

BOARD OF EDUCATION
(Official)

June 8, 2017
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on June 8, 2017 at 6:30 p.m., in the MultiPurpose Room, Donald Stewart Center for Early Childhood Education, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

Board President Stanley Neron presented the following statement at 6:45 p.m.

“Ladies and Gentlemen, good evening. This is a regularly scheduled meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on June 5, 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 and our television viewers to this June 8, 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 the public portion may sign in up to the start of the 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, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 7

Absent: Ms. Bathelus, Mr. Rodriguez – 2

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, Interim Assistant Superintendent for Human Resources Francisco Cuesta, Comptroller Rajeev Malhotra, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, and members of the public were in attendance.

Pledge of Allegiance

Pledge of Ethics

Mr. Neron welcomed everyone to the agenda planning meeting and stated that he is happy to see all of our teachers who have joined us. Mr. Neron stated that he has a comment and

a few words of encouragement that he wants to share with our teachers. Mr. Neron thanked the teachers for joining us and stated that we understand your concerns and why you are here. Mr. Neron stated that, with respect to all of our teachers and members of the EEA, recent discussions have been very productive and we hope to finalize the multi-year contract documents during late June or early July at the latest. Mr. Neron stated that this is not something that the Board is happy about and is something that the Board wanted to negotiate a very long time ago. Mr. Neron stated that we are pushing forward to do so and recent discussions have demonstrated good faith and a commitment from both parties to the resolutions and issues including, but not limited to, future compensation and health care coverage. Mr. Neron stated that they have respect and appreciation for the members of the EEA and will do everything possible to resolve the remaining issues in a fair and equitable fashion. Mr. Neron stated that additional sessions are scheduled for next week and it is something that we are working arduously on and we want to make sure that we come to a resolve. Mr. Neron stated that he looks forward to hearing everyone's comments with regards to this issue and thanked the teachers for being here tonight. Mr. Neron stated that with respect to our administrators we expect to have a multi-year memorandum of agreement ready for presentation and ratification votes prior to our Board of Education meeting on June 15th. Mr. Neron stated that we are looking forward to closing the deal and making sure that we can bring our entire education community to a happy medium and get you what you deserve.

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, Mark Sacklow, to address the Board.

Mark Sacklow, teacher, stated that in reference to all the teachers and employees who work for the Board of Education we made a huge commitment to you and the students in the district and we really love what we do. Mr. Sacklow stated that in reciprocation we just want a fair contract. Mr. Sacklow stated that we hope that the Board is as proud of us as we are of the children we teach.

Mr. Neron thanked him for his comments and called upon the next public participant, Salaam Ismail, to address the Board.

Salaam Ismail, 513 Richmond Street, Director of the United Youth Council, stated that he has been here a number of times to this district and asked the district to pass a resolution about gun violence, to hold a summit for the youth on gun violence, and to have a gun violence awareness program in the school system. Mr. Ismail spoke in support of the teachers who teach our children.

Mr. Neron thanked him for his comments and called upon the next public participant, Christina Moreira, to address the Board.

Christina Moreira, 805 Gebhardt Avenue, spoke about the \$250. fee to use Board of Education school buses for field trip transportation, summer programs, the money spent on the forensic auditor and public relations spokesperson, and asking the City of Elizabeth to allocate a higher percentage of our tax dollars for education instead of cutting services for our children.

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

Patricia Gallante, 750 Grier Avenue, stated that it is a huge task to open five new schools affecting about 230 teachers and about 5,500 students. Ms. Gallante asked when will the principals know the information, when will the teachers be told if they are changing a grade level or subject, if the teachers are moving with the new schools, and if there is a contingency plan. Ms. Gallante stated that the parents need to know and the children are the most important so we need to have those schools ready on Day 1.

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

Isaias Rivera, resident, spoke in support of naming a school after the Mayor.

Mr. Neron thanked him for his comments and called upon the next public participant, Anthony Nufrio, to address the Board.

Anthony Nufrio, teacher, spoke in support of Frank Cuesta and Elizabeth's Promise, a scholarship organization for students which was founded by Frank Cuesta.

Mr. Neron thanked him for his comments and called upon the next public participant, Joe Cortico, to address the Board.

Joe Cortico, EEA President, thanked the EEA members for coming tonight and stated that we are showing the Board and the community that we are a united front and we are here because we care about the children and care about the community. Mr. Cortico stated that we have been working without a contract this year and we would like to have a fair contract. Mr. Cortico stated that he is urging the Board of Education and all those involved that we sit down in the next few days to settle this contract. Mr. Cortico stated that his members are very hard working people, teachers, custodians, kitchen workers, and we are all educators because we all touch the children in the school. Mr. Cortico stated that he is here to bargain for every single one of those individuals, teachers and support staff. Mr. Cortico stated that he wants you to understand that we cannot leave and go for the summer and not have a contract and we need to have something in place. Mr. Cortico stated that his members worry about their future and they have families, children, and they have bills to pay. Mr. Cortico stated that since Chapter 78, when Chris Christie and Sweeney took over, they reduced our income by about 15 to 20%. Mr. Cortico stated that we are all making less money than we were five years ago because we have the Chapter 78 obligations. Mr. Cortico stated that we have signs in our office from years ago, *EEA and Board of Education Working Together*, and continue to have it on our windows because we are continuing to work together. Mr. Cortico stated that he wants to see his EEA members taken care of and urged the Board to settle before June 15th.

Mr. Neron thanked him for his comments and called upon the next public participant, Jon Lippi, to address the Board.

Jon Lippi, EEA First Vice President, stated that he believes that the leadership of the district is negotiating in good faith. Mr. Lippi stated that we do need a contract before the year is out and we hope that we can get this done. Mr. Lippi stated that one of the things that separates us from many other urban districts are the initiatives and programs that the teachers are asked to take on and one of the biggest issues that he hears from the teachers is how are they going to find the time to do this now. Mr. Lippi stated that we need to settle this contract and have an open dialogue between administrators and our members as to what programs we need.

Mr. Neron thanked him for his comments and called upon the next public participant, Georgette Gonzalez, to address the Board.

Georgette Gonzalez stated that she is a product of Elizabeth and spoke in support of a school being named after the Mayor.

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

Rasaura Bagoli stated that she is a product of Elizabeth and former teacher and spoke in support of Interim Assistant Superintendent for Human Resources Frank Cuesta.

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

Kason Little, student, spoke about an incident that happened to him at the Prom Showcase. Mr. Little praised the teachers who work hard in our district.

Mr. Neron thanked him for his comments and called upon the next public participant, Norma Nunez, to address the Board.

Norma Nunez, resident, stated that she has children in the district and spoke in support of naming a school after the Mayor.

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

Pilar Fiano, former teacher, stated that she is a product of Elizabeth and spoke in support of Interim Assistant Superintendent for Human Resources Frank Cuesta.

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

Ricky Castaneda stated that he is a product of Elizabeth and spoke in support of the teachers who work hard for the children of the City and that they deserve a fair contract.

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

Maria DaRassi, 420 Fay Avenue, stated that when the Board members were elected they said things were going to be different and now we are in June and the teachers still do not have a contract. Ms. DaRassi spoke in support of the teachers getting a fair contract and stated that we have a shortage of security jobs in the district.

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

Mr. Neron stated that on behalf of the Board of Education he wants to let the teachers know that they do very much appreciate them. Mr. Neron stated that Ms. DaRassi is correct that the Board members ran on a platform to make sure that we put education first and our children first but more importantly to make sure that our teachers were taken care of and that they were not in an environment where they felt intimidated, harassed, or bullied. Mr. Neron stated that teachers should be appreciated and they are supposed to teach and provide our children with the best possible future by giving them a good quality education. Mr. Neron stated that now they would like to get this contract completed. Mr. Neron stated that this Board of Education stands

with them and believes in them. Mr. Neron thanked them for all of their hard work and dedication that they have given throughout the years and that they continue to give. Mr. Neron stated that they believe in making sure that they get the right salary and that they are taken care of. Mr. Neron stated that our legal counsel has assured the Board that we will be signing a deal very soon. Mr. Neron thanked Mr. Cortico for his comments and stated that he has been at the table with us along with Mr. Candelino who has been at the table for his group. Mr. Neron stated that they are happy to see all of the members who are here advocating and we seldom get a chance to see all of you and tell you how much we appreciate you.

Mr. Neron stated that the month of June will mark gun violence awareness. Mr. Neron stated that not only here in the City of Elizabeth but in the nation we need to stand against gun violence.

Resolution – Gun Violence Awareness Month

Mr. Neron read the resolution.

Mr. Neron added the resolution to the agenda.

Mr. Perreira stated that as a parent of two boys who attend the Elizabeth Public Schools he knows personally that he doesn't have what it takes to be a teacher. Mr. Perreira stated that he wants the teachers and support staff to know from the bottom of his heart that he is thankful and grateful to know them and to understand and appreciate all the work that they do day in and day out. Mr. Perreira stated that he hopes that everything that he does makes their jobs and days better. Mr. Perreira stated that for the past six years that he has been a Board member he has always supported them and will continue to do so. Mr. Perreira stated that whenever they see him if they have any questions please don't hesitate to ask him. Mr. Perreira thanked the teachers and support staff and wished them a great summer. Mr. Perreira stated that he will definitely keep his ear to the ground to make sure that this contract is done before the end of this school year.

Mrs. Carvalho stated that she is very thankful to the two presidents of the unions for the hard work they have put into this. Mrs. Carvalho stated that the members need to know that things don't happen overnight and that we promised you that we were going to work day and night to make sure that this was resolved. Mrs. Carvalho stated that we are committed to make sure that happens. Mrs. Carvalho stated that if they have questions or concerns then reach out. Mrs. Carvalho stated that we all have office hours and we all are ready, willing, and able to answer questions for you. Mrs. Carvalho stated that everything that you are bringing to the table is being listened to and everything is being dissected so that a quick and fair resolution can be brought. Mrs. Carvalho stated that we are here for you and will continue to be here for you and they should work with us so that you get everything you deserve.

Mr. Neron called for a short recess.

The Board reconvened in public session.

Mr. Neron stated that this an agenda setting meeting. Mr. Neron stated that we will go tab by tab and each Board member may ask questions. Present for the meeting were Director of Plant, Property & Equipment Luis Couto, Director of Curriculum and Instruction Aaron Goldblatt, Chief Information Officer-Technology Alberto Marsal, Director of Athletics Judy Finch Johnson, Director of Food and Nutrition Services Jamie Leavitt, Director of Transportation Michael Rijo, Director of Security Matthew Glackin, Director of Elementary and Secondary Education Daphne Marchetti, Director of Research, Evaluation and Assessment Amy Gil, and Purchasing Agent Mario Rodrigues. The Board reviewed the agenda for the June 15, 2017 regular meeting.

Minutes of the Meetings of May 1, 4, 11, and 20, 2017
Secretary/Treasurer's Report for the Month of April 2017

Mr. Neron asked if there were any questions. Mr. Neron added the Minutes of the Meetings of May 1, 4, 11, and 20, 2017 and the Secretary/Treasurer's Report for the Month of April 2017 to the agenda.

Personnel Report

Mr. Neron asked if there were any questions.

Mr. Perreira asked if we have been able to address the subgroup of teachers without certificates and if they are coming back.

Mrs. Hugelmeyer stated that they will be seeing in the minutes the teachers who have their certificates as they are coming in. Mrs. Hugelmeyer stated that we are very grateful that the Department of Education has been processing them at the same rate as they did last year.

Mr. Perreira asked if this agenda includes all the staff necessary for the summer programs.

Mrs. Hugelmeyer stated that the supplemental personnel reports include the staff for the summer programs.

Mrs. Barbosa asked if the nurses usually send before the end of the year the immunizations that the children will need in September.

Mrs. Hugelmeyer responded that there are reminders that are sent out with regard to the required immunizations specifically for preschool and grade six. Mrs. Hugelmeyer stated that reminders are also sent in the summer to avoid the children being excluded in September.

Mr. Neron added Personnel Report to the agenda.

Supplemental Personnel Report

Mr. Neron asked if there were any questions.

Tuition Report

Mr. Neron asked if there were any questions.

Mrs. Barbosa asked with the extended year program do our out of district children come back into district.

Mrs. Hugelmeyer stated that the extended year program is for our students in district. Mrs. Hugelmeyer stated that there are opportunities at the out of district programs for them to attend.

Mr. Neron added the Supplemental Personnel Report and Tuition Report to the agenda.

Superintendent's Report – Considerations

Mr. Neron asked if there were any questions on the Superintendent's Reports.

Mr. Perreira asked about training for staff members for the FedEx logistics courses in Edison Academy.

Mrs. Hugelmeyer stated that the course will be included in the Course of Study that will be approved at the August Board meeting. Mrs. Hugelmeyer stated that the training has not been approved yet but will be in the July Board agenda.

Director of Curriculum and Instruction Aaron Goldblatt stated that the training is scheduled for the third week of July.

Mr. Perreira stated that we are on schedule for the course for September.

Mr. Kennedy stated that he has a comment on this report. Mr. Kennedy read a letter from the Governor of the State of New Jersey addressed to Rajeev Malhotra, CPA, appointing him to the State Board of Accountancy. Mr. Kennedy stated that it is quite an honor for Mr. Malhotra.

Mr. Neron thanked Mr. Kennedy. Mr. Neron and Board members congratulated Mr. Malhotra on his appointment.

Superintendent's Report – Use of Facilities

Mr. Neron asked if there were any questions.

Supplemental Superintendent's Report – Use of Facilities

Mr. Neron asked if there were any questions.

Mrs. Carvalho stated that the request for the Dunn Center runs through the holiday weekend and asked about the pay for the custodians and security guards.

Director of Plant, Property and Equipment Luis Couto responded that it is time and a half.

Mr. Perreira stated that with regard to the request for the Dunn Center when are we supposed to be replacing the bleachers.

Director of Plant, Property and Equipment Luis Couto stated that the bleachers will be arriving the third week of July.

Superintendent's Report – Requests for Field Trips

Mr. Neron asked if there were any questions.

Mr. Neron added the Superintendent Reports for Considerations, Use of Facilities, Supplemental Use of Facilities, and Requests for Field Trips to the agenda.

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

Mr. Neron added the report to the agenda.

Authorizations Report – Authorization to Enter into Contract, etc.

Mr. Neron asked if there were any questions on the Authorizations Reports.

Mrs. Carvalho asked about the authorization to apply for the safety grant program.

Mr. Kennedy explained that each year our insurance company, New Jersey Schools Insurance Group, offers districts to apply for a safety grant. Mr. Kennedy stated that this year we are going to use it for cameras at Edison.

Mr. Neron added the Authorizations Report to the agenda.

Supplemental Authorizations Report

Mr. Neron asked if there were any questions.

Mrs. Carvalho asked about the program, The Leader in Me.

Assistant Superintendent for Teaching and Learning Jennifer Cedenó responded that The Leader in Me is from The Franklin Covey Institute and the seven principles of highly effective people and teens. Mrs. Cedenó stated that the school applied for the grant for professional development for the teachers so they can implement the principles at School No. 22.

Mrs. Carvalho asked if this is the program at School No. 30.

Mrs. Cedenó responded yes.

Mr. Neron added the Supplemental Authorizations Report to the agenda.

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

Mr. Neron asked if there were any questions on the report.

Mrs. Carvalho asked about the Snapple Bowl.

Director of Athletics Judy Finch Johnson explained that it is an annual event that takes place at Kean University and we have five football players and two cheerleaders who were selected.

Finance and Accounting Report – Transfer of Funds

Mr. Neron asked if there were any questions on the report.

Mr. Neron added the Finance and Accounting Report – Authorization to Pay Vouchers and the Finance and Accounting Report – Transfer of Funds to the agenda.

Award of Contracts Report

Mr. Neron asked if there were any questions on the Award of Contracts Reports.

Mrs. Carvalho asked about the contract for Open Systems and if it is for one of the new schools.

Director of Plant, Property, and Equipment Luis Couto explained that it is a yearly contract for preventative maintenance and repair for our security systems.

Mrs. Carvalho asked about the contract for the water conditioning.

Mr. Couto explained that it is a service that comes and analyzes the water for the boilers, the circulating hot water, and the circulating cold water to make sure it has the proper amount of antioxidants and acidity and replenishes as needed so we have lower corrosion of our equipment.

Mrs. Carvalho asked if we are receiving the funds from the state for the lead testing of the water.

Mr. Couto explained that he requested from the contractor a very detailed bill because the state wants the bill broken down into the cost for the lab. Mr. Couto stated that the state doesn't want to pay anything for the consultants except exactly what the consultant paid the lab. Mr. Couto stated that they are preparing that type of an invoice for us so we can submit it to the state.

Mr. Perreira asked about the contract for LightTower Fiber Networks for 3 Gbps and if we are adding Internet access.

Chief Information Officer (Technology) Alberto Marsal explained that there will be four sites now for a total of 12 Gbps of Internet access and we use them all of the time. Mr. Marsal stated that if we have a failure in any building we have the capacity not to feel the impact. Mr. Marsal stated that we currently have 9 Gbps and now we will have 12 Gbps.

Mr. Perreira asked which facilities have them.

Mr. Marsal explained that there is one at School No. 28, the main high school building, and two will be at the Mitchell Building but they will each route different schools.

Supplemental Award of Contracts Report

Mr. Neron asked about the contract for the Portuguese Auto Repair and if there were any issues.

Director of Transportation explained that they did have an issue with one of the repair shops that was not keeping up with repairs but it is not this company.

Mr. Neron asked if we are still using that company.

Mr. Rijo stated that we are using them minimally but will not be using them for the new school year.

Mr. Neron added the Award of Contracts Report and Supplemental Award of Contracts Report to the agenda.

2nd Supplemental Award of Contracts

Mr. Neron asked if there were any questions.

Mrs. Carvalho asked about AJ Images.

Mr. Kennedy explained that they do the printing of the publications that are mailed.

Mr. Neron asked if they share in the printing with Royal Printing.

Mr. Kennedy explained that Royal Printing currently has the contract this year but the results of the bid for the printing and mailing services went to AJ Images for the 2017-2018 school year. Mr. Kennedy stated that Royal Printing will have a contract for the publication work.

Mr. Neron added the 2nd Supplemental Award of Contracts to the agenda.

Miscellaneous Communication (none)

Claims List

Mr. Neron asked if there were any questions.

Mr. Neron added Miscellaneous Communication and Claims List to the agenda.

Resolution – N.J.S.I.A.A. Membership for 2017-2018

Resolution – NJSBA Cooperative Pricing System Model 2017

Resolution – Transfer of Current Year Surplus to Capital Reserve

Resolution – Revised Policy File Code No. 6146 Graduation Requirements

Resolution – U.C.E.S.C. Special Education Tuition Contract

Mr. Neron asked if there were any questions on the resolutions.

Mr. Neron added the above resolutions to the agenda.

Superintendent of Schools Olga Hugelmeyer introduced Director of Research, Evaluation and Assessment Amy Gil who presented the 2015-2016 New Jersey School Performance Reports. Mrs. Hugelmeyer stated that a sample report has been provided and all of the reports will be on the district website after this evening for your review of the individual schools.

Director of Research, Evaluation, and Assessment Amy Gil presented the 2015-2016 School Performance Reports. Mrs. Gil stated that the 2015-2016 School Performance Reports were recently released by the New Jersey State Department of Education. Mrs. Gil stated that the purpose of the School Performance Reports is to focus attention on metrics that are indicative of college and career readiness; benchmark a school's performance against other schools that are educating similar students, against district-wide outcomes and against state targets; improve educational outcomes for students by providing longitudinal and growth data so progress can be measured; and encourage meaningful conversations about the full range of data presented. Mrs. Gil stated that in past years, the School Performance Reports included a list of Peer Schools at the end of the report with approximately 30 schools that served students with similar demographics. Mrs. Gil stated that throughout the School Performance Report each school was ranked amongst their peer schools and were identified based on the school's grade configuration, the percentage of students qualifying for free and reduced-price meals, the percentage of students who are English language learners, and the percentage of students with IEPs. Mrs. Gil stated that the peer comparisons have been removed with this newest version of the School Performance Reports. Mrs. Gil stated that another change is that there are fewer data points that also include district and state comparisons and the majority of the data in the reports is school level only. Mrs. Gil stated that there are only a few areas that include district and state level comparisons.

Mrs. Gil stated that the reports are separated into six key areas including demographic, academic achievement, student growth for elementary schools, college and career readiness, graduation and postsecondary for high schools, and school climate. Mrs. Gil stated that student growth is a category that is only in the elementary school reports and graduation and postsecondary data is only included in the high school performance reports. Mrs. Gil explained the PowerPoint slide for the standard layout for each school showing at the top the six categories specific to each school. Mrs. Gil explained that the overview shows the name of the school, address, and grade span, and across the top there are six categories specific to the school. Mrs. Gil stated that the demographic section shows the enrollment data by grade for the last three years, enrollment by gender for the last three years, enrollment by ethnic/racial subgroup for the reported year only, enrollment trends by special population for the last three years which includes students with disabilities, English language learners, and students receiving free and reduced price meals, and the list of languages spoken by children in the school and the percentage of students speaking each language.

Mrs. Gil stated that the next section of the report is academic achievement and includes the PARCC performance for the identified year in a variety of ways. Mrs. Gil stated that it also reports on NJ ASK performance in science in grades 4 and 8 and New Jersey Biology Competence Test (NJ BCT) at the high school level. Mrs. Gil stated that in addition the National Assessment of Educational Progress (NAEP) is also included although this data is reported at the state and national levels only. Mrs. Gil stated that participation in NAEP is based on random selection so school and district level data are never released. Mrs. Gil stated that the first data reported in this section of the School Performance Report is performance in English language arts literacy and mathematics. Mrs. Gil stated that the school performance in each subject is a combination of all test that were administered in that subject area at that school. Mrs. Gil stated that the next column shows the school ranking in the district in English language arts and mathematics. Mrs. Gil stated that the last column shows the school ranking in the state in each subject. Mrs. Gil explained that the next table provides detail by subgroup for English language arts data which is still combined for all tests administered in this school. Mrs. Gil stated that the chart shows how many valid scores, the percent meeting and exceeding the standards, the statewide percentile for each group and also includes the participation rate for each group and whether or not the 95% participation rate has been met. Mrs. Gil stated that the data is broken out

further by actual assessment and by subgroup and the last column shows the state data for the grade level. Mrs. Gil stated that there is a chart for each individual test that was administered for English language arts and mathematics and they are all formatted identically. Mrs. Gil stated that students are assessed in English language arts in grades 3-11 and in mathematics in grades 3-8 as well as Algebra I, Geometry, and Algebra II. Mrs. Gil stated that students in middle school grades who take Algebra I and Geometry are administered those PARCC assessments in place of the grade level math assessment. Mrs. Gil stated that there is a trend graph for each subject and explained the bar graph showing the tests administered in language arts and math. Mrs. Gil stated that these are the tests that are combined as reported in the first performance summary chart. Mrs. Gil stated that next is the science performance for the school and the table is the subgroup performance for the reported year. Mrs. Gil stated that the bar graph shows the school's performance in science for the last three years for grade 4 and grade 8 science as well as the New Jersey Biology Competency Test that is administered for high school. Mrs. Gil stated that the National Assessment Educational Progress (NAEP) data is also provided for the state and nation. Mrs. Gil stated that the NAEP was administered in grades 4 and 8 and in reading math and science and the performance by proficiency level is reported by subject, by grade, and for the state as well as the nation as a whole.

Mrs. Gil stated that student growth is the next section of the School Performance Reports and is only reported at this time in the elementary grades. Mrs. Gil stated that median growth is reported for the school, district, and state and labeled as low, typical, or high. Mrs. Gil explained the student growth chart for English language arts and mathematics with a category for school median, district median, and statewide median. Mrs. Gil stated that the chart shows for each subject the five scoring levels of the PARCC assessments and the percentage of students who had low growth, typical growth, or high growth at each of the proficiency levels.

Mrs. Gil stated that the next reporting category is College and Career Readiness. Mrs. Gil stated that there are multiple data points but all of them are not reported in all School Performance Reports. Mrs. Gil stated that PSAT, SAT, and ACT are only reported on School Performance Reports for high schools. Mrs. Gil stated that absenteeism is reported on all School Performance Reports and chronic absenteeism was only added to high school reports this year although it was already being reported at the elementary level. Mrs. Gil explained a PowerPoint slide showing the participation and performance on PSAT, SAT, and ACT assessment. Mrs. Gil stated that the next data is advanced coursework such as participation and performance in Advanced Placement courses. Mrs. Gil stated that enrollment in visual and performing arts has been identified as an indicator of readiness for college and/or career and explained a PowerPoint slide showing the percentage of students enrolled in music, drama, dance, and/or visual arts with each domain compared to enrollment across the State of New Jersey. Mrs. Gil stated that career and technical education is reported at the high school level and the data is reported on the school and state level. Mrs. Gil stated that the final indicator of readiness for college and/or career is absenteeism and explained a PowerPoint slide showing a bar graph with the percentage of students absent in five ranges of days including zero, one through five, six through ten, eleven through fifteen, and more than fifteen days absent. Mrs. Gil stated that chronically absent is defined as absent ten percent of possible days which in a school year of 180 days is 18 days absent. Mrs. Gil explained the bar graph showing the percentage of students who were chronically absent in each of the last three years and the absences reported in the chart include excused and unexcused absences.

Mrs. Gil stated that the next category is graduation and postsecondary which is a category for high school performance reports and includes graduation and dropout rates as well as postsecondary enrollments. Mrs. Gil explained a PowerPoint chart showing the graduation rate by subgroup for the 4-year adjusted graduation rate for the school and statewide percentiles. Mrs. Gil stated that it includes the school's graduation rate, how the school ranked in the state and what the state target is. Mrs. Gil stated that it also provides the data for each subgroup of students. Mrs. Gil stated that the next chart compares the graduation classes back to 2013 and reports on the Extended Year Graduation Rate. Mrs. Gil stated that several years ago New Jersey began reporting on students who graduated after a fifth year of high school and this chart provides that information for the last four years. Mrs. Gil explained the next chart showing the dropout

rate for the school as a whole, the state rate, and for each demographic group. Mrs. Gil stated that the next PowerPoint slide shows the postsecondary enrollment rates which are reported on students who remained enrolled in a two or four-year institution sixteen months after high school graduation and provides the statewide percentage as well as the school's percentage with a breakout by subgroup.

Mrs. Gil stated that the last section of the School Performance Reports is school climate including length of school day, instruction time, student to staff ratios, student suspension rates, student expulsions, and faculty attendance.

Mrs. Gil provided an overview of the key data elements for our schools to show how our schools performed. Mrs. Gil stated that in the elementary grades students are assessed in English language arts in grades 3, 4, 5, 6, 7, and 8 and that from 2014-2015 to 2015-2016 22 elementary schools increased in the percentage of students who performed at levels 4 and 5 and the 4 schools that did not have an overall increase stayed relatively consistent. Mrs. Gil stated that students are assessed in mathematics in grades 3, 4, 5, 6, 7, and 8, however, if students are taking Algebra I and Geometry they are assessed in those specific math areas in place of their grade level basic math assessment. Mrs. Gil stated that 18 elementary schools saw increases in their combined overall math performance from 2015 to 2016. Mrs. Gil stated that at the high school level 4 high schools increased in both English language arts and mathematics, 1 high school increased in English language arts only, and 1 high school performed the same in both years in both subjects. Mrs. Gil stated that the student growth is only reported for elementary schools and anything less than 35 is low growth, 35 to 65 is typical growth, and more than 65 is high growth. Mrs. Gil stated that the state target is 35 or better. Mrs. Gil stated that all but one school had a median growth of 35 or more in both years in English and 21 schools had typical or high growth in mathematics in both years. Mrs. Gils stated that the percent of students who were chronically absent decreased in 19 schools. Mrs. Gil stated that the 2015-2016 School Performance Report added chronic absenteeism to the high schools reports so this year is the baseline data for the high schools. Mrs. Gil stated that the participation in the PSAT and SAT saw a decrease in participation in some of our high schools but in most cases we far exceed the statewide averages. Mrs. Gil stated that the college and career readiness graduation rate has increased in all of our high schools from 2014-2015 to 2015-2016. Mrs. Gil stated that the statewide dropout target is 2.0% and the dropout rate has decreased. Mrs. Gil stated that there are some increases in postsecondary enrollment rates form 2014-2015 to 2015-2016. Mrs. Gil stated that the advanced placement course offerings have expanded and the participation rate for advanced placement have increased and are much higher than the state averages. Mrs. Gil stated that the last section is school climate and 17 of our elementary schools have decreased their rates of suspension from 2014-2015 to 2015-2016 and 4 of our high schools have decreased their suspension rates for the same period. Mrs. Gil stated that we have provided access to the School Performance Reports on our district website, epsnj.org. Mrs. Gil stated that if you click on the School Performance Reports link it will take you to the NJ Department of Education School Performance Reports webpage where you can select the county, district, and school to view so you are not limited to viewing just our schools in our district but are able to view any school in any district across the state. Mrs. Gil stated that concludes her report.

Mrs. Hugelmeyer thanked her for her report.

Mr. Neron stated that moving forward as we analyze this data and we realize the progress that we have made and the necessary improvements needed. Mr. Neron stated that in our recent retreat we discussed analyzing data on a regular basis. Mr. Neron thanked Mrs. Gil and her team for their hard work in providing this data so that we can better monitor what is happening and make necessary improvements that are needed in our district.

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 reorganization, tenure, specifically C.W., administrator contracts, and supplemental personnel report; legal, specifically general liability insurance renewal, continuation of excess workers' compensation and employer's liability coverage, managed care services, renewal of prescription insurance coverage,

emergency preparedness contract, and settlement agreement Bayway Lumber; and workers' compensation matters specifically, O.D. and M.S. The Board will reconvene in public to add to the agenda.

A motion was made by Miss Goncalves, seconded by Mrs. Amin, to go into private session at 8:55 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Neron – 7

Negative: None

Mrs. Amin excused herself from the meeting at 10:30 p.m.

Mr. Nina excused himself from the meeting at 11:00 p.m.

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, to reconvene in public session at 12:15 a.m.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Perreira, Neron – 5

Negative: None

Mr. Neron amended the private session statement to include discussion of personnel, specifically, A.P., B.A., H.T., B.P., C.M., and A.P.

Mr. Neron added the following to the agenda:

Resolution – Prescription Insurance Coverage Renewal – Horizon BCBS

Resolution – Renewal General Liability Insurance

Resolution – Excess Workers' Compensation Insurance

Resolution – Appointment of Managed Care Organization – First MCO

Resolution – Settlement Agreement – A.P.

Resolution – Settlement Agreement – Bayway Lumber

Resolution – Increment Withholding and Salary Adjustment – B.A. and H.T.

Resolution – Settlement Agreement – C.M.

Resolution – Reorganization – Personnel Actions

Resolution – Transfer of Director – Dorothy Hannigan McMullen

Resolution – Increment Withholding and Salary Adjustment – Certified and Non-certified

Resolution – Suspension with pay – A.P.

Resolution – Change in Location/Department

Resolution – Appointment of Acting Director of Bilingual and ESL Education

Resolution – Appointment of Acting Assistant Superintendent for Schools

Resolution – Change in Term of Contract to 12 Months – High School Vice Principals

Resolution – Appointment of Acting Director of Athletics – Bartolomeo Candelino

Resolution – Approving Employment Contracts Pursuant to Doctrine of Necessity

Resolution – Appointment of Vice Principals, Supervisor of Guidance, Supervisor of Career and Technical Education

Resolution – Settlement of Workers' Compensation Claim (2014-35207) – M.S.

Resolution – Settlement of Workers' Compensation Claim (2015-24411) – O.D.L.

Resolution – Settlement of Workers' Compensation Claim (2015-24439) – O.D.L.

Resolution – Reorganization – Job Description – Director of Special Projects (Instructional)

Mr. Neron thanked everyone for attending and those watching live stream. Mr. Neron stated that we are approaching the June graduations and congratulated the Class of 2017 and thanked all our administrators and teachers who served them well this year.

Mr. Perreira stated that he visited the young man who had the incident with the train and he is in good spirits but is on an emotional roller coaster. Mr. Perreira stated that he has not been seen by anyone yet for home instruction. Mr. Perreira stated that he would like to see home

instruction begin because it would benefit him. Mr. Perreira stated that another student was in the same incident and saved this young man's life by acting very quickly taking off his own shirt and applying a tourniquet to his leg before the cops were there. Mr. Perreira stated that once this young man is out of the hospital we should consider recognizing the young man who saved his life.

On a motion by Mr. Perreira, seconded by Miss Goncalves, the meeting was adjourned at 12:19 a.m.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Perreira, Neron – 5

Negative: None

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