

BOARD OF EDUCATION  
(Official)

February 11, 2019  
Elizabeth, New Jersey

The regular agenda meeting of the Board of Education was called on February 11, 2019 at 6:00 p.m., in the MultiPurpose Room, Donald Stewart Center for Early Childhood Education, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

Board President Stephanie Goncalves presented the following statement at 6:06 p.m.

“Ladies and Gentlemen, good evening. This is a regular agenda meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on January 28, 2019. In addition, this notice is posted in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.”

“We want to welcome everyone present and our television viewers to this February 11, 2019 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

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

“There will be a public portion for citizens to address the Board. Participants for the public portion may sign in up to the start of the 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. Barbosa (arr. 6:15 p.m.), Ms. Bathelus (arr. 6:16 p.m.), Mmes. Carvalho (arr. 6:09 p.m.), Chevres, Hernandez, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron (arr. 7:46 p.m.), Miss Goncalves – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Teaching and Learning Jennifer Cedeno, Assistant Superintendent for Schools Rafael Cortes, Comptroller Rajeev Malhotra, Chief of Operations Francisco Cuesta, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP and members of the public were in attendance.

Pledge of Allegiance

Board President Goncalves presented the following public participation statement.

“At this time, the microphones are open for public comment to those who have signed in. I shall call individuals to the microphones based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to sixty minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question board members individually. The following rules for public participants shall apply: time limits

will be strictly enforced, no personal attacks on individuals, no vulgar or indecent language, a person may address the board no more than once during a single meeting, speakers should refrain from naming individuals, and comments or questions posed during public participation will not be debated. As a reminder, this is a meeting of the board in public, not a meeting of the public.”

Miss Goncalves called upon the first public participant, Danielle Fienberg, to address the board.

Danielle Fienberg, 631 North Broad Street, spoke about the inequity and inequality for special education students to be in the gifted and talented program.

Miss Goncalves thanked her for her comments and called upon the next public participant, Christina Moreira, to address the board.

Christina Moreira, 805 Gebhardt Avenue, stated that she had to make an appointment to view the social studies curriculum and there is no African American studies at the high school. Mrs. Moreira stated that there are no electives shown on the websites for the high schools and no notices for open houses at the high schools.

Miss Goncalves thanked her for her comments and called upon the next public participant, Kason Little, to address the board.

Kason Little, student, spoke about respect and that the board members must treat the public with respect. Mr. Little spoke about the Amistad curriculum.

Miss Goncalves thanked him for his comments. Since there were no other public participants signed in to address the board, Miss Goncalves closed this portion of the meeting.

Mr. Jacobs recognized Ronald Orr, Education Consultant, who supports the team members and students of George Washington Academy of Science and Engineering School No. 1, Benjamin Franklin School No. 13, and Admiral William F. Halsey, Jr. Health and Public Safety Academy by providing parental involvement training opportunities on mental health awareness and boundary awareness. Mr. Jacobs stated that Mr. Orr is also a member of the School No. 13 Improvement Panel where he offers his expertise in the areas of building student relationships and creating a positive school climate and culture to help empower students’ lives. Mr. Jacobs and board members congratulated him and presented him with a certificate of commemoration.

Mrs. Hernandez recognized Keva White, President and CEO of VIP Community Services, who established in 2006 an organization with the belief that our nation needs a workforce equipped with research-based knowledge, skills and best practices. Mrs. Hernandez stated that along with his co-workers he has provided several professional development trainings for School No. 25 staff as well as parent workshops for the School No. 25 community. Mrs. Hernandez stated that through motivation and inspiration, he has provided School No. 25 teachers and parents with a wealth of knowledge and skills that can be utilized when working with children both in the classroom and at home. Mrs. Hernandez and board members congratulated Keva White and presented him with a certificate of commemoration.

Mrs. Moreno-Ortega recognized Lisa Perry, Director of the Yes Program that serves students in Admiral William F. Halsey, Jr. Health and Public Safety Academy and John E. Dwyer Technology Academy. Mrs. Moreno-Ortega stated that Lisa Perry has had a positive impact on those schools by providing support to students in need of additional counseling services in the areas of substance abuse, addiction, race, and gender equality, and other social and emotional wellness areas. Mrs. Moreno-Ortega stated that Lisa Perry and her team are always there for the students serving as additional support to the guidance counseling teams at the two schools. Mrs.

Moreno-Ortega stated that both schools are grateful for all she and her staff do to support the schools' efforts to help students who frequent the YES program to meet goals of achieving success. Mrs. Moreno-Ortega and board members congratulated Lisa Perry and have a certificate of achievement for her, as she was not in attendance.

Mrs. Carvalho recognized team members and community organizations who participated in the Stuff-a-Bus initiative including director of transportation Michael Rijo, coordinators of transportation, Harold Cardenas and Jose Laranjeira, bus drivers Bethzaida Cruz, Alteme Dayton, Luz Marin, and Augustina Estrada; Elizabeth PBA #4 deputy chief Giacomo Sacca, detective Louis Demondo, and officers Eric Ciano, Sean Campbell, Edward Ben and David Haverty; Joseph Battin School No. 4 principal Hollis Mendes, vice principal Christina DeSimone, teachers Lisa Caixerio, Leslie Sanches, Karla Blaco, Alyssa Herro, Nicole Grygo, Marie Givvs, and Heather Jones, and personal assistant Jason Concepcion; and Toussaint L'Ouverture-Marquis de Lafayette School No. 6 principal James Mondesir, vice principals Shari Koll and Stephanie Marino, and teachers David Martin, Gio Rodriguez, Jessica Erazo, and Bridget Wilczek. Mrs. Carvalho stated that the bus stopped at different locations to fill the bus with toys that are collected at each site during the month of December for children to receive toys during the holiday season. Mrs. Carvalho and board members congratulated them and presented each with a certificate of commemoration.

Mrs. Hugelmeyer introduced Bruce Elflein, Supervisor of Social Studies to present information on the Amistad mandate.

Supervisor of Social Studies Bruce Elflein and social studies teachers Beverly Jones, Crystal A'Hearn, Rahshen Barber, Edwige Nonez, and Paul De Pascale presented information on the Amistad Mandate.

Mr. Elflein presented the history of Amistad, which was actually La Amistad, the name of a boat owned by a Spaniard who lived in Cuba. Mr. Elflein stated that in July 1839 it became part of history for the slave revolt that took place on board as the Africa captives held there took control of the ship, killed some of the crew, and then ordered the surviving crew members to sail to Africa. Mr. Elflein stated that the crew members secretly sailed the ship north towards the United States where the ship was eventually taken into custody by the United States Naval ship USS Washington off the coast of Long Island. Mr. Elflein stated that the owners of La Amistad and the Spanish government claimed the slaves and the ship as property. Mr. Elflein stated that the United States government, however, had banned the slave trade by this time. Mr. Elflein stated that the slaves on board were taken into custody until their legal status could be determined by the courts in the United States. Mr. Elflein stated that the legal case concerning the ship and the enslaved victims worked its way through the American legal system, finally ending up in the United States Supreme Court. Mr. Elflein stated that in 1841 the Supreme Court ruled that the Africans held on La Amistad had been illegally transported and held as slaves and that they had rebelled in self-defense. Mr. Elflein stated that the Supreme Court ordered them freed. Mr. Elflein stated that in 1842, aided by funds raised by the United Missionary Society, an African American group founded by James W. Pennington, a Congregational minister and himself a fugitive slave, the rebels of the La Amistad incident were returned to Africa. Mr. Elflein stated that this was an important event in the Abolitionist Movement in the years before the Civil War. Mr. Elflein stated that since 2002, the Amistad Initiative ensures that the Department of Education and public schools of New Jersey implement materials and texts which integrate the history and contributions of African-Americans and the descendants of the African Diaspora.

Mr. Elflein stated that there are three goals to the Amistad Mandate legislation. Mr. Elflein stated that the first goal is to infuse the history of Africans and African-Americans into the social studies curriculum in order to provide an accurate, complete and inclusive history. Mr. Elflein stated that the second goal is to ensure that New Jersey teachers are equipped to effectively teach the revised social studies core curriculum content standards. Mr. Elflein stated that the third goal is to create and coordinate workshops, seminars, institutes, memorials and events which raise public awareness about the importance of the history of African-Americans to

the growth and development of American society in global context. Mr. Elflein stated that in kindergarten through grade 3 students learn about respect, their fellow Americans, unconscious bias, to be a role model, and to honor different viewpoints. Mr. Elflein presented a PowerPoint slide showing the plan for kindergarten, first, second, and third grades. Mr. Elflein explained that the theme for fourth grade is New Jersey and students investigate New Jersey's geography, regions, and important historical events that affected the productivity and culture of the state including lessons emphasizing African-American contributions to the state and entrepreneurship. Mr. Elflein stated that in grade five the students will investigate what it means to be free by learning about slavery, the Civil War, and Reconstruction and will engage in projects about freedom through the exploration of historical and social contexts, learning about our nation's divided past and its long load to being reunited. Mr. Elflein stated that the novels the students will read across the district include *Roll of Thunder, Hear My Cry*, *Bud, Not Buddy*, and *The Watsons Go To Birmingham*. Mr. Elflein stated that students in grade six focus on ancient history from the origins of mankind through the beginnings of civilization through to the development of societies and empires in Africa, with the Egyptians and the Nubians, through to the civilizations in Asia, India, and Europe. Mr. Elflein stated that Africa is studied in the third marking period in sixth grade and among the topics discussed are ancient African civilizations, the land mass of Africa, Africa as a trading center of the ancient world, and African civilizations such as the Mali, Nubia, and Carthage and the students read the *Golden Goblet*. Mr. Elflein stated that seventh grade students focus on U.S. history from the indigenous people living on the North America continent through the Age of Exploration to the race for empire, which led to the events leading to the Revolutionary War and the American Revolution itself. Mr. Elflein stated that the students are taught about the practice of slavery in the Colonial Age and how the practice grew and spread throughout large portions of what was then the United States, how the practice of slavery led to division within the country and eventually the American Civil War where the Northern victory would lead to the destruction of slavery. Mr. Elflein stated that in eighth grade students review the Period of Reconstruction with the retrenchment of Home Rule in the south and the acceptance of segregation throughout the United States in the late 19<sup>th</sup> and 20<sup>th</sup> centuries, the successes of the Civil Rights Movement of the 1950's and 1960's and the struggles with race relations that still influence American society to this day and read *Warriors Don't Cry*. Mr. Elflein stated that tenth grade students revisit US History I and study the subject more in depth and students in eleventh grade revisit US History II and review the Reconstruction Era and then delve into topics including, but not limited to, Black Nationalism, the Jazz Age, the Harlem Renaissance, the beginnings of the Civil Right Movement and its continuation after World War II, the fight for Civil Rights and Brown v. Board of Education, the desegregation of Little Rock's Central High School, the Sit-in Movement, the accomplishment of Dr. Martin Luther King, Jr., the March on Washington, the Civil Rights Act and the Voting Rights Act, and the continuing struggles of race relations in the United States. Mr. Elflein stated that the district offers high school students the opportunity to study African American History in great depth through a year-long elective entitled, African American History including from what an African-American is, to the legacies of the great African civilizations, the practice of slavery in the New World through to the development of a distinct African American culture that is seen today in many ways.

Social Studies teachers Beverly Jones, Crystal A'Hearn, Rahshen Barber, Edwige Nonez, and Paul De Pascale presented information on the professional development workshops including *Choices in Little Rock* produced by Facing History and Ourselves; *Changing the World – The Civil Rights Movement* produced by Facing History and Ourselves; *The Battle of Gettysburg*, a seven-hour training focused on the Civil War, the implications of slavery, and the Battle of Gettysburg which was produced by the EBOE Social Studies and LAL Departments; *The Legacy of Emmett Till* and *Modern-Day Race Relations* sponsored by the Delta Center for Culture and Learning; *The Gilder Lehrman Collection* highlighting various events in American History and African American History; *Let's Talk – Dialogues on Race Initiative* sponsored by the National Museum of African American History; the *NJ Amistad Commission 3 Day Teacher Seminar on Comprehensive African History and Culture* at Kean University; Facing History and Ourselves 2 Day Teacher Workshops on teaching strategies for The Reconstruction Era and the Fragility of Democracy; Facing History and Ourselves teacher workshop on *New Literacy in a Digital Age*;

*Stony the Road – The History of Alabama in the Civil Rights Movement; The Most Southern Place on Earth – The History of the Mississippi Delta; and Slavery in George Washington’s World.* The teachers explained how these experiences translate to the classroom with reading and discussion of novels and virtual field trips. The EPS social studies teachers presented at the National Council for the Social Studies – National Conference our *ALL MEANS ALL Creating Inclusive Classrooms* in 2017 and *Discovering Diversity: Understanding Sacred Spaces in Your Community* in 2018. The social studies teachers explained sample lessons including having the students participate in a reading analysis lesson created by the Gilder Lehrman Institute on American History focusing on African-American participation in the Revolutionary War, participating in an “escape room” activity which leads them to the topic of their project based learning focusing on the topic of the impact slavery had on the economy of the US during the mid-1800’s and the New York shipping industry, an in-depth analysis of the novel *Warriors Don’t Cry* chronicling the terror, fear, and courage experienced as one of nine African-American students chosen to desegregate in Central High School In 1957, and exploring essential themes of freedom and unity within the anthem, *Lift Every Voice and Sing*, written by James Weldon Johnson to commemorate Abraham Lincoln’s birthday; a rhetorical analysis of the *I Have A Dream* speech by Dr. Martin Luther King, Jr. to gain a historical understand of the speech and the components that make it effective and meaningful; study of the Tuskegee Airmen in World War II and how pilots from various backgrounds changed the trajectory of the conflict; the *Narrative of Olaudah Equiano* and the study of the slavery, inhumane treatment, the Triangular Trade, and the Middle Passage; the study of Ruby Bridges and Malala Yousafzai and their school experiences; the study of discovering new heroes including looking at the song *New Agenda* by Janet Jackson and Chuck D., the study of scenes from the movie *Hidden Figures* with Katherine G. Johnson, Dorothy Vaughan, and Mary Jackson who aided the National Aeronautics and Space Administration in launching John Glenn into orbit, why it is important for everyone’s story to be told, and why it is important that we all have role models in society; hands-on class project using Gilder Lehrman Institute resources to introduce people, events, and documents of the founding era through the Hamilton Education Program prior to experiencing the Broadway play *Hamilton*; and historical networking with the goals for student directed learning, increasing collaboration, increasing communication, and encouraging critical thinking.

Mr. Elflein thanked social studies teachers Beverly Jones, Crystal A’Hearn, Rahshen Barber, Edwige Nonez, and Paul De Pascale for presenting the professional development and classroom lessons.

Miss Goncalves asked if there were any questions or comments from the Board members.

Mrs. Moreno-Ortega congratulated them and stated that as a teacher she is very impressed. Mrs. Moreno-Ortega stated that one thing she really likes is that they make connections with real life with our students. Mrs. Moreno-Ortega stated that the Hamilton Education Program is an amazing program and a very good opportunity. Mrs. Moreno-Ortega stated that today is one of her proud days as a teacher.

Mr. Jacobs commended Mr. Elflein and the social studies teachers and their passion for the subject area that was displayed. Mr. Jacobs stated that he is happy that this was presented today especially during Black History Month. Mr. Jacobs stated that for so long we have been under the impression that the Amistad curriculum was not being taught in our schools. Mr. Jacobs stated that after addressing this question we come to find out it has been infused into our curriculum. Mr. Jacobs stated that it’s a good feeling to know that we have such talented teachers teaching this subject matter with such passion and letting all of our children know how important African-American/Black History is. Mr. Jacobs stated that he is glad that we did have this presentation today and hopefully, we have cleared up some questions regarding this issue going forward and hopefully that we can add to the fact of our diversity in the education of our children.

Ms. Bathelus stated that the presenters did an excellent job. Ms. Bathelus stated that she felt the excitement that they have and that is the kind of excitement that she likes to see in our

classrooms. Ms. Bathelus thanked them for the presentation to educate everyone in the community as well as our other fellow directors and teachers in our district. Ms. Bathelus stated that it is very good to see when our employees are really doing what they were hired to do, which is to educate, to teach, and to share their love for teaching and learning to our students.

Miss Goncalves thanked Supervisor Bruce Elflein for the amazing presentation and stated that the presenters did an outstanding job. Ms. Goncalves stated that, as Ms. Bathelus commented, thank you for educating us as board members, administrators, public, and community. Miss Goncalves stated that it was very important to help us in understanding our curriculum as a whole.

Ms. Bathelus asked if there is currently, this school year, an African American elective at the high school level.

Mr. Elflein stated that the elective is offered at each high school except one.

Ms. Bathelus asked if there are any students enrolled this year in the African American elective.

Mr. Elflein explained that the elective is offered every year and it is on the academic roles. Mr. Elflein stated that unfortunately, we do not have enough students interested in the class at this time. Mr. Elflein stated that generally speaking an elective like that needs at least 15 students to support the class for an entire year. Mr. Elflein stated that there are other requirements that our students take and we are one of the few districts that require four years of study and economics is the fourth year. Mr. Elflein stated that in the past we did not have a four-year requirement and did not teach economics in the senior year and that allowed a lot of our students to take a variety of electives such as criminal justice, law, and African American studies. Mr. Elflein stated that as of 2008-2009 we have had economics as the fourth year requirement.

Ms. Bathelus asked if when the students are about to select their courses for the next year are the guidance counselors letting them know that this is the list of all of the classes they can take and African American History is one of the classes that they can take.

Mr. Elflein stated that there is a document approved by the Board of Education every August. Mr. Elflein stated that it is a list of the programs for each of the different high schools and covers all of the core courses and it also includes electives that are offered at each of the schools.

Ms. Bathelus asked if the guidance counselors are communicating that to the students. Ms. Bathelus asked if our students in all seven high schools know that they have an option to select this as a class. Ms. Bathelus asked if they are just pushing them to do AP classes or the economics guideline or are they really saying that these are the options so that they can graduate.

Mr. Elflein stated that he hopes that they are encouraging students to take a variety of courses. Mr. Elflein stated that we revise these courses on a five-year basis and we just revised the African American studies course this past summer. Mr. Elflein stated that he hopes the hard work our teachers do in revising those curriculum guides is not wasted but he can't speak for every guidance counselor.

Mr. Jacobs stated that he also shares the concern of Ms. Bathelus that this class has not been offered recently. Mr. Jacobs stated that all three of his sons have taken that class from 2010 to 2015. Mr. Jacobs stated that there must be a disconnect in that our students are not aware or for what reason why students are not taking that class. Mr. Jacobs stated that his sons particularly enjoyed it and gained a lot of valuable information about their ancestry from that class. Mr. Jacobs stated that he would like to pose a question to see what happened as to why we are not

seeing the participation rates that we saw in the past for this class. Mr. Jacobs stated that it is a very vital class.

Mrs. Hugelmeyer stated that this is the time of the year that we begin the scheduling and she will share the students' requests so that they can see from the ground level in terms of what the students' interests are.

Mr. Goldblatt stated that we can emphasize with our guidance counselors moving forward that they should once again inform their students that this course is being offered.

Mrs. Hugelmeyer stated that we can share with the board the form that is reviewed with our students which captures all of the courses. Mrs. Hugelmeyer stated that it is important for the board to see what the experience is and to share with regard to student interest.

Mr. Elflein explained that the African American experience is shared over the years from kindergarten through eleventh grade. Mr. Elflein stated that the elective course is a deeper dive and is going to explore topics in a different areas of the African American experience.

Mrs. Carvalho stated that for clarification, there are three mandatory years of history in high school and African American history is taught those three years. Mrs. Carvalho stated that it is just an elective for students.

Mr. Elflein stated that it is an elective for mostly seniors who are taking the class.

Mr. Jacobs stated that maybe the reason why our students are not choosing this elective is because previously we were at 160 credits and now we are at 140 credits so they don't have the option and the need to take those 20 additional credits. Mr. Jacobs stated that we would still like to impress on the guidance counselors to all of our students that they should try to take this class.

Mr. Goldblatt stated that it has been said tonight and is the essence of this presentation that the Amistad Mandate is infused in our programs of study in grades kindergarten through eleventh grade. Mr. Goldblatt stated that the African American History course is an elective typically offered in twelfth grade level.

Mrs. Barbosa stated that she is very proud to be a board member and is very proud of the teachers we have, for social studies especially. Mrs. Barbosa thanked them for the presentation.

Miss Goncalves introduced Chief Information Officer-Technology Alberto Marsal to present information on the Technology and Information Systems Department.

Chief Information Officer-Technology Alberto Marsal stated that tonight's presentation is *Supporting a Digital Learning Environment*. Mr. Marsal stated that we try to compete with YouTube and Facebook and bring it into the classroom. Mr. Marsal stated that those common tools that the students use are also used for teaching and learning. Mr. Marsal stated that the presentation tonight is taking a different point of view and want to show the outcome of what we do in the back office. Mr. Marsal stated that you are going to see the results of faster internet and better performing hardware and software and see what happens in the classroom. Mr. Marsal stated that one of the things we do is to ensure that the students and the teachers are engaged in a new way of presenting instruction. Mr. Marsal stated that hopefully, it matches the daily access to their technology and that it is fun so at the end of the day they are encouraged and engaged because it is a fun delivery of instruction. Mr. Marsal introduced a video presentation showing the delivery of technology to the classroom. Mr. Marsal introduced members of the Technology and Information Systems Department including teacher-technology coaches, systems analysts, secretary, project managers, IT, photographer, and computer techs and stated that they are here to serve the teachers, students, and administration.

Mr. Marsal stated that they are transforming teaching and learning into a rigorous digital learning environment. Mr. Marsal stated that the gears that drive innovation include instructional technology, infrastructure support, and technology resource center to support and sustain what we deploy. Mr. Marsal introduced teacher-technology coaches including Ezzio Bustamante, Maria Johnson, Leydis Leyva, Colleen McNeerney, Hector Munoz, Katie Serbeck, and Omar Veloz to present the instructional side of the technology team.

The teacher-technology coaches presented the instructional side of technology and stated that the technology department strives to improve effectiveness and efficiency in all of the programs through the use of audio visual, hardware, and software. The teacher-technology coach stated that they try to combine techniques and methodologies using technology which helps carry out a lot of the initiatives of the Elizabeth Public Schools. The teacher-technology coach presented a PowerPoint slide showing the modalities that are used to train the teachers and engage EPS students including assessment prep support, Lunch and Learn, on-demand training, Saturday working sessions, student training, professional learning communities, afterschool training, technology summer boot camp, Tech Bytes Tuesdays, parent PowerSchool training, faculty/department meetings, Administrators' Institute, new teacher technology training, and virtual training via Skype for business. The teacher-technology coach presented a PowerPoint slide showing the type of training for the last eighteen months, the total EPS team members trained, and that there were 10,440 total EPS team members and students trained. A PowerPoint slide was presented showing a snapshot of the September/October schedules for PowerSchool afterschool, SchoolNet, PowerSchool Parent Portal, and Office 365 Training. The teacher-technology coach presented a PowerPoint slide showing the student enrollment by schools for grades 2 through 12 and PowerPoint slides showing the monthly calendars of trainings held in the district. The teacher-technology coach presented information on the customized training including faculty training, PLCs, Lunch & Learn, staff meetings, afterschool training, student training for MS Office 365, On-Demand, live sessions via Skype, department staff training for administrators, instructional staff, and support staff and training requests. The teacher-technology coach stated that they offer Technology Boot Camp for four days in the summer and had over 375 participants, seven trainers and 32 sessions highlighting technology-integrated pedagogy. The teacher-technology coach stated that all EPS team members are provided accounts and access to Skype for Business and they offer session topics during lunchtime and afterschool hours and can earn professional development hours. The teacher-technology coach stated that customized training is offered through faculty training, student training, department staff training using On-Demand and Live via Skype. The teacher-technology coach stated that PowerSchool Unified Learning Management System (LMS) offers detailed training materials for new instructional applications for all staff members. The teacher-technology coach presented a PowerPoint slide showing the Instructional Technology Portal. The teacher-technology coach stated that the technology department offers parent training at PTO meetings, parent PowerSchool events, and BPAC-Bilingual Parent Advisory Committees. The teacher-technology coach stated that the Future Ready Schools-NJ is a certification program designed to promote digital learning readiness in schools throughout New Jersey by providing guidance, support, direction, and resources to schools and districts and helps school leaders plan and implement personalized research-based digital learning strategies so all students can achieve their full potential. A PowerPoint slide was presented showing the Microsoft Office Certification for EPS team members and the courses offered for students. The teacher-technology coach presented a PowerPoint slide showing the jobs seeking vendor-specific skills and certifications for Cisco, Google, and Adobe and that certified employees earn 15% more than non-certified workers and the job demands for computer science. The teacher-technology coach presented PowerPoint slides showing the instructional framework and models including TPACK, the SAMR model, and the principles of Andragogy-Malcom Knowled process of helping adults learn, training modality of choice with the gradual release of responsibility. The teacher-technology coach presented a PowerPoint slide showing capacity building including student technology squads and school based technology teams (SBTT). A PowerPoint slide was presented the vision for digital learning and stated that EPS has become a leader in transforming teaching and learning in a rigorous digital learning environment through the implementation of the latest technologies, creating



opportunities for innovation, creativity, and maximizing student potential and preparing our students to succeed in a global community. The teacher-technology coach presented a PowerPoint slide showing the 3-year Digital Learning Plan and the goals for infrastructure, district protocols and expectations, curriculum, teaching, learning, and assessment, technology improvement, evaluation and external support. The teacher-technology coach presented PowerPoint slides showing the teacher and school certification programs, instructional and informational technology current initiatives, and accomplishments including Microsoft Schools application, Future Ready Schools, award winning video productions, assessment administrators (PARCC, MAP, NEWL, ACCESS, etc.), parent portal awareness, trained more than 10,000 teachers, support staff and students, updated AUP/RUP Responsible User Policy for Electronic Devices, support classroom instruction, deployed 21,000 laptops, refreshed 240 interactive boards, reimaged 6,000 plus laptops for high school and 15,000 plus laptops for K-8 in the summer 2018, and Technology Internship Program for students.

The teacher-technology coach stated that the gears that drive innovation include the infrastructure support for software and systems implementation and maintenance. The teacher-technology coach stated that the technology department supports anytime and everywhere learning including the high-speed connectivity to schools, data privacy and security, high speed WiFi throughout the schools, high quality low cost devices, home internet access, digital citizenship and responsible use, and quality digital content and resources. PowerPoint slides were presented showing the supporting software and systems, a chart of the district fiber network site to site, the umbrella servers, the EPS school and office infrastructure map, district hardware, 2017-2018 Office 365 district usage. The teacher-technology coach stated that the gears that drive innovation also include technology repair and maintenance, inventory management, and help desk tech support. The teacher-technology coach stated that our Apple Intuitive School No. 7 provided iPads to second grade students and MacBook Air to 914 students and teachers and is transforming the way we teach and learn. The teacher-technology coach stated that the technical support includes the hardware center, web help desk, help desk call center, and school-based technology teams. A PowerPoint slide was presented showing the help desk ticket workflow and the number of tickets opened from July through November 2018.

Mr. Marsal presented an organizational chart of the technology department and PowerPoint slides showing the responsibilities of the instructional coaches and the full-time employees at instructional buildings compared to non-instructional facilities. Mr. Marsal stated that there are 8 computer technicians serving 42 buildings with 28,557 students and presented PowerPoint slides showing the ongoing technical support to 53 district locations and the responsibilities of the hardware center, network operations center, software applications support, and project manager. Mr. Marsal stated that the technology department has developed a dynamic and robust infrastructure with multiple platforms of accessibility and efficiency to support over 32,250 active daily users for instructional data, assessment data reporting, student online interaction, electronic communication, wide area network, administrative and operational tasks, instructional and assessment software for 53 buildings, 32,250 active users, 28,000 students, 4,250 employees, and 30,000 devices. Mr. Marsal stated that the technological infrastructure and sustainability is launching to a more engaging student and teacher learning experience.

Miss Goncalves asked if there were any questions or comments from the Board members.

Mrs. Moreno-Ortega congratulated them on their presentation and asked about the differences between PowerSchool Unified Classroom and Google Classroom.

Teacher-technology coach Maria Johnson explained that with PowerSchool Unified Classroom a teacher is able to create a lesson by week or subject and the students know everything they are responsible for in that area.

Mr. Marsal stated that we also have control of the data and the information of the students and that is not there with Google.

Mrs. Carvalho thanked the IT Department. Mrs. Carvalho thanked them for embracing the children and teaching them, allowing them to be by their side and giving them true life skills. Mrs. Carvalho stated that it is one thing to learn in the classroom but you are truly impacting our children by allowing them to be hands-on. Mrs. Carvalho stated that they are touching the tools that they are using and it is so meaningful. Mrs. Carvalho thanked them for everything they do.

Mr. Marsal thanked Mrs. Carvalho and stated that they love to work with the students.

Miss Goncalves thanked Mr. Marsal and the Technology Department for the wonderful presentation.

Board President Stephanie Goncalves stated that this is an agenda setting meeting. Miss Goncalves stated that we will go tab by tab and each board member may ask questions. Present for the meeting were Director of Security Matthew Glackin, Director of Food and Nutrition Services Jamie Leavitt, Director of Curriculum and Instruction Aaron Goldblatt, Director of Staff Development and Innovative Programs Kathleen Badalis, Director of Plant, Property and Equipment Luis Couto, Director of Athletics Bartolomeo Candelino, Director of Elementary and Secondary Education Daphne Marchetti, Director of Special Services Diana Pinto-Gomez, Director of Bilingual and ESL Education Sandra Nunes, Chief Information Officer-Technology Alberto Marsal, Director of Special Projects Dorothy McMullen, Director of Transportation Mike Rijo, and Purchasing Agent Mario Rodrigues. The board reviewed the agenda.

Minutes of the Meetings of January 7 and 17, 2019 (Agenda and Business)  
Secretary/Treasurer's Report for the Month of December 2018

Miss Goncalves asked if there were any questions.

Miss Goncalves added the Minutes of the Meetings and the Secretary/Treasurer's Report to the agenda.

#### Personnel Report

Miss Goncalves asked if there were any questions.

Mrs. Hugelmeyer asked Chief of Operations Francisco Cuesta to provide a summary of the Personnel Report.

Chief of Operations Francisco Cuesta gave a synopsis of the report.

Mrs. Barbosa asked about the declination of appointment.

Mr. Cuesta explained that the person was appointed and then declined the position.

Mr. Jacobs stated that there are various programs and it is hard to know what is offered across the district. Mr. Jacobs requested a comprehensive list for review to be sure that there is equitable balance across all schools.

Mrs. Hugelmeyer responded that a schedule could be provided.

Mrs. Barbosa asked for the Saturday programs to be included.

Miss Goncalves added the Personnel Report to the agenda.

#### Tuition Report

Miss Goncalves asked if there were any questions.

Mrs. Barbosa asked about the rescission of tuition and if the student came back to the district.

Director of Special Services Diana Pinto-Gomez explained that the student either moved or now attends another school.

Miss Goncalves added the Tuition Report to the agenda.

#### Superintendent's Report – Considerations

Miss Goncalves asked if there were any questions.

Miss Goncalves added the Superintendent's Report – Considerations to the agenda.

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

Miss Goncalves asked if there were any questions.

Miss Goncalves added the Superintendent's Report – Use of Facilities with a waiver of fees to the agenda.

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

Miss Goncalves asked if there were any questions.

Miss Goncalves added the Supplemental Superintendent's Report – Use of Facilities to the agenda.

#### Superintendent's Report – Field Trips

Miss Goncalves asked if there were any questions.

Mrs. Hugelmeyer asked Assistant Superintendent for Schools Rafael Cortes to provide a summary of the field trips.

Assistant Superintendent for Schools Rafael Cortes gave a synopsis of the report.

Mrs. Barbosa asked about Pencil Pals.

Director of Curriculum and Instruction Aaron Goldblatt explained that the fifth grade teachers have their students be pencil pals with students at another school and this field trip is for them to meet.

Miss Goncalves added the Superintendent's Report – Field Trips to the agenda.

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

Miss Goncalves added the report to the agenda.

#### Authorizations Report

Miss Goncalves asked if there were any questions.

Mrs. Hugelmeyer requested Director of Curriculum and Instruction Aaron Goldblatt speak about Career Pathways.

Director of Curriculum and Instruction Aaron Goldblatt stated that this is a multi-year competitive grant for capacity building activities to provide professional development and instructional and student support services in the Health Science Occupations Program career pathway at Admiral William F. Halsey, Jr. Health and Public Safety Academy.

Mrs. Hugelmeyer requested Assistant Superintendent for Teaching and Learning Jennifer Cedeno speak about the Apple site visit.

Assistant Superintendent for Teaching and Learning Jennifer Cedeno stated that Terence C. Reilly School No. 7 will be hosting an Apple site visit on February 20, 2019 for districts in the tri-state area to observe current instructional practices using Apple technology.

Mrs. Hugelmeyer stated that the district is receiving \$95,000 from the Advanced Computer Science Grant for the period of January 15, 2019 through June 30, 2020.

Mrs. Hugelmeyer requested Assistant Superintendent for Teaching and Learning Jennifer Cedeno speak about the application for Blue Ribbon School Recognition.

Assistant Superintendent for Teaching and Learning Jennifer Cedeno stated that Terence C. Reilly School No. 7 is applying for the USDOE 2019 Blue Ribbon School Recognition.

Miss Goncalves added the Authorizations Report to the agenda.

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

Supplemental Finance and Accounting Report – Transfer of Funds

Miss Goncalves asked if there were any questions.

Mrs. Carvalho asked about the payment to the architects.

Director of Plant, Property and Equipment Luis Couto explained the work in progress.

Miss Goncalves added the reports to the agenda.

Award of Contracts Report

Miss Goncalves asked if there were any questions.

Mrs. Hugelmeyer requested Director of Staff Development & Innovative Programs Kathleen Badalis speak about the parent workshops.

Director of Staff Development & Innovative Programs Kathleen Badalis stated that we are contracting with the Union County Division of Youth Services to provide a parent support group from March 12, 2019 through April 9, 2019.

Mrs. Hugelmeyer requested Director of Special Services Diana Pinto-Gomez to speak about the contract with 10 Hairy Legs Dance Company and Carolyn Dorfman Dance Company.

Director of Special Services Diana Pinto-Gomez stated that the 10 Hairy Legs Dance Company is providing a dance residency in March to 7<sup>th</sup> grade students at School Nos. 4, 5, 6, ,9, 12, 14, 18, 19, 20, 21, 25, 27, 28, 29, and 30. Mrs. Pinto-Gomez stated that the Carolyn Dorfman Dance Company is providing a dance residency in March to 9<sup>th</sup> to 12<sup>th</sup> grade students from Thomas Jefferson Arts Academy, Alexander Hamilton Preparatory Academy, EHS-Frank J. Cicarell Academy and a free master class for William F. Halloran School No. 22.

Mrs. Hugelmeyer requested Director of Plant, Property and Equipment Luis Couto speak about the contracts for roof and solar panels.

Director of Plant, Property and Equipment Luis Couto stated that bids were rejected for the partial roof replacement at Thomas A. Edison Career & Technical Academy and the HVAC upgrades at Mabel G. Holmes School No. 5. Mr. Couto gave an update on the solar panels at Admiral William F. Halsey, Jr. Health and Public Safety Academy, John E. Dwyer Technology Academy, and William F. Halloran School No. 22.

Mrs. Hugelmeyer requested Assistant Superintendent for Schools Rafael Cortes speak about The Princeton Review.

Assistant Superintendent for Schools Rafael Cortes stated that the district is entering into a contract with The Princeton Review to conduct SAT courses for eight weeks for twenty-five 11<sup>th</sup> grade students and is being paid by a donation from a district alumnus.

Mr. Jacobs asked if this is the first or second year.

Mrs. Hugelmeyer state that it has been used for many years.

Mr. Cortes explained that this contract is for students having an interest in attending University of Pennsylvania and the alumnus is subsidizing the fees.

Mrs. Hugelmeyer requested Director of Food and Nutrition Services Jamie Leavitt speak about the food service contracts.

Director of Food and Nutrition Services Jamie Leavitt stated that there are several contracts and the vendors are maintaining the current pricing for the 2019-2020 school year.

Mrs. Carvalho asked if it is beneficial to go out to bid for better pricing or service.

Ms. Leavitt explained that these vendors are efficient and reliable and deliver to 38 feeding sites.

Mrs. Hugelmeyer requested Chief Information Officer-Technology Alberto Marsal speak about BoardDocs.

Chief Information Officer-Technology Alberto Marsal stated that there is a contract with New Jersey School Board Association for the purchase of BoardDocs, which will enable the district to create, manage board packets, and access information.

Mrs. Hugelmeyer requested Director of Bilingual and ESL Education Sandra Nunes speak about the contract with the American Council for International Education.

Director of Bilingual and ESL Education Sandra Nunes stated that the contract with the American Council for International Education is to provide a test site at a district school for AP Exam for Portuguese language.

Mrs. Hugelmeyer requested Director of Transportation Mike Rijo speak about the Next Level Transportation contract.

Director of Transportation Mike Rijo stated that the contract for Next Level Transportation is to provide transportation of field trips and athletic trips when the district does not have coverage for the events.

Miss Goncalves added the report to the agenda.

Miscellaneous Communication - None  
Claims List

Miss Goncalves asked if there were any questions.

Miss Goncalves added the Miscellaneous Communication and Claims List to the agenda.

Resolution – National School Social Workers' Week

Miss Goncalves asked if there were any questions.

Miss Goncalves added the resolution to the agenda.

Resolution – Read Across America

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – St. Joseph’s Day

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – St. Patrick’s Day

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – Youth Art Month

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – Women’s History Month

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – National School Breakfast Week

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – National Nutrition Month

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – Warren County Coordinated Transportation Services 2019-2020

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – Payment for Unused Sick Days

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – Payment for Unused Vacation Days

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – NJ Single Accountability Continuum (QSAC)

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – Residency Investigative Results

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

Resolution – Appointing Safeway Contracting and Approving Form of Contract

Miss Goncalves asked if there were any questions.  
Miss Goncalves added the resolution to the agenda.

First reading of the new Policy File Code 5145.7 Gender Identity and Expression (TABLED)

Ms. Bathelus tabled the policy for further discussion.

A motion was made by Ms. Bathelus, seconded by Mrs. Carvalho, to table the policy for further discussion.

The motion was carried by the following vote:

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

Negative: None

Miss Goncalves requested Supervisor of Security Matthew Glackin to speak about the security guard uniforms.

Supervisor of Security Matthew Glackin stated that the security guards will be getting new uniforms and had samples of the shirts, pants, and jackets with different colors for the head guards.

Mrs. Carvalho asked how many of each will the security guards get and when will they be wearing them.

Mr. Glackin explained the number of shirts, pants, and jackets and stated that they will begin wearing them in September 2019.

Board President Stephanie Goncalves requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically, N.C., termination M.D., D.M., J.J., appointments for supervisor of custodians, supervisor of special services, assistant comptroller; legal, specifically, settlement agreements, A.O., S.A., J.J., V.N, L.A., R.M., residency investigation results, appointing and approving form of contract for Clean All Tec Corp., board self-evaluation exhibit, use of facility – NJIT; and workers' compensation, specifically, N.A., J.J., C.F., D.W., S.T., I.P., O.D., and M.T. The board will reconvene in public and may add to the agenda.

A motion was made by Mrs. Moreno-Ortega, seconded by Mrs. Carvalho, to go into private session at 9:13 p.m.

The motion was carried by the following vote:

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

Negative: None

Ms. Bathelus excused herself from the meeting at 11:15 p.m.

A motion was made by Mrs. Carvalho, seconded by Mrs. Barbosa, to reconvene in public session at 11:16 p.m.

The motion was carried by the following vote:

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

Negative: None

Miss Goncalves added the following to the agenda:

Resolution – Settlement Agreement – V.N., L.A., R.M.

Resolution – Settlement of Workers' Compensation Claim (2017-7190) B.W.

Resolution – Settlement of Workers' Compensation Claim (2017-14194) N.A.

Resolution – Settlement of Workers' Compensation Claim (2017-4590) J.J.

Resolution – Termination effective February 21, 2019 – M.D.

Resolution – Termination effective February 7, 2019 – J.J.

Resolution – Termination effective January 22, 2019 – D.M.

Resolution – Appointing and Approving Clean All Tech

Resolution – Appointment of Supervisor of Special Services  
Resolution – Appointment of Supervisor of Custodians  
Resolution – Appointment of Assistant Comptroller  
Resolution – Settlement Agreement – A.O.  
Resolution – Settlement Agreement – S.A.  
Resolution – Settlement Agreement – J.J.  
Superintendent’s Report – Use of Facilities – Request from NJIT (Added to the Report)  
First Reading of Revised Bylaw Exhibit File Code 9400(X) Board Self-Evaluation Form

On a motion by Mr. Neron, seconded by Mrs. Carvalho, the agenda meeting was adjourned at 11:18 p.m.

The motion was carried by the following vote:

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

Negative: None

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