education and Law Enforcement Officials for the 2014-2015 School Year

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Authorization for Submission – NJ Quality Single Accountability Continuum (NJQSAC)

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Settlement of Workers’ Compensation Claim Nos. 2011-27261, 2011-27262, and 2011-27688 – R.J.

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: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Settlement of Workers’ Compensation Claim No. 2012-10618 – J.I.

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: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Settlement of Workers’ Compensation Claim No. 1998-22388 – A.W.

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: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Separation from Employment Agreement and Resignation – A.F.

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: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

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: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

The first reading was done of the following revised policies and regulation:

4210 Policy Residency

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

Mrs. Castillo-Ospina thanked School Nos. 1 and 9 and stated that we had the dedication of the two new academies and the students and staff have been wonderful. Mrs. Castillo-Ospina stated that under the leadership of our Superintendent it has been a complete success. Mrs. Castillo-Ospina stated that you want to see this kind of improvement in order to provide a better education to our children. Mrs. Castillo-Ospina stated that she is very pleased with the results that started over the summer and with the support staff that we have we were able to make the changes. Mrs. Castillo-Ospina commended the Elizabeth Public Schools and stated that she has seen the changes over the last ten years. Mrs. Castillo-Ospina stated that she's been a mother before she became a Board member and it is a tremendous change in every sense and with the state assessments. Mrs. Castillo-Ospina stated that Elizabeth not only has an excellent education system but also provides services to our students and makes it easier for the parents to be able go to work and know that their children are in a safe environment. Mrs. Castillo-Ospina stated that regardless of some of the comments made, IDEA makes sure that every penny is accounted for and assigned for a purpose and Elizabeth has an excellent special education department. Mrs. Castillo-Ospina stated that we provide after school programs, enrichment programs, Saturday programs and that is an extra benefit for the children.

Mr. Rodriguez stated that there is a special education soccer program at O'Brien Field every Saturday until it gets cold from 10:00 a.m. to 12:00 p.m. Mr. Rodriguez stated that they specialize in children with autism but they take any child that has any disability and is a support group for parents.

Mr. Neron thanked the Superintendent, central office, School No. 26 and Edison Academy for welcoming the Japanese delegation as they celebrate the 45th anniversary of the sister city partnership between the City of Elizabeth and Kitami, Japan. Mr. Neron stated that they were well welcomed in our district through our culinary division as well as the School No. 26 children who put on a fabulous presentation. Mr. Neron stated that they were extremely impressed with our schools and district and the well welcome throughout the district. Mr. Neron thanked the Superintendent, central office and the Board for their support.

Mr. Monteiro thanked the Superintendent and her team and stated that last week we had a couple of scares in the district regarding the virus that was plaguing not only our City but the State of New Jersey and the nation. Mr. Monteiro thanked the Superintendent and her team for keeping the parents, staff, and entire district very well informed.

Mr. Monteiro stated that he received a letter from two parents whose children attend School No. 21 and read an excerpt from the letter commending the Superintendent and the staff at Victor Mravlag School No. 21 and thanking the Board for putting the Elizabeth Public Schools on the map and for a job well done.

On a motion by Mr. Trujillo, seconded by Mr. Rodriguez, the meeting was adjourned at 12:15 a.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

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