

BOARD OF EDUCATION  
(Official)

March 16, 2017  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on March 16, 2017 at 6:30 p.m., at Madison-Monroe School No. 16, 1091 North Avenue, Elizabeth, New Jersey.

Board President Stanley Neron presented the following statement at 6:35 p.m.

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

“We want to welcome everyone present here at School No. 16 and to our television viewers to this March 16, 2017 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

“This meeting is being recorded and will become part of the Elizabeth Board of Education permanent record. In order that the recording will adequately reflect the proceedings, please refrain from talking while others are speaking. 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 this public portion must sign in up to the start of public speaking so that they may have the opportunity to speak. The sign-in sheet states the name, address, telephone number and reason that the person wants to comment, whether it is an agenda item or a general education comment.”

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

Absent: Messrs. Perreira, Rodriguez – 2

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

Mr. Neron welcomed everyone to the 100<sup>th</sup> anniversary celebration of Madison-Monroe School No. 16 and introduced Principal Belinda Abruzzese to lead us through tonight's ceremony.

Principal of Madison-Monroe School No. 16 Belinda Abruzzese welcomed everyone to the second day of their three-day celebration in honor of the 100<sup>th</sup> anniversary of Madison-Monroe. Miss Abruzzese stated that on November 16, 2016 our school children and families looked to the past 100 years as they learned through the study of our country's history that our school lived through The Great Depression, World Wars I and II and various presidents starting with President Wilson through present day President Trump. Miss Abruzzese stated that our school, right along with the rest of America, has undergone and witnessed many political, social,

and cultural changes in our American culture. Miss Abruzzese stated that on June 16, 2017 we will look to the future as we bury our time capsule. Miss Abruzzese stated that this evening we gather with the Elizabeth Board of Education and the local community to celebrate the 100<sup>th</sup> anniversary of this school and to recognize and appreciate the value of dedication and service provided by the many principals and team members, past and present, to the thousands of students who were and continue to be educated in this school building.

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

Miss Abruzzese stated that at Madison-Monroe School No. 16 celebrating 100 years of educating students as we honor and salute our flag we recognize the freedoms we enjoy under our American government.

The Pledge of Allegiance was led by seventh grade student Kathryn Jimenez, AVID and Student Council member at Madison-Monroe School No. 16.

The *Star Spangled Banner* by Francis Scott Key was performed by Noah Bridges and Mia Cortes, fifth grade students at Madison-Monroe School No. 16 and accompanied on guitar by music teacher Keith Kukla.

The Pledge of Ethics was led by students Sienna Maria DePalma, Agatha Dos Santos, Arielys Flores, Amanda Gutierrez, Elias Lurancuent, Radhames Melo, Savannaly Melo, Brahian Muniz, and Natalia Nieves, elected Student Council members at Madison-Monroe School No. 16.

Miss Abruzzese stated that on a very sunny October 1, temporary appointed Principal Mrs. May B. D. Mays, formerly an eighth grade teacher, walked with her teachers and 474 students from two other Elizabeth schools to take ownership of the newly built school located between Madison and Monroe Streets better known as Lots 1-8 or School No. 16. Miss Abruzzese stated that the newly built school was known as Madison-Monroe since it was customary at that time to name schools after the streets they were built on. Miss Abruzzese stated that the new building contained twelve classrooms, a teachers' room, and a principal's office. Miss Abruzzese stated that the principal's salary was \$1,200. while the teachers' salaries ranged from \$570. to \$970. per year. Miss Abruzzese stated that the grades ranged from beginners kindergarten and grade one through grade seven. Miss Abruzzese stated that due to not enough eighth graders in the School No. 16 community, the school did not have an eighth grade that first year. Miss Abruzzese stated that in 1948 the combination auditorium and gymnasium was added to the main building. Miss Abruzzese stated that today our school has grown to be more like a campus with two buildings and ten TCUs in the back of the main building. Miss Abruzzese stated that we have 713 students and close to 100 team members. Miss Abruzzese stated that we are a local neighborhood school and we are proud of it. Miss Abruzzese introduced a video presentation of the 100 Years of Excellence at Madison-Monroe School No. 16.

Miss Abruzzese introduced third grade students from Madison-Monroe School No. 16 who recited an acrostic poem, "Who is Madison? Who is Monroe?" Miss Abruzzese thanked the students for the wonderful performance.

Miss Abruzzese introduced Superintendent of Schools Olga Hugelmeyer and Board President Stanley Neron who shared a few words.

Mrs. Hugelmeyer welcomed team members, children, and the parents of Madison Monroe School 16. Mrs. Hugelmeyer stated that she is the daughter of an incredible teacher who served Madison-Monroe's community for nearly twenty years. Mrs. Hugelmeyer stated that, unfortunately, her mother, Olga Diaz, was not able to attend tonight's celebration. Mrs.

Hugelmeyer read a letter from her mother reminiscing about her wonderful days teaching and recalling her exceptional colleagues and principals at Madison-Monroe School No. 16.

Mrs. Hugelmeyer stated that School No. 16 was her first school in which she served as a substitute teacher each year when she came home from college. Mrs. Hugelmeyer stated that she looked forward to coming to School No. 16 during the months of May and June. Mrs. Hugelmeyer stated that as her mother said each day that she visited your classrooms she learned something new and that is true until this day. Mrs. Hugelmeyer stated that the teachers here have a true appreciation for educating our children. Mrs. Hugelmeyer stated that she is honored to be able to serve you each and every day because you believe that every child is indeed achieving excellence.

Mr. Neron congratulated School No. 16 as we celebrate this major milestone in your lives and 100 years is a major accomplishment. Mr. Neron stated that as we celebrate the liberty of learning here at Madison-Monroe School No. 16 we salute our teachers from the year 1916 to 2017, not only our teachers but also our students, staff, custodians, secretaries, teacher assistants, food service staff, and our parents. Mr. Neron stated that it is the entire staff that makes this community happen and makes the learning community the success that it is. Mr. Neron stated that we salute our parents because we cannot do it without you and our neighbors in this community who help make this school possible. Mr. Neron stated that we salute the achievements that this school has tried to instill in our children from leadership to character to family to service to quality education. Mr. Neron stated that they are all great components to education that this school has instilled in children for many, many years. Mr. Neron stated that the Board of Education loves you, we salute you, and congratulate you on a wonderful celebration and anniversary. Mr. Neron thanked School No. 16 for hosting our monthly meeting of the Elizabeth Board of Education.

Miss Abruzzese stated that Juan Silva and his mother accepted an art challenge to make an artifact using recyclable materials. Miss Abruzzese stated that they made this particular symbol of our school adding a touch of all the various flags that represent the diversity of our students and families. Miss Abruzzese stated that they would like to present it to Mrs. Hugelmeyer on behalf of everyone from Madison-Monroe School No. 16.

Mrs. Hugelmeyer accepted the wonderful art project and thanked Juan Silva and his mother for the magnificent EPS symbol artwork.

Miss Abruzzese stated that besides focusing their students on their academics they strive to engage their students in various activities, one of which is Zumba. Miss Abruzzese introduced third grade students in the Skyhawklets at Madison-Monroe School No. 16 who performed a Zumba dance routine. Miss Abruzzese thanked the students for a wonderful performance.

Miss Abruzzese requested Superintendent of Schools Olga Hugelmeyer and Board President Neron to unveil the plaque commemorating the 100<sup>th</sup> Anniversary of Madison-Monroe School No. 16.

Mr. Neron stated that this is a new plaque which will go in the entrance of the building celebrating 100 years of educational excellence.

Miss Abruzzese stated that music is the soul of a school and introduced students in the Madison-Monroe School No. 16 Junior and Senior Choruses who performed the Madison-Monroe School No. 16 Anthem, words by teacher Debra Alameda. Miss Abruzzese stated that the words are based on their mascot, the Skyhawk, and three key words that describe their Skyhawk, honorable, respectful, and responsible. Miss Abruzzese thanked the students for a wonderful performance.

Miss Abruzzese invited all teachers and support staff to come forward to have a picture taken in front of the new plaque with the Superintendent, Board President, and Board members.

Mr. Neron thanked the teachers and stated that we can't do it without our teachers who make this happen each and every day. Mr. Neron stated that they appreciate them very much and happy 100<sup>th</sup> anniversary to Madison-Monroe School No. 16.

Vice Principal Maria Gaeta Alvarez thanked Miss Abruzzese on behalf of all of the team members at Madison-Monroe School No. 16 for her leadership and everything that she does for her students and staff members. Mrs. Gaeta Alvarez stated that Miss Abruzzese really leads from her heart and presented her with a bouquet on behalf of the team members.

Miss Abruzzese thanked all of the team members for the beautiful bouquet. Miss Abruzzese thanked Superintendent of Schools Olga Hugelmeyer, Board President Stanley Neron, Board of Education members, central office personnel, families, moms and dads, and members of this community for attending this evening. Miss Abruzzese invited everyone to view the school's history and students' art exhibits in the classrooms. Miss Abruzzese stated that at this moment, March 16<sup>th</sup>, the actual birthday of James Madison it is our time, yours and mine, and our children to carry on the beliefs and values of our forefathers to educate our children for the next century to come. Miss Abruzzese thanked everyone for attending this evening.

Mr. Neron thanked Principal Miss Abruzzese, Vice Principal Mrs. Gaeta Alvarez, team members, and students of Madison-Monroe School No. 16 for a wonderful presentation this evening.

Board President Neron presented the following public participation statement.

"At this time, the microphones are open for public comment to those who have signed in. I shall call individuals to the microphones based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to sixty minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. The following rules for public participants shall apply: time limits will be strictly enforced, no personal attacks on individuals, no vulgar or indecent language, a person may address the Board no more than once during a single meeting, speakers should refrain from naming individuals, and comments or questions posed during public participation will not be debated. As a reminder, this is a meeting of the Board in public, not a meeting of the public."

Mr. Neron called upon the first public participant, Christina Moreira, to address the Board.

Christina Moreira, 805 Gebhardt Avenue, stated that today the NJ Assembly voted to not have PARCC as a graduation requirement and now it goes to the NJ Senate for a vote. Mrs. Moreira spoke about the Special Olympics Play Unified Grant and that the \$20,000. grant was rescinded. Mrs. Moreira asked about the donation from Todd Bowles.

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

Maria Lorenz, 103 Murray Street, stated that she attended the first workshop of SEPAC, that it should have been better advertised, and was disappointed that the Facilitator IEP was not district-wide announced. Mrs. Lorenz stated that she was disappointed to hear that the \$20,000. special education grant money is gone.

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

Ricky Castaneda, 731 Wyoming Avenue, stated that Salaam Ismial contacted some of the Board members about a plan we have for the children, not only of this district but many other districts in New Jersey. Mr. Castaneda stated that there is a massive Youth March on the Capitol in Trenton on April 22<sup>nd</sup> because our young people's issues have continued to be ignored by leaders who have not made youth concerns a priority. Mr. Castaneda asked the Elizabeth Public Schools to support this cause and sponsor them with busses and students from the district to attend the Youth March on the Capitol in Trenton.

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

Mrs. Hugelmeyer stated that there was inaccurate information given during the public portion. Mrs. Hugelmeyer stated that, as she explained on Thursday during the agenda setting meeting, we have two initiatives in this district, Play Unified and the other is the New Jersey Special Olympics. Mrs. Hugelmeyer stated that we are currently participating because we are in partnership with both organizations. Mrs. Hugelmeyer stated that, as she explained last Thursday, there are advisors that are assigned at each of our schools that are responsible for coordinating the activities. Mrs. Hugelmeyer stated that there are requirements with regard to coordinating activities during the day and also requirements for coordinating activities after school. Mrs. Hugelmeyer stated that our advisors had competing priorities as a result of being responsible for both initiatives. Mrs. Hugelmeyer stated that in the Fall there were activities that were geared toward soccer and bowling. Mrs. Hugelmeyer stated that as a result of various issues, and she provided some examples but will gladly share with our community once again, there were several bowling alleys that closed in our area. Mrs. Hugelmeyer stated that only having Linden Lanes available and not being able to provide us with sufficient opportunities for our students to be able to compete thereby only allowing twice a month for the seven schools to participate. Mrs. Hugelmeyer stated that with regard to the soccer we had various challenges before us as well and it certainly was not an issue of our children and our parents not being able to participate. Mrs. Hugelmeyer stated that we had competing priorities that we were contending with and a number of requirements. Mrs. Hugelmeyer stated that the money that was provided by Project Unified is based on quarters so that the activities that we had coordinated with for the Fall which were soccer and bowling as a result of these challenges we were not able to implement. Mrs. Hugelmeyer stated that we are now implementing a track and field and basketball opportunity for all of our students to participate in. Mrs. Hugelmeyer stated that this makes us eligible because it is contingent upon the district's ability to plan the activities that makes you eligible to apply for the funds. Mrs. Hugelmeyer stated that the funds cannot support teacher stipends which in essence translates to the stipends that the district has as an in-kind contribution to provide so that our advisors are able to coordinate the necessary activities. Mrs. Hugelmeyer stated that we believe that we will be very successful in promoting our track and field as well as our basketball activities because we are not contending with the same issues that we did in the Fall. Mrs. Hugelmeyer stated that just for clarification for everyone we are proud to be partnering with both Project Unified and New Jersey Special Olympics in this district and being able to extend as many opportunities as possible during the school day as well as after school.

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the minutes of the meetings of February 13 and 16, 2017 be accepted.

The motion was carried by the following vote:

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

Negative: None

Mrs. Barbosa excused herself from the meeting at 7:50 p.m.

#### Secretary and Treasurer's Report for the Month of January 2017

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 5

Abstain: Mrs. Amin – 1

Negative: None

Mr. Neron stated that as part of the consent agenda there is a resolution for authorizing the Superintendent and School Business Administrator to submit next year's budget to the New Jersey Department of Education for review. Mr. Neron stated that as a result of a great deal of hard work by our staff he is pleased to report that they are submitting a balanced budget. Mr. Neron stated that he would like to report that this budget contains a number of new initiatives that will be presented at the Budget Hearing scheduled for May 1, 2017 at 6:00 p.m. Mr. Neron commended the Superintendent and her entire cabinet for a great job on the budget and preparing an awesome budget to be presented to the County Superintendent for approval. Mr. Neron stated that he looks forward to highlighting a lot of the successes of this year's upcoming budget at the Budget Hearing. Mr. Neron stated that he hopes everyone can attend and witness the changes and the excellence that this Board is striving to achieve.

Mr. Neron asked for a motion to approve the consent agenda including the following:

Personnel Report

Supplemental Personnel Report

Tuition Report

Superintendent's Report – Considerations

Superintendent's Report – Use of Facilities (with waiver of all fees)

Supplemental Superintendent's Report – Use of Facilities

Superintendent's Report – Field Trips

Authorizations Report

Supplemental Authorizations Report

Finance and Accounting Report

Supplementary Finance Report

Awards of Contract Report

Supplemental Awards of Contract Report

Miscellaneous Communication (none)

Claims List

Resolution – Essex Regional Educational Services Commission 2017-2018 Transportation Services Agreement

Resolution – Autism Awareness Month

Resolution – National Library Week

Resolution – Requisition for Taxes

Resolution – Sick Leave Bank Policy

Resolution – Associate Counsels Contract

Resolution – Acceptance of Comprehensive Annual Financial Report and Approval of Corrective Action Plan

Resolution – Authorizing Sale of Obsolete Computer Equipment

Resolution – Payment for Unused Sick Days

Resolution – Payment for Unused Vacation Days

Resolution – Payment for Medical Health Insurance Waiver

Resolution – Approving Form of Contract between EBOE and Nickerson Corporation

Resolution – Adoption of the Tentative Budget for the 2017-2018 School Year

Resolution – Approving Form of Contract between EBOE and Trane Corporation

Resolution – Memorandum of Agreement between EBOE and Elizabeth Directors' Association  
Resolution – Settlement Agreement between EBOE and EEA President's Day Holiday Grievance  
Resolution – Settlement Agreement between EBOE and McCusker, Anselmi, Rosen & Carvelli, PC  
Resolution – Settlement Agreement and Release Docket No. AR-2016-273 – W.W.  
Resolution – Settlement Agreement Addendum and Release – Q.D.

A motion was made by Ms. Bathelus, seconded by Mr. Nina, that the consent agenda be accepted. (SEE REVISED VOTE BELOW)

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- Claims List), Mrs. Carvalho (abstain- Resolution for Settlement Agreement between EBOE and EEA President's Day Holiday Grievance), Miss Goncalves (abstain- Claims List - The Panasonic Foundation), Messrs. Nina (abstain- Award of Contracts Report- Clean All Tech Corp.; Nickerson Corp.; USA Architects; Currier's Magical Mania, LLC; The Lizard Guys; Newark Museum; Firefighter Jerard Bananzio; Jill Brown Associates, LLC; Rutgers University Center for Literacy Development), Neron – 5

Abstain: Mrs. Amin – 1

Negative: None

Mr. Williams stated that although the roll call has been called on the consent agenda he wants to note that certain questions have arisen with respect to the Resolution - Sick Leave Bank Policy and the sharing of sick days that we are hoping to implement within the district. Mr. Williams stated that he recommends that the particular item be pulled from the agenda and that roll call be conducted again.

A motion was made by Ms. Bathelus, seconded by Mr. Nina, that the consent agenda be accepted without the Resolution – Sick Leave Bank Policy.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- Claims List), Mrs. Carvalho (abstain- Resolution for Settlement Agreement between EBOE and EEA President's Day Holiday Grievance), Miss Goncalves (abstain- Claims List - The Panasonic Foundation), Messrs. Nina (abstain- Award of Contracts Report- Clean All Tech Corp.; Nickerson Corp.; USA Architects; Currier's Magical Mania, LLC; The Lizard Guys; Newark Museum; Firefighter Jerard Bananzio; Jill Brown Associates, LLC; Rutgers University Center for Literacy Development), Neron – 5

Abstain: Mrs. Amin – 1

Negative: None

Mrs. Barbosa returned to the meeting at 7:58 p.m.

Mr. Neron introduced Peter Vosseler, Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance to present the Harassment, Intimidation and Bullying Investigative Results.

Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance Peter Vosseler stated that according to Board Policy 5131.1 Harassment, Intimidation, and Bullying (HIB) and New Jersey Statute 18A:37 the results of each investigation shall be reported to the Board of Education no later than the date of the next Board meeting following completion of each investigation and include any services provided, training established, discipline imposed, or other action that was taken or recommended. Mr. Vosseler stated that since our last Board meeting there have been 43 new cases. Mr. Vosseler stated that at the next regularly scheduled meeting after Board members receive the report of HIB investigations, the statute requires that the Board issue a decision in writing to affirm, reject, or modify the Superintendent's decision pertaining to the cases that were reported to the Board members at the last meeting.

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

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

The motion was carried by the following vote:

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

Negative: None

Mr. Williams stated that when we were voting on the consent agenda earlier he recommended that we pull the Resolution – Sick Leave Bank Policy from the consent agenda so that it could be considered separately. Mr. Williams stated that this is a resolution approving a new policy for the district with regard to a bank for and the sharing of sick days that are accumulated by other district employees. Mr. Williams stated that there are state regulations with regard to this policy which need to be implemented including discussions with the teachers' union and regulations which require certain things be put in place before it can be implemented. Mr. Williams stated that the policy itself in favor of the bank, however, can be adopted by vote tonight as long as we read the title of the policy that was introduced at the original meeting in February.

The second reading of the following policy was done:

4151.2/4251.2 Sick Leave Bank Policy

### Resolution – Sick Leave Bank Policy

A motion was made by Ms. Bathelus, seconded by Miss Goncalves, that the resolution be adopted.

The motion was carried by the following vote:

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

Negative: None

Mr. Neron thanked everyone at Madison-Monroe School No. 16 for a wonderful job this evening and the students, staff, vice principal, principal, and the entire school community for coming out to celebrate their 100<sup>th</sup> Year Anniversary. Mr. Neron stated that this month we are also celebrating Women's History Month and we salute all our wonderful women who tirelessly carry our nation, carry this world, and put the world on their backs each day to pave the way for a better society and a better world. Mr. Neron stated that he attended a roundtable forum with students at Alexander Hamilton Preparatory Academy discussing the film, *Hidden Figures*. Mr. Neron stated that they discovered a lot of achievements of the many hidden figures which our women have played in our society for many years in our history. Mr. Neron stated that a lot of inventions, a lot of doors, barriers, and glass ceilings have been broken by the many wonderful women in our history. Mr. Neron stated that we salute the women, thank them, and appreciate them for all the work they do every day.

The first reading of the following revised policy and exhibits was done:

6146(X) Graduation Requirements

6171.4 Special Education

6171.4(X) Parental Rights in Special Education/Procedural Safeguard Statement

Mr. Neron asked if there was any old business. Mr. Neron asked if there was any new business.



On a motion by Ms. Bathelus, seconded by Mr. Nina, the meeting was adjourned at 8:05 p.m.

The motion was carried by the following vote:

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

Negative: None

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