

BOARD OF EDUCATION  
(Official)

April 19, 2018  
Elizabeth, New Jersey

The regular business meeting of the Board of Education was called on April 19, 2018 at 6:30 p.m., at Abraham Lincoln School No. 14, 50 Grove Street, Elizabeth, New Jersey.

Board President Maria Carvalho welcomed everyone at 6:45 p.m. to Abraham Lincoln School No. 14 for tonight's meeting.

Present for the opening performances and presentations were Board members Mrs. Barbosa (arr. 6:57 p.m.), Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron (arr. 7:42 p.m.), Rodriguez (arr. 7:00 p.m.), and Mrs. Carvalho.

Mrs. Carvalho introduced students in the Abraham Lincoln School No. 14 Middle School Band who performed *Spirit of Lincoln* by James H. Prime, Jr., former music teacher at Abraham Lincoln School No. 14 who retired after 36 years of service. Mrs. Carvalho thanked the students for a wonderful performance.

Mrs. Carvalho introduced students in the Middle School Guitar Ensemble and Middle School Chorus at Abraham Lincoln School No. 14 who performed *Here Comes the Sun* by The Beatles. Mrs. Carvalho thanked the students for a wonderful performance.

Mrs. Carvalho introduced students who are Abraham Lincoln School No. 14 Autism Awareness Ambassadors including Ayisha Azizi, Andrea Barragan, Bryant Cruz, Peter Gouveia, Keila Mainata, Gianni Puera, Alejandra Rivas, and Lorena Sanchez. The students gave an Autism Awareness presentation and introduced a video to raise awareness of autism in their school community. Mrs. Carvalho thanked the students for the wonderful presentation.

Mr. Jacobs recognized Katherine Jovel, sixth grade student at Joseph Battin School No. 4 who was selected as the Special Education Logo Art Contest Winner and her visual arts teacher Tracey Gale. Mr. Jacobs and Board members congratulated Katherine Jovel and presented her with a certificate of commemoration.

Miss Goncalves recognized student council president Vanya Funez and student council vice president Asialy Mena from Abraham Lincoln School No. 14. Miss Goncalves and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Rodriguez recognized students in the eighth grade National Junior Honor Society Morning Announcement Team at Abraham Lincoln School No. 14 including Brian Abreu, Simmi Dharan, Asialy Mena, and Juliana Montes. Mr. Rodriguez and Board members congratulated the students and presented each with a certificate of commemoration.

Mrs. Barbosa recognized eighth grade students who are Autism Awareness Ambassadors at Abraham Lincoln School No. 14 including Ayisha Azizi, Andrea Barragan, Bryant Cruz, Peter Gouveia, Keila Mainata, Gianni Puera, Alejandra Rivas, and Lorena Sanchez. Mrs. Barbosa and Board members congratulated the students and presented each with a certificate of commemoration.

Mrs. Moreno-Ortega recognized Christopher Pagoota, mathematics coach, and Marilyn Tavormina, English language arts coach at Abraham Lincoln School No. 14 for their excellence

in teacher coaching and student support. Mrs. Moreno-Ortega and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Moreno-Ortega recognized seventh grade English language arts teacher Diana Valente at Abraham Lincoln School No. 14 for excellence in student growth and performance. Mrs. Moreno-Ortega and Board members congratulated Diana Valente and presented her with a certificate of commemoration.

Mr. Rodriguez recognized teacher tutor interventionist K-5 Janet Webb from Abraham Lincoln School No. 14 for excellence in her years of service to the students at Abraham Lincoln School No. 14. Mr. Rodriguez stated that Janet Webb has dedicated 36 years of service to our district and is retiring in July. Mr. Rodriguez and Board members congratulated Janet Webb and presented her with a certificate of commemoration.

Mr. Jacobs recognized the staff members of the PTO Fundraising Committee at Abraham Lincoln School No. 14 including first grade teacher Donna McDonald, seventh grade teacher Karen Sasso, and kindergarten assistant Isabel Spitler. Mr. Jacobs and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Carvalho recognized kindergarten teachers Victoria Cardona and Jacqueline Castanheira for their excellence as head gardeners for the Abraham Lincoln School No. 14 *Kids Dig In!* Program. Mrs. Carvalho and Board members congratulated the teachers and presented each with a certificate of commemoration.

Mrs. Barbosa recognized Karin Navas, resource teacher, for her work as the Autism Awareness Coordinator. Mrs. Barbosa and Board members congratulated Karin Navas and presented her with a certificate of commemoration.

Mrs. Moreno-Ortega recognized Kilsys Almonte, resource teacher, for her work as School 14's Uniform Recycling Coordinator. Mrs. Moreno-Ortega and Board members congratulated Kilsys Almonte and presented her with a certificate of commemoration.

Mr. Rodriguez recognized kindergarten and first grade teachers in participation in the district-wide 100<sup>th</sup> Day of School Celebration including Rossy McNamara and Andrea Schmidt-Fodera, kindergarten; Leslie Lechner, Donna McDonald, Sandra Oquendo, Rita Ortegon, Ivette Ramirez, and Susanne Verhasselt, first grade teachers. Mr. Rodriguez and Board members congratulated them and presented each with a certificate of commemoration.

Miss Goncalves recognized the following for their excellence in social and emotional health including social worker Tanya Santucci and guidance counselor Jessica Sofranko. Miss Goncalves and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Rodriguez recognized members of the child study team at Abraham Lincoln School No. 14 including social worker Gloria Barreto, LDTC Susan Robertson, and psychologists Jessica Ricciardi and Ruben Lambert. Mr. Rodriguez and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Carvalho recognized team members for their excellence in food service including cook manager Ruth Marroquin and food service workers Gloria Cano, Maria Gonzalez, Maria Maxxano, Elizabeth Perez, Maria Romero, Shahira Shaeta, and Maria Sori. Mrs. Carvalho and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Barbosa recognized team members as exceptional custodians including Ortila Betancur, Maria Gonzalez, Wilson Gonzalez, AnaMaria Neves, Alex Pareja, Martha Paz, and

head custodian Jairo Gomez. Mrs. Barbosa and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Jacobs recognized the security guards for their excellence in providing and ensuring a safe and secure environment including Carlos Cruz, Nannette Moises, and Angel Rivera. Mr. Jacobs and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Jacobs recognized parents and guardians for their excellence in community outreach and parental involvement including Yadira Azcona, Fresia Cornejo, Cesar Cornejo, Jonathan Feliciano, Joseph Genuario, Esther Leon, Brian Jackson, Babra Paul, and Fatima Singleton. Mr. Jacobs and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Rodriguez recognized everyone from Abraham Lincoln School No. 14 for moving out of Focus School Status by the NJDOE and invited them to come forward including staff, administrators, parents, and community members. Mr. Rodriguez and Board members congratulated them on their wonderful achievement.

Mr. Rodriguez recognized members of PBA Local No. 4 for Operation Turkey Drive including Officer Orlando Barros, PBA Local No. 4 President, Officer Jason Luis, PBA Local No. 4 State Delegate, and Sgt. Julian Hilongos. Mr. Rodriguez and Board members congratulated them and presented each with a certificate of commemoration.

Miss Goncalves recognized members of the New Jersey State Police for the 7<sup>th</sup> Annual Coat Drive including Major Fritz Frage, Trooper I John Lastra, Jr., Detective I Adam Brozek, Trooper II Renato Antunese, Trooper II Reinaldo Cruz, Jr., Trooper Alejandro Goetz, Trooper Richard Muzzo, Trooper Victor Rios, and Trooper Charles Marchan. Miss Goncalves recognized the New Jersey State Police Newark Station – “Troop D”; New Jersey State Police Hockey Team; Elizabeth Police Department Detective Louis DeMondo and Officers Orlando Barros and Jennifer Perez; Hispanic Law Enforcement Association of Union County; and the Elizabeth Fire Department. Miss Goncalves stated that 560 coats were distributed to students of the Elizabeth Public Schools to make sure the students stayed warm during this winter season. Miss Goncalves stated that this annual community outreach event is reflective of the efforts these organizations make throughout the year to have a significant and memorable impact on the communities they serve. Miss Goncalves and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Carvalho stated that she has designated office hours from 5:30 p.m. to 7:00 p.m. every Tuesday night during which Elizabeth families may make an appointment to meet with her and discuss any issues or concerns pertaining to the Elizabeth Public Schools. Mrs. Carvalho acknowledged central administration, school administrators, certified staff, support staff, and especially our students in recognition of Autism Awareness Month for the outstanding work to raise awareness about a disorder that affects so many children and adults throughout the world including those in our own community. Mrs. Carvalho stated that whether it was lighting it up blue at your buildings, holding an autism walk, or any other activity that brought awareness to others about the effect of autism, you showed your support and compassion for individuals and families affected by the disorder. Mrs. Carvalho stated that it is their hope that as time progresses and more research is done there will be a better understanding of the cause of autism, better treatments across the spectrum, and a greater understanding and support of individuals with autism. Mrs. Carvalho stated that the Elizabeth Public Schools believes that all children can achieve a high level and all means all. Mrs. Carvalho stated that we must continue to work together and support one another to ensure that at the Elizabeth Public Schools every child achieves excellence.

Board President Maria Carvalho presented the following statement at 7:53 p.m.

“Ladies and Gentlemen, good evening. This is a regular business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on April 13, 2018. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.

“We want to welcome everyone present and our television viewers to this April 19, 2018 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, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Absent: Ms. Bathelus, Mr. Nina – 2

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

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

The Pledge of Allegiance was led by Brian Abreu and Juliana Montes, eighth grade students at Abraham Lincoln School No. 14.

The *Star Spangled Banner* by Francis Scott Key was played.

The Pledge of Ethics was led by Simmi Dharan and Asialy Mena, eighth grade students at Abraham Lincoln School No. 14.

Mrs. Carvalho introduced a video presentation of the Core Beliefs and Commitments.

Mrs. Carvalho introduced a video presentation of Autism Awareness Month.

Board President Carvalho presented the following public participation statement.

“At this time, the microphones are open for public comment to those who have signed in. I shall call individuals to the microphones based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment

shall be limited to sixty minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. The following rules for public participants shall apply: time limits will be strictly enforced, no personal attacks on individuals, no vulgar or indecent language, a person may address the Board no more than once during a single meeting, speakers should refrain from naming individuals, and comments or questions posed during public participation will not be debated. As a reminder, this is a meeting of the Board in public, not a meeting of the public.”

Mrs. Carvalho called upon the first public participant, Patricia Gallante, to address the Board.

Patricia Gallante, 750 Grier Avenue, stated that the district Job Fair is on Face book and questioned why it is not on the EPS website. Ms. Gallante stated that she does not have children in the district and questioned the cost of mailing to all City residents an 8-page color brochure for prospective high school students.

Superintendent Olga Hugelmeyer stated that the Job Fair was announced but we are unable to post it until the Board votes on it. Mrs. Hugelmeyer stated that the cost to mail the brochure is 21 cents.

Mrs. Carvalho 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 the Board members should not be posting things to Facebook before they are voted on. Mrs. Moreira stated that she received two high school brochures mailed to her house. Mrs. Moreira stated that she has children in 7<sup>th</sup> grade and 3<sup>rd</sup> grade. Mrs. Moreira stated that it is fiscally irresponsible to have colored brochures mailed to every resident in the City. Mrs. Moreira stated that they could have given them to eighth grade students to take home. Mrs. Moreira stated that 21 cents times thousands of people is not fiscally responsible.

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

#### Minutes of the Meetings of March 5, 15, and 27, 2018

A motion was made by Miss Goncalves, seconded by Mr. Neron, that the minutes of the meetings of March 5, 15, and 27, 2018 be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

#### Secretary and Treasurer’s Report for the Month of February 2018

A motion was made by Mr. Neron, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

#### Personnel Report

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs (abstain- D.M., E.R., J.Z., S.B., D.L.), Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

#### Tuition Report

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

#### Superintendent's Report – Considerations

Superintendent's Report – Use of Facilities - Board recommended waiver of all fees

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

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the reports be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron (abstain- Superintendent's Report – Use of Facilities request from City of Elizabeth Department of Health and Human Services), Rodriguez, Mrs. Carvalho (abstain- Superintendent's Report – Considerations – H.K.) – 7

Negative: None

#### Superintendent's Report – Field Trips

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the reports be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

Mrs. Carvalho introduced Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance Peter Vosseler who presented the Harassment, Intimidation and Bullying Investigative Results.

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

Mr. Rodriguez thanked Mr. Vosseler for the breakout of information.

Mr. Jacobs thanked Mr. Vosseler for the times of the incidents on the report.

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

A motion was made by Miss Goncalves, seconded by Mr. Rodriguez, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

Superintendent of Schools Olga Hugelmeyer welcomed everyone to the Public Hearing on Harassment, Intimidation and Bullying (HIB) for the period starting July 1, 2017 and ending December 31, 2017. Mrs. Hugelmeyer stated that in January 2011 the Anti-Bullying Bill of Rights was signed into law as P.L. 2010, Chapter 122 and in accordance with this law all New Jersey public school districts must designate the first full week of October of each year as a "Week of Respect" and during the Week of Respect school districts are expected to organize activities including, but not limited to, age-appropriate instruction and opportunities for student discussion on conflict resolution, issues of diversity, and tolerance. Mrs. Hugelmeyer stated that a resolution was put before the Board in September declaring the week of October 2 - 6, 2017 as a Week of Respect and each of our schools planned appropriate activities for this week.

Mrs. Hugelmeyer stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46 two times each year between September 1 and January 1 and between January 1 and June 30, the school board shall hold a public hearing at which the Chief School Administrator will report to the Board of Education and the public any acts of harassment, intimidation and bullying which occurred during the reporting period. Mrs. Hugelmeyer stated that from July 1, 2017 through December 31, 2017, there were 192 HIB investigations completed by appropriate school staff and of those cases investigated 47 were confirmed cases of HIB. Mrs. Hugelmeyer stated that the following Anti-Bullying Specialists, Anti-Bullying Specialist Alternates, and Anti-Bullying Coordinator conducted these investigations including Ann Schpakow, Lourdes Soto, Nafeesa Freeman, Kristin Kelly, Dinorah Mejia, Andreia Giuca, Patricia Makras, Steven Zografos, Christine Rappa, Daniela Damiani, Chanise Hurst, Christine Flaherty, Lisa Rappa, Sofia Verma, Jasmine Lee, Lourdes Labbate, Maria Brito, Michele Zuber, Jennifer Hernandez, Tanya Santucci, Jessica Sofranko, Fabi Ramos, Colleen Reynolds, Denise Uniacke, Felice Adamcik, Antonio Sapio, Sara Laface, Sarah Brown, Meghan Lewandowski, Kenyetta Jackson, Kathy Amato, Melissa Zappia, Deborah Leff, Aleina Murray, Jessica Trujillo, Maria Vindas, MaryPat Lavecchia, Lisa Baginski Matlosz, Linda Lewis, Ishmael Medley, Joseph Sanchez, Melanie Padilla, Adrian Bennett, Marc Korbman, Erica Forbes, Safiyyah Howell, Briana Helm and Peter Vosseler.

Mrs. Hugelmeyer stated that there were 6 incidents based on race/ethnic origin, 3 incidents based on color, 1 incident based on religion, 1 incident based on ancestry, 2 incidents based on gender, 5 incidents based on sexual orientation, 2 incidents based on gender identity or expression, 5 incidents based on mental, physical or sensory disability, and 37 incidents based on other targeted bases. Mrs. Hugelmeyer stated that 0 incidents involved a gesture, 0 incidents involved a written communication, 45 incidents were verbal, 23 incidents were physical, and 9 incidents involved an electronic communication. Mrs. Hugelmeyer stated that there were 88 out-of-school suspensions, 25 in-school detentions, and 32 other disciplinary actions. Mrs. Hugelmeyer stated that additional services such as in-school counseling, skill development, classroom lessons, referral for outside treatment resources, parent conferences, and behavioral intervention were offered to involved students. Mrs. Hugelmeyer stated that between July 1, 2017 and December 31, 2017, the district provided appropriate HIB training to guidance counselors and social workers and to new staff and support staff in the district and additionally, the district provided extensive and specified training to the Anti-Bullying Coordinator and to all Anti-Bullying Specialists and their alternates. Mrs. Hugelmeyer stated that non-certificated staff also received training. Mrs. Hugelmeyer stated that new school level administrators and new HIB staff received training in the HIBster reporting program.

Mrs. Hugelmeyer asked if there is anyone who would like to comment on tonight's report. Since no dialogue transpired and no comments were made regarding the Chief School Administrator's presentation on harassment, intimidation and bullying, Mrs. Hugelmeyer closed the public hearing.

Mrs. Carvalho asked for a motion to accept the HIB Report.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, to accept the Harassment, Intimidation and Bullying (HIB) Report.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

Authorizations Report

Supplemental Authorizations Report

Finance and Accounting Report – Authorization to Pay Vouchers

Supplemental Finance and Accounting Report – Transfer of Funds

Award of Contracts Report

Supplemental Award of Contracts Report

Miscellaneous Communication – None

Claims List

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the reports be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa (abstain- Award of Contracts Report – U.S. Foods, Inc., Valenca Restaurant, Juniors Venture – t/a The Lizard Guy, Preferred Home Health Care), Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez (abstain- Finance and Accounting Report – Authorization to Pay Vouchers), Mrs. Carvalho – 7

Negative: None

Mrs. Hugelmeyer stated that tonight we are celebrating Abraham Lincoln School No. 14 for exiting Focus School status in June 2017. Mrs. Hugelmeyer introduced Principal of Abraham Lincoln School No. 14 Kathleen Badalis to share the approach she took since 2010 to be able to address various issues. Mrs. Hugelmeyer stated that in 2012 former New Jersey Governor Chris Christie's administration announced the final list of Priority, Focus, and Reward Schools as part of its new statewide accountability system that included 183 Focus Schools. Mrs. Hugelmeyer stated that a Focus School is a school that has room for improvement in areas that are specific to the school. Mrs. Hugelmeyer stated that as part of the process, Focus Schools receive targeted and tailored solutions to meet the school's unique needs. Mrs. Hugelmeyer stated that the types of Focus Schools include those with low graduation rates, largest within-school gaps, and the lowest subgroup performance. Mrs. Hugelmeyer stated that the Department of Education provided targeted supports to Focus Schools with specific achievement concerns to ensure all students are on track for college and career readiness. Mrs. Hugelmeyer stated that she is incredibly proud of all the hard work that our school-based administrators, central office administrators, and our teachers invested in achieving this success. Mrs. Hugelmeyer stated that there is clear evidence that our schools have demonstrated an increase in student achievement, student growth, and graduation rates. Mrs. Hugelmeyer stated that she is incredibly proud of the hard work that Mrs. Badalis and her entire team members invested ensuring that they achieved this success.

Principal of Abraham Lincoln School No. 14 Kathleen Badalis stated that her staff and she are honored to host tonight's Board meeting. Mrs. Badalis stated that it is a pleasure to show off all of the great things we do here at School No. 14.

Mrs. Badalis stated that her staff and she prepared a summary of their journey from 2010 to where they are today. Mrs. Badalis stated that in 2010 Abraham Lincoln School No. 14 was classified as a Focus School for their two lowest performing subgroups. Mrs. Badalis stated that led them to work closely with the district to create a school-wide theory of action. Mrs. Badalis stated that they also had a partnership with NJDOE and worked closely with the Regional Achievement Center (RAC) team. Mrs. Badalis stated that they were able to create a systematic change which would ultimately help us have student growth. Mrs. Badalis stated that last year they were able to come out of the Focus School status.

Mrs. Badalis stated that the big question is "What was attributed to School No. 14's big success?" Mrs. Badalis stated that working with the district they created the Abraham Lincoln



School No. 14's theory of action that has three school levers including expectations, instructional leadership, and operational management. Mrs. Badalis stated that it is a continual process of assessing the data, changing, and reflecting and shifting gears as needed. Mrs. Badalis stated that as they went through the years a different gear may have been bigger than the others and that is where they put most of their weight in order to get to the next goal. Mrs. Badalis stated that the partnership with the RAC team focused on four smart goals including English language arts performance, mathematics performance, social emotional learning, and chronic absenteeism. Mrs. Badalis stated that the RAC team also focused on the NJDOE Turnaround Principles including school leadership, school climate and culture, effective instruction, curriculum, assessment, intervention system, effective staffing practices, enabling the effective use of data, effective use of time, and effective family and community engagement. Mrs. Badalis stated that over the years we have added, revised, and changed many of our strategies in our toolbox that we use at School No. 14. Mrs. Badalis stated that we have tried to marry our school-wide theory of action with the turnaround principles in order to create a school-wide systematic change resulting in professional and student growth and ultimately being released from our Focus School status.

Mrs. Badalis stated that one of the things that was very exciting as part of this endeavor was to pilot and now have a middle school elective and enrichment program. Mrs. Badalis stated that our band, chorus, choir, and art gallery are reflective of the program allowing our students to choose from five different courses. Mrs. Badalis stated that before they rolled out this initiative there were only fifteen students attending Teen Arts and this year we had 110 students, who really felt competent, attending Teen Arts. Mrs. Badalis stated that another thing that was difficult at first but we were able to manage it was monitoring all School No. 14 students. Mrs. Badalis stated that we had to start looking differently when we started talking about the two lowest sub-groups. Mrs. Badalis stated that some of our LEPs and special education students would count toward School No. 14 because we are their home school but they actually were not being educated here. Mrs. Badalis stated that they may be attending a bilingual magnet school, in an out-of-district placement, or in district but at another school. Mrs. Badalis stated that we were one school but trying to monitor all and reaching out to all those teachers and all the students and making sure that everyone was as serious about our expectations for our students as we were. Mrs. Badalis stated that we were able to track and monitor and increase some of the students' scores that were not being housed here. Mrs. Badalis stated that another thing they were able to incorporate were student goal sheets. Mrs. Badalis stated that the student goal sheets are used from kindergarten through eighth grade. Mrs. Badalis explained the PowerPoint slides showing the kindergarten and first grade graphs for reading, writing, math, benchmark results, comprehension, and vocabulary and the area for teacher comments. Mrs. Badalis explained the PowerPoint slides showing the student goal sheets for each grade level. Mrs. Badalis stated that they have a school-wide progress monitoring system in language arts and math. Mrs. Badalis explained the PowerPoint slide showing the progress monitoring graphs that are available to the teachers. Mrs. Badalis stated that each month the students take a test of ten questions based on standards. Mrs. Badalis explained a PowerPoint slide showing the graphs for each standard that will help them track the progress of each student. Mrs. Badalis stated that it is great for students, teachers, and we use it in parent conferences as well. Mrs. Badalis explained a PowerPoint slide showing the overall class monitoring so the teacher can see where the whole class may be struggling. Mrs. Badalis stated that it can be used as a teacher reflection as well and the teachers can meet with the instructional coaches. Mrs. Badalis stated that the progress monitoring is also used to group students for intervention, intensification, at grade level, and enrichment to make sure we are hitting all opportunities at all grades for all levels. Mrs. Badalis stated that another great thing that happened was that through all this we were able to build teacher capacity. Mrs. Badalis stated that we were able to build collaboration and trust with teachers welcoming other teachers into their rooms and they really worked together to help each other.

Mrs. Badalis highlighted the recognitions that Abraham Lincoln School No. 14 has had through the years since 2010 including Active Schools National Award, First Steps Regulation for NJ Safe Routes to School, Healthy Schools Bronze Award, Imaginer Award 2013, NAEP Participation and Certificate of Appreciation, National Junior Honor Society for 2016, 2017, and 2018, NJDOE Recognition for Significantly Increasing Student Achievement, PARCC 2016

Total Proficiency/ELA/Math, Top 10 Performing School 2012, 2013, and 2014, and Union County Kids Dig In Award. Mrs. Badalis stated that Abraham Lincoln School No. 14 values love, leadership, excellence, legacy, tradition, values, and vision. Mrs. Badalis stated that because Lincoln is on the penny, we are always on a roll. Mrs. Badalis stated that they just rolled out of Focus School status and we are going to keep rolling forward and ahead. Mrs. Badalis stated that she tells the students that they are a neighborhood gifted and talented school. Mrs. Badalis stated that they wear their uniforms, we set high expectations, and it doesn't really matter where you are, you are going to succeed. Mrs. Badalis stated that this was a brief overview of the program and asked if there were any questions.

Mr. Neron asked Mrs. Badalis what is your biggest challenge.

Mrs. Badalis responded that it depended what phase we were in and which gear we were focusing on at the time. Mrs. Badalis stated that one of the hardest challenges is chronic absenteeism. Mrs. Badalis stated that everyone has a reason to be absent and it is very hard to get the students here. Mrs. Badalis stated that she was very pleased to have so many parents attend tonight and in 2010 there would not have been any parents here. Mrs. Badalis stated that we are always tweaking it to make it better.

Mrs. Moreno-Ortega asked Mrs. Badalis how she creates the ten questions for each month.

Mrs. Badalis stated that the instructional leadership team, comprised of the administrators and the coaches, got together first, looked at the data, and created a preliminary standard for each question. Mrs. Badalis stated that in the summer, the teachers assisted in developing the assessments for each area. Mrs. Badalis stated that the next school year they tested the plan to see what was working and revised what was not working. Mrs. Badalis stated that it was a collaborative effort.

Mrs. Carvalho thanked her and commented that we can feel the love in this building. Mrs. Carvalho stated that coming out of Focus status is a testament to everyone in the building of the hard work they have done.

Mr. Rodriguez commended Mrs. Badalis. Mr. Rodriguez stated that when we first came on the Board of Education and we were looking at the Focus schools he remembers speaking about School No. 14 in particular and how difficult it was going to be to get your school out of Focus status because a lot of your students were not in the building. Mr. Rodriguez stated that he doesn't want to say that we had low expectations but we already knew how difficult it was going to be and commended Mrs. Badalis. Mr. Rodriguez stated that the work that Mrs. Badalis and her staff have done is nothing short of miraculous. Mr. Rodriguez stated that most administrators and leaders would probably take the easy way out and focus just on the subgroups and drill them to get to a higher level. Mr. Rodriguez stated that Mrs. Badalis and her staff focused on the whole student and didn't cut programs and didn't cut the social, emotional programs and continued to teach the whole child. Mr. Rodriguez stated that Mrs. Badalis allowed the teachers to do what they do best and we see the results. Mr. Rodriguez stated that he knows it was difficult the last few years and Mrs. Badalis went through a lot of family tragedy and she was still able to do this. Mr. Rodriguez congratulated Mrs. Badalis and her staff.

Mrs. Moreno-Ortega congratulated Mrs. Badalis. Mrs. Moreno-Ortega stated that she likes that the students, as part of the process, analyze their own data. Mrs. Moreno-Ortega stated that if it's hard for the children to analyze then as teachers we teach. Mrs. Moreno-Ortega stated that she knows it is important, challenging, and demanding more hours analyzing and reviewing and working hard. Mrs. Moreno-Ortega thanked Mrs. Badalis.

Mr. Neron commended Mrs. Badalis on an awesome job. Mr. Neron stated that he wanted to highlight something that Mrs. Badalis mentioned. Mr. Neron stated that it is so important that we speak things into existence and the branding that you did for the school in telling the students what kind of school this is. Mr. Neron stated that when you speak things into existence then they start to believe. Mr. Neron stated that what they believe is what their parents and then what the community believes and then there will be a perception of what the school is actually producing. Mr. Neron stated that it is all in how you brand the school and commended Mrs. Badalis on that strategy and really pushing that full steam ahead making sure the staff, the team, and she all spoke the same language in terms of what kind of school the students attend, a gifted and talented neighborhood school.

Mrs. Hugelmeyer stated that Mrs. Badalis dedicates a great deal of her time in her capacity as a peer coach to School No. 1. Mrs. Hugelmeyer stated that she is at School No. 1 every Saturday morning working diligently to help the administration and the teachers there to be able to bring the practices that were effective here at School No. 14 to School No. 1. Mrs. Hugelmeyer stated that has been a tremendous dedication of her time and commitment. Mrs. Hugelmeyer stated that Mrs. Badalis is there afterschool visiting and ensuring that if the staff members need any help she meets with them one on one. Mrs. Hugelmeyer thanked Mrs. Badalis.

Mrs. Carvalho thanked the principal and vice principal for all of their hard work and all of the staff for all that they are doing. Mrs. Carvalho stated that tonight has been amazing and the love in this school does show. Mrs. Carvalho stated that we are proud to be a part of your family.

Resolution – Kindness Awareness Month  
Resolution – National School Nurse Day  
Resolution – Asian-Pacific American Heritage Month  
Resolution – National Teacher Appreciation Week  
Resolution – Special Education Week  
Resolution – Holocaust Remembrance Day  
Resolution – Better Speech and Hearing Month  
Resolution – Bilingual Multicultural Education Month  
Resolution – Essex Regional Educational Services Commission  
Transportation Services for 2018-2019 School Year  
Resolution – Educational Services Commission of NJ  
Coordinated Transportation Services for 2018-2019 School Year  
Resolution – Approving Renewal of Contract for Cream-O-Land Dairies – Fluid Juice Products  
Resolution – Approving Renewal of Contract for Cream-O-Land Dairies – Dairy Products  
Resolution – Approving Renewal of Contract for American Commercial Equipment Repair Corp.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, that the above resolutions be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

Resolution – Payment for Medical Health Insurance Waiver  
Resolution – Residence Investigative Results and Actions  
Resolution – Payment for Unused Vacation Days

Resolution – Payment for Unused Sick Days

Resolution – Essex Regional Educational Services Commission

Home Instruction Services for 2018-2019 School Year

A motion was made by Miss Goncalves, seconded by Mrs. Barbosa, that the above resolutions be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron (abstain- Payment for Medical Health Insurance Waiver- J.C., F.M.), Rodriguez (abstain- Payment for Medical Health Insurance Waiver), Mrs. Carvalho (abstain- Payment for Medical Health Insurance Waiver) – 7

Negative: None

Resolution – Settlement of Workers’ Compensation Claim (2015-28276) – M.R.

Resolution – Settlement of Workers’ Compensation Claim (2015-33053) – D.S.

Resolution – Memorandum of Agreement – Elizabeth Directors’ Association

July 2016 – June 2019

Resolution – Appointment of Assistant Superintendent for Schools – Judy Finch Johnson

Resolution – Appointment of Director of Athletics – Bartolomeo Candelino

Resolution – Appointment of Principal – James Mondesir

Resolution – Appointment of Supervisor of Guidance – Anthony DiDonato

Resolution – Suspension with pay effective April 5, 2018 – R.R.

Resolution – Termination effective April 20, 2018 – R.R.

Resolution – Fit for Duty Exam – K.B.

Resolution – Fit for Duty Exam – J.T.

Resolution – Reorganization – Job Description – Supervisor of Athletics

Resolution – Settlement Agreement (EEA Grievance No. 10-16-01) – S.W.

Resolution – Settlement Agreement – F.N.

Resolution – Appointing R.P. Baking LLC and Approving Form of Contract

Resolution – Approving Renewal of Contract – Armored Services Inc.

Resolution – Appointing American Wear, Inc. and Approving Form of Contract

Resolution – Appointing Maximum Quality Foods, Inc. and Approving Form of Contract

Resolution – Approving Form of Contract – Blejwas Associates, Inc.

A motion was made by Miss Goncalves, seconded by Mr. Rodriguez, that the above resolutions be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron (abstain- Memorandum of Agreement – Elizabeth Directors’ Association), Rodriguez, Mrs. Carvalho (abstain- Memorandum of Agreement – Elizabeth Directors’ Association) – 7

Negative: None

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

2131	Policy	Chief School Administrator
4115	Policy	Supervision
4116	Policy	Evaluation of Teaching Staff Members
4116	Regulation	Evaluation of Teaching Staff Members
4131/4131.1	Policy	Staff Development; Inservice Education/
4231/4231.1		Visitations/Conferences
4131/4131.1	Exhibit	Standards for Professional Learning and Professional
		Standards for Teachers and School Leaders
5131	Policy	Conduct/Discipline (formerly Code of Student Conduct)
5131.1	Policy	Harassment, Intimidation and Bullying

5131.5	Policy	Vandalism/Violence
5131.6	Policy	Substance Abuse/Drugs, Alcohol, Tobacco, and Steroids
5145.4	Policy	Equal Education Opportunity
6145.1/6145.2	Policy	Intramural Competition; Interscholastic Competition
6171.4	Policy	Special Education

Repeal:

4131/4231	Exhibit	Staff Development; Inservice Education /Visitations /Conferences
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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, 18-19 school calendar, superintendent's contract; legal, specifically, renewal of insurance services broker, renewal of risk manager, and facility rental. The Board will reconvene in public and may add to the agenda.

A motion was made by Mr. Rodriguez, seconded by Miss Goncalves, to go into private session at 9:10 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Messrs. Neron, Rodriguez, Mrs. Carvalho – 7

Negative: None

Mr. Rodriguez excused himself from the meeting at 11:29 p.m.

Mr. Jacobs excused himself from the meeting at 11:30 p.m.

A motion was made by Miss Goncalves, seconded by Mrs. Barbosa, to reconvene in public session at 11:30 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Carvalho – 5

Negative: None

Mrs. Carvalho amended the statement for Private Session to include personnel, specifically A.V. and supplemental personnel report – additional services.

A motion was made by Mr. Neron, seconded by Miss Goncalves, that the rules be suspended.

The motion to suspend the rules was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Carvalho – 5

Negative: None

Resolution – Authorizing Approval of Lease Proposal for Property Located at 412 Linden Avenue

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

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Carvalho – 5

Negative: None

Resolution – Reappointing a Risk Manager and a Broker for Health/Major Medical, Prescription Dental, Vision, and Voluntary Benefit Insurance Services – Acrisure, LLC  
March 17, 2018 through March 16, 2019

A motion was made by Miss Goncalves, seconded by Mrs. Moreno-Ortega, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Carvalho – 5

Negative: None

Mr. Jacobs returned to the meeting at 11:34 p.m.

Resolution – Fit for Duty – A.V.

A motion was made by Miss Goncalves, seconded by Mrs. Moreno-Ortega, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Carvalho – 6

Negative: None

Supplemental Personnel Report – Additional Services

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

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Carvalho – 6

Negative: None

On a motion by Miss Goncalves, seconded by Mr. Neron, the meeting was adjourned at 11:38 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Miss Goncalves, Mr. Jacobs, Mrs. Moreno-Ortega, Mr. Neron, Mrs. Carvalho – 6

Negative: None

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