

BOARD OF EDUCATION  
(Official)

September 22, 2016  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on September 22, 2016 at 6:30 p.m., at Dr. Orlando Edreira Academy School No. 26, 631-657 Westminster Avenue, Elizabeth, New Jersey.

Board President Charlene Bathelus presented the following statement at 6:52 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 Friday, September 16, 2016. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth."

"I wish to extend a warm welcome to everyone present and to our television viewers to this September 22, 2016 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public."

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

"There will be a public portion for citizens to address the Board. Participants for the public portion must sign in prior to the commencement of public participation 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 (arr. 7:02 p.m.), Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez (arr. 9:35 p.m.), Trujillo (arr. 8:10 p.m.), Ms. Bathelus – 8

Absent: Mr. Neron – 1

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Rafael Cortes, Assistant Superintendent for Teaching and Learning Jennifer Cedenno, 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.

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 Robert Lopez, eighth grade student government president at Dr. Orlando Edreira Academy School No. 26.

The *Star Spangled Banner* by Francis Scott Key was performed by Ralph Marciano, fourth grade teacher at Dr. Orlando Edreira Academy School No. 26.

The Pledge of Ethics was led by Robert Lopez, eighth grade student government president at Dr. Orlando Edreira Academy School No. 26.

Ms. Bathelus introduced a video presentation of the Core Beliefs and Commitments.

Mrs. Carvalho introduced third grade students from Dr. Orlando Edreira Academy School No. 26 who recited the poem, *La Hora del Cuento*, author anonymous. Mrs. Carvalho thanked the students for a wonderful performance.

Mrs. Carvalho introduced students in the Dr. Orlando Edreira Jazz Ensemble who performed *La Fiesta del Tigre*, by Mike Story. Mrs. Carvalho thanked the students for a wonderful performance.

Ms. Bathelus welcomed everyone and thanked Principal Howard Teitelbaum and staff members for hosting the Board meeting at Dr. Orlando Edreira Academy School No. 26.

Miss Goncalves recognized the students in the Student Government Executive Council at Dr. Orlando Edreira Academy School No. 26 including Robert Lopez, President; Haily Savila, Vice President; Lisa Arias, Secretary; and Daniella Catarina, Treasurer. Miss Goncalves and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Carvalho recognized two of the talented and dedicated team members, music teacher Dr. Thomas Siebenhuhner and recently retired school nurse Kathy Marquet, from Dr. Orlando Edreira Academy School No. 26, for their commitment to enriching their students' educational experiences and for creating a safe, inspirational learning environment. Mrs. Carvalho and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Perreira recognized the men and women of Hispanic heritage in our community in celebration of Hispanic Heritage Month and introduced Assemblywoman Annette Quijano, Union County Freeholder Sergio Granados, Elizabeth City Councilmen Francisco Cuesta, Nelson Gonzalez, and Carlos Torres, Elizabeth Fireman Luis Atienza, Elizabeth Police Officers Louis DeMondo and Ina Silva, Senior Citizen Advocate Jessica Martinez, and William Sevilla from the Ecuadorian organization. Mr. Perreira recognized two officials who could not be present, Union County Freeholder Angel Estrada and Elizabeth Police Officer Jennifer Perez. Mr. Perreira and Board members congratulated them and presented each with a certificate of commemoration.

Ms. Bathelus recognized Board members of Hispanic heritage including Ana Maria Amin, Dan Nina, Paul Perreira, Jose Rodriguez, and Carlos Trujillo and thanked them for giving their time to help provide the highest quality education possible to the children of the Elizabeth Public Schools.

Ms. Bathelus recognized Dr. Orlando Edreira and stated that since his name has adorned this building in January 2008 he has given his continuous support for the students and team members of this building. Ms. Bathelus stated that for decades Dr. Edreira has served the Elizabeth community proudly as a member of the Elizabeth Board of Education, New Jersey Board of Education, Elizabeth City Council, Chairperson of Foreign Languages and Director of the Spanish Language Program at Kean University, and a contributor to hundreds of community projects. Ms. Bathelus stated that his contributions have impacted the quality of education at all levels including prekindergarten, kindergarten, elementary, secondary, and postsecondary and he has been honored by the New Jersey House of Representatives and the New Jersey Senate. Ms. Bathelus introduced a video about the legacy of Dr. Orlando Edreira and his contributions to education that was initially produced for the rededication of School No. 26 in his name and a video message from Senator Robert Menendez that was also recorded for the rededication

ceremony. Ms. Bathelus and Board members thanked Dr. Orlando Edreira and presented him with a plaque of commemoration.

Dr. Orlando Edreira thanked the Board for the honor and stated that the most important thing in his life is being a teacher. Dr. Edreira stated that his great-grandparents were slaves in Cuba and his grandfather was a leader of the revolution for independence in Cuba. Dr. Edreira stated that when he came here he was a professor at Kean University and one of the things he did was to create a program for Spanish speaking students to get an education and get English language in that process which became the Spanish Speaking Program for students at Kean University. Dr. Edreira stated that his grandfather was a revolutionary and he is making a revolution here helping others and thanked the Board for the honor.

Superintendent of Schools Olga Hugelmeyer asked Interim Assistant Superintendent for Human Resources Francisco Cuesta to speak about the influence of Dr. Edreira on his life.

Interim Assistant Superintendent for Human Resources Francisco Cuesta stated that he was part of the Spanish-Speaking Program at Kean University. Mr. Cuesta stated that when he looks back at his life and the success he has enjoyed whether in public life as an elected official, as a teacher, and also as an attorney he has to say that none of those things would have happened without the mentorship of Dr. Orlando Edreira. Mr. Cuesta stated that in 1972 his first year at Kean University he really didn't know what to do with his life at the time like many young people so he went to Dr. Edreira for help. Mr. Cuesta stated that Dr. Edreira encouraged him to become a teacher since he was already tutoring students. Mr. Cuesta stated that it was the best decision. Mr. Cuesta stated that later on when he wanted to enter law school he was there to introduce him to professors at Seton Hall Law School. Mr. Cuesta stated that he will be eternally grateful to the mentorship of Dr. Edreira.

Mrs. Amin recognized the Elizabeth Rotary Club and President Art Lobdell for their generosity and support for many years providing third grade students in the Elizabeth Public Schools with their own personal dictionary. Mrs. Amin and Board members thanked the Elizabeth Rotary Club and Mr. Lobdell and presented him with a certificate of commemoration.

Ms. Bathelus stated that as part of her monthly Board President's Focus she would like to remind the members of our community that she has designated office hours from 5:30 p.m. to 7:00 p.m. every Monday 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. Ms. Bathelus welcomed everyone back to school for the 2016-2017 school year. Ms. Bathelus stated that she is excited to continue to work with everyone to provide our students with a high quality education that prepares them for college and career success. Ms. Bathelus stated that throughout the year her fellow Board members and she will be eagerly supporting and participating in many programs and events held in our schools. Ms. Bathelus stated that working together as a team she knows they will achieve excellence for every child and provide our students with a high quality education and promising college and career opportunities that they deserve.

Ms. Bathelus stated that the events that unfolded earlier this week caused concern for our community. Ms. Bathelus stated that she did not want to forget any of our many people who deserve recognition for their tremendous contributions. Ms. Bathelus collectively thanked the Elizabeth Police Department, members of City Hall, members of the Elizabeth Board of Education, Mayor of the City of Elizabeth, the Elizabeth Public Schools, local and state officials, and members of our community, especially Lee Parker and Ivan White who alerted police of a suspicious package they found. Ms. Bathelus thanked everyone for working together to keep our community safe. Ms. Bathelus stated that the events that unfolded Sunday and Monday showed the strength and resolve of our community when its members are united and working together and it made us proud to be a member of this community.

Superintendent of Schools Olga Hugelmeyer stated that it is important to share with our school community the actions that were taken on Monday, September 19, 2016. Mrs. Hugelmeyer stated that on Monday morning at 6:00 a.m. news reporter announced that Elizabeth was also the spot where what is now known as a terrorist bomber had planted a knapsack filled with pipe bombs in a trash can at a train station that services Amtrak and New Jersey Transit. Mrs. Hugelmeyer stated that she was in contact immediately with law enforcement officials, our Acting Director of Security/Lead Investigator, and also our general counsel. Mrs. Hugelmeyer stated that she relied on information given to her directly from law enforcement officials. Mrs. Hugelmeyer stated that our Acting Director of Security/Lead Investigator met with Police Director Cosgrove, Deputy Chief Sofianokos, and spoke with Captain King as early as 6:20 a.m. Mrs. Hugelmeyer stated that he was also in touch with the Joint Terrorism Task Force from the Newark FBI Office. Mrs. Hugelmeyer stated that according to the FBI there were no specific threats to our schools and the suspect was acting on his own. Mrs. Hugelmeyer stated that there was a large law enforcement presence in this City consisting of the FBI, Alcohol, Tobacco, and Firearms (ATF), Homeland Security, state, county, and local law enforcement. Mrs. Hugelmeyer stated that she determined that our schools should be open based on the guidance provided. Mrs. Hugelmeyer stated that a message was immediately recorded informing our parents and guardians that our schools would be following a regular school day and that we would be following the proper protocols and procedures while this matter was under proper investigation. Mrs. Hugelmeyer stated that at 7:40 a.m. a photo was made available and our security guards were given the wanted photo and told to be vigilant in their observations. Mrs. Hugelmeyer stated that in addition our custodians were instructed to inspect the physical premises both inside and outside of every building and to conduct this every two hours ensuring that they were alert for anything that was suspicious or considered out of place. Mrs. Hugelmeyer stated that we consider our school buildings to be safe shelters that are able to house our student population and able to lockdown our student population should a need arise. Mrs. Hugelmeyer stated that we consulted the NJDOE Office of Emergency Preparedness and also our County Superintendent of Schools both of whom concluded that we had handled this matter appropriately. Mrs. Hugelmeyer stated that Assistant Superintendents contacted their respective schools in order to assess the situation in order to ensure that there were no concerns. Mrs. Hugelmeyer stated that it is with tremendous gratitude that she expresses her thankfulness to our local, state, and federal law enforcement officials for having assisted us in ensuring the safety of all of our children.

Mrs. Amin asked why the schools were not on lockdown and what is the protocol for lockdown. Mrs. Amin asked what is considered dangerous to have the schools be on lockdown.

Mrs. Hugelmeyer stated that we did not have an incident that occurred in our schools.

Mrs. Amin stated that it happened in our City.

Mrs. Hugelmeyer responded that there was never a direct threat to our students.

Ms. Bathelus stated that she omitted thanking the Elizabeth Fire Department for assisting us and who were on call that day.

Board President Bathelus 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.”

Ms. Bathelus called upon the first public participant, B. Townsend, to address the Board.

B. Townsend, 528 Fulton Street, stated that she is a member of the Friends of School Library and stated that the children need books and a certified librarian in the schools.

Ms. Bathelus thanked her for her comments and called twice upon the next public participant, Alina Alvarez, to address the Board. Since Alina Alvarez did not come forward Ms. Bathelus called upon the next public participant, Christina Moreira, to address the Board.

Christina Moreira, 805 Gebhardt Avenue, spoke about the results of the lead testing of the water.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Sima Farid, to address the Board.

Sima Farid, 531 Jefferson Avenue, spoke about the lead testing results and that the water was used by students and staff from those faucets prior to the results and an alternate water source should have been provided. Mrs. Farid stated that parents are concerned and perhaps there should have been a delayed opening to thoroughly check the buildings on the day of the terror crisis of Monday, September 19<sup>th</sup>. Mrs. Farid offered to help with obtaining free grants and services that are available for library books for the schools.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Ana Texeira, to address the Board.

Ana Texeira, 575 Second Avenue, spoke about the lack of air conditioning at School No. 15 and stated that School No. 15 will be 100 years old in 2017.

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

Maria Lorenz, 103 Murray Street, spoke about the lead testing results, politicking, and aides in the classrooms.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Maria Medeiros DaRassi, to address the Board.

Maria Medeiros DaRassi, 420 Fay Avenue, stated that the district used poor judgement for the terror crisis on Monday, September 19<sup>th</sup> and that there is a need for more security guards.

Ms. Bathelus thanked her for her comments and called upon the next public participant, Maria Echavarria, to address the Board.

Maria Echavarria, 321 Westfield Avenue, spoke about special education and a problem with the case manager.

Ms. Bathelus thanked her for her comments. Since there were no other public participants signed in to address the Board, Ms. Bathelus closed this portion of the meeting. Ms. Bathelus asked Director of Plant, Property and Maintenance Luis Couto to speak about the lead testing and air conditioning.

Director of Plant, Property and Maintenance Luis Couto stated that when the testing started we asked the consultants to start communicating the results to us as soon as they knew. Mr. Couto stated that when we got a result of an outlet that exceeded the limit it was shut down. Mr. Couto stated that the testing was completed and now we are in the process of remediation. Mr. Couto stated that in one school we took ten faucets and replaced the faucet, the plumbing with stainless steel flexible connector and the valve. Mr. Couto stated that we retested and they passed. Mr. Couto stated that we are in the process of ordering and receiving components so we can do the remediation in all of the other places. Mr. Couto stated that we also did all of the outlets in the kitchens and we installed filters that certify 99% lead reduction. Mr. Couto stated that some of the classroom sinks have to remain open and we put a sign that says, do not drink, not fit for drinking, only for washing. Mr. Couto stated that we also changed some filters in some of the drinking fountains. Mr. Couto stated that we have not received the filters we want that are certified by the National Association. Mr. Couto stated that this is an ongoing process of receiving components and changing them when we receive them. Mr. Couto stated that the faucets that exceeded the limits will remain closed until we do the retesting and only after retesting will we open them again. Mr. Couto stated that in most schools there were only a handful of drinking fountains and leaving them shut down will not deprive the students or staff of water and there are enough other outlets that they can drink water from. Mr. Couto stated that we are in the process of remediation, replacing faucets, replacing components, and retesting. Mr. Couto stated that only after that we will reopen the faucets.

Mr. Couto stated that an air conditioning system for a school costs between \$2 to \$3 million dollars depending on the size of the school and maybe \$4 million for a larger school. Mr. Couto stated that is the reality that we are with and our budget is limited and we have about 10 schools that do not have air conditioning. Mr. Couto stated that if you are going to do one or the other or all of them you are going to incur a substantial amount of money. Mr. Couto stated that adding window units appears to be a very simple thing but it is not. Mr. Couto stated that for a classroom you need about 3 tons which is a large size and not only window units but the load service. Mr. Couto stated that you need to upgrade the electrical system of the school and run internal wiring from additional panels from different parts of the school to each classroom. Mr. Couto stated that we would need to put brackets that are safe enough so that they don't fall on the children outside in the yard. Mr. Couto stated that we also need a safety grading otherwise that would be an entry point that someone could just push in to gain entry in the school building. Mr. Couto stated that a project of that magnitude would probably be over a million dollars and in addition to that being a capital project we need DOE approval. Mr. Couto stated that DOE normally requires that we provide 15 cubic feet of fresh air for each occupant. Mr. Couto stated that the window units do not provide that and that would be an issue. Mr. Couto stated that if we do air conditioning to 10 schools we would have to add to our budget another \$500,000. to \$600,000. a year in electric consumption. Mr. Couto stated that we would love to air condition all of the schools but the issue is with funding.

Mrs. Amin asked how long is the estimated time for the whole process for the water for our children to drink.

Mr. Couto responded that receiving the parts and doing the work should be approximately six weeks.

Mrs. Hugelmeyer stated that once the report was received on August 24<sup>th</sup>, Mr. Couto made it a priority in his department to ensure that every water fountain and every kitchen food prep area was remediated by September 6<sup>th</sup>.

Mr. Couto stated that we shut them down as we received the information one by one and we didn't wait for August 24<sup>th</sup>. Mr. Couto stated that we received some as early as the first and second week of August. Mr. Couto stated that as soon as we received the results we shut them down. Mr. Couto stated that it was an ongoing process and on that August date was the final

school. Mr. Couto stated that they were safe by the start of school. Mr. Couto stated that some were remediated but we left them shut down until we were able to retest. Mr. Couto stated that is the process that we are in and not only do we have to receive the parts, do the repairs, and we will not open them until we get them tested again and receive the results which usually takes about four weeks. Mr. Couto stated that is the time of the remediation but we probably need to add the time that it takes to do the sampling and receive the testing from them.

Mrs. Hugelmeyer stated that Mr. Couto took every precaution by ensuring that the first measure that was taken was to shut down that water source. Mrs. Hugelmeyer stated that once they retested then that water source was opened again.

Mr. Couto stated that was our protocol.

Mrs. Hugelmeyer stated that we communicated with our school community and the schools that were affected as listed in our PowerPoint presentation were made available on our website which was a total of twelve schools. Mrs. Hugelmeyer stated that parents of those twelve schools received letters on September 8<sup>th</sup> which was the first day of school when our children returned. Mrs. Hugelmeyer stated that letters were sent home and were also communicated electronically to the parents of the schools that were reported as having testing results as it relates to the water fountains and as it relates to the food prep areas. Mrs. Hugelmeyer stated that the raw data is made available on our website so every parent is able to review their respective school's data. Mrs. Hugelmeyer stated that we also have a summary of the data that was provided.

Mr. Couto stated that the raw data is the first pass and there is a review process that we have to do with the environmental company because sometimes it is issued and the protocol wasn't followed well and we need to retest some of the outlets. Mr. Couto stated that the regulations say that after review then you present the data. Mr. Couto stated that we haven't had the time to review everything with the environmental company and we haven't received the final report from them. Mr. Couto stated that we are proactive in that we show the raw data as we received it even before we are able to analyze it in a complete report.

Mr. Trujillo stated that it is his understanding that the testing didn't start until August 17<sup>th</sup> which is the day of the last meeting when Mr. Couto came and gave his presentation.

Mr. Couto stated that the testing started about July 13<sup>th</sup>.

Mr. Trujillo stated that on July 13<sup>th</sup> we started to test districtwide. Mr. Trujillo stated that he has been a critic of the process and he has been very concerned about this apart from his children attending the schools. Mr. Trujillo stated that he doesn't like the way that we did this and we could have done a better job and he has several concerns. Mr. Trujillo stated that he saw the raw data on two schools and the magnitude of it. Mr. Trujillo stated that there are five water fountains at School No. 1 that were tested and had high lead. Mr. Trujillo stated that School No. 1 now is no longer the School No. 1 that we all knew it to be because now the building houses two schools and it shares the space with School No. 9. Mr. Trujillo stated that we are talking about a much smaller building. Mr. Trujillo asked when they talk about School No. 1 are they talking about the whole building.

Mr. Couto responded the whole building.

Mr. Trujillo asked Mr. Couto how many water fountains all together are in School No. 1.

Mr. Couto responded that there are maybe thirty or forty.

Mr. Trujillo stated that five have been dispensing water and we don't know how long because the last time we tested was 2013. Mr. Trujillo stated that from 2013 until now and asked if we did the remediation on those five fountains at School No. 1.

Mr. Couto responded that School No. 1 is the school that we did ten faucets that we remediated and retested and they are passing.

Mr. Trujillo stated that from 2013 until approximately sometime in August when we started to get the first data for School No. 1, those water fountains and those food prep areas at School No. 1 were servicing our children and our children were drinking from those fountains.

Mr. Couto stated that even before that about 30 or 40 years ago they were still doing that. Mr. Couto stated that when we tested in 2013 it was a different protocol and the amount of water taken and a few things were different. Mr. Couto stated that in 2013 we got a clean bill of health from all drinking fountains and everything was passing.

Mr. Trujillo stated that in March of this year many wanted to test the water. Mr. Trujillo stated that our Board Attorney advised us that it wasn't a good idea to do that because there was talk in Trenton about creating a protocol and creating a way to reimburse the district for this type of testing.

Mr. Couto stated that at that point the protocol was not known meaning what to test, how much, where, and what is the process. Mr. Couto stated that we didn't want to do the wrong thing but we still started the procurement of the company.

Mr. Trujillo stated that we didn't start that because the RFP did not go out until June. Mr. Trujillo stated that from March to June we had no RFP and we were not even looking for a company.

Mr. Couto stated that we were writing the RFP.

Mr. Trujillo stated that from March to June, for 3 months, potentially those 3 months while we were waiting for the RFP, thousands of children and just at School No. 1 between the two schools there are over 1,000 students and they were drinking from these five water fountains and 141 water fountains district-wide. Mr. Trujillo stated that's thousands of not only children but staff members as well. Mr. Trujillo stated that those three months were lost. Mr. Trujillo stated that he sat here and he asked that we provide bottled water and that we test immediately. Mr. Trujillo stated that eventually the RFP came through and we still didn't know how we were going to pay for it or if Trenton is going to reimburse us. Mr. Trujillo stated that eventually we went out and tested and here we are. Mr. Trujillo stated that we lost from March when we started this discussion all the way through August, including summer school and children in all those buildings were drinking from those contaminated water fountains. Mr. Trujillo asked Mr. Couto if he would say that was true.

Ms. Bathelus stated that is a conversation that he needs to have with Mr. Couto.

Mr. Trujillo stated that he doesn't understand why she is not letting him ask the question and stated that maybe it is because she does not have children and if she had children this would concern her.

Ms. Bathelus stated that it has nothing to do with her having children. Ms. Bathelus stated that she wants to do this because she wants to see the right thing and do the right thing for the children in our community.



Mrs. Hugelmeyer stated that we do not have any reason to believe that our children are not safe in our schools and that our drinking water is not safe. Mrs. Hugelmeyer stated that is the whole purpose of having presented to the community. Mrs. Hugelmeyer stated that three years ago when we were not required to test our water we did test our water and were aware of what areas needed to be remediated. Mrs. Hugelmeyer stated that our Plant and Property Division remediated all of those sites. Mrs. Hugelmeyer stated that three years later here we are again and we once again are proactive. Mrs. Hugelmeyer stated that prior to the regulation being issued by the State Department we tested all of our schools and immediately began to remediate. Mrs. Hugelmeyer stated that is our responsibility to ensure that we are addressing issues as they arise. Mrs. Hugelmeyer stated that all of our schools have been properly tested and all of the schools for the results that have been posted that we shared with our community have been remediated. Mrs. Hugelmeyer stated we do not believe that there is any cause for concern. Mrs. Hugelmeyer stated that Mr. Couto has done an outstanding job reporting both at the August 25<sup>th</sup> meeting and again tonight with regard to the actions the district took to address this issue. Mrs. Hugelmeyer stated that we have been proactive, we have communicated, we have remediated, and we believe that all of the sources whether it is a water fountain or whether it is a food prep in our kitchen, at this present time are safe.

Mr. Trujillo stated that we waited and that is his point that we waited. Mr. Trujillo stated that we did not have to wait. Mr. Trujillo stated that we waited from March until August and did not test while children were in school drinking from 141 contaminated water fountains. Mr. Trujillo stated that it is common sense that if they were contaminated in August then they were contaminated in July, June, and we did not shut them down. Mr. Trujillo stated that we failed them by waiting. Mr. Trujillo stated that we are failing them today by not allowing parents to feel comfortable in letting their children come to school and knowing that we are providing safe water. Mr. Trujillo stated that the question is still out there and parents are concerned.

Mr. Williams stated that the district got ready to test for water in the Spring and when we examined the number of outlets they were doing we were informed that the State was about to issue a new protocol for expanded testing of all the water outlets in the district. Mr. Williams stated that instead of waiting we prepared the proper kind of RFP that allowed for proposals to test all the water outlets. Mr. Williams stated that we did that in advance of the regulation being published as opposed to what others have said tonight.

Mr. Trujillo asked if it took three months for the RFP.

Mr. Williams stated that we did it in consultation with the State and we did it legally so that we were not in violation of the law.

Mr. Perreira stated that this is a heated discussion for many people, many here and at home. Mr. Perreira stated that the issue at hand is to try and figure out a way because we are here to set policy. Mr. Perreira stated that we went through a process that we know we failed in and we took too long when we could have acted a little faster and maybe adjusted some of the RFPs that we could have done if we had a company that we had already moving on, say in April of this process. Mr. Perreira stated that what we need to do now is to sit down and figure out what would be the appropriate action to take for a process to have in place should this happen or should something like this happen in the future that we need to do prompt action on so that we can actually take steps on and not wait three months in order to actually take these steps.

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the minutes of the meetings of August 11, 25, and 31, 2016 be accepted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Trujillo, Ms. Bathelus – 7

Negative: None

#### Secretary and Treasurer's Report for the Month of July 2016

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin, Mr. Trujillo – 2

Negative: None

#### Personnel Report – Leaves of Absence, etc.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina (negative- M.P.), Perreira (abstain- M.P.), Trujillo (affirmative for teachers, abstain on remainder), Ms. Bathelus – 7

Negative: None

The above vote reflects a change in vote made later in the meeting by Mr. Nina.

#### Supplemental Personnel Report – Retirements, etc.

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina (negative- M.P.), Trujillo (affirmative for teachers, abstain on remainder), Ms. Bathelus – 6

Abstain: Mr. Perreira – 1

Negative: None

The above vote reflects a change in vote made later in the meeting by Mr. Nina.

#### Tuition Report

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Trujillo, Ms. Bathelus – 7

Negative: None

#### Superintendent's Report – Considerations

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Abstain: Mr. Trujillo – 1

Negative: None

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

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the request be approved with a waiver of fees.

Mrs. Carvalho stated that we need to make sure the organizations using our facilities have a 501C3 on file and updated.

Mr. Kennedy responded that they will be verified.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho (abstain- Elizabeth Youth Soccer), Miss Goncalves, Messrs. Nina, Perreira, Trujillo, Ms. Bathelus – 7

Negative: None

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

A motion was made by Miss Goncalves, seconded by Mr. Nina, that the requests be approved as recommended.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin, Mr. Trujillo – 2

Negative: None

#### Superintendent's Report – Requests for Field Trips

A motion was made by Miss Goncalves, seconded by Mrs. Amin, that the requests be approved.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Abstain: Mr. Trujillo – 1

Negative: None

#### Superintendent's Report

Superintendent of Schools Olga Hugelmeyer introduced Supervisor of Anti-Bullying/EEOC Peter Vosseler to present the Harassment, Intimidation and Bullying Investigative Results and the report of Assessing Our Performance Under the Anti-Bullying Bill of Rights Act.

Supervisor of Anti-Bullying/EEOC Peter Vosseler stated that according to Board Policy 5131.1 Harassment, Intimidation, and Bullying (HIB) and New Jersey Statute 18A:37 the results of each investigation shall be reported to the Board of Education no later than the date of the next Board meeting following completion of each investigation and include any services provided, training established, discipline imposed, or other action that was taken or recommended. Mr. Vosseler stated that since our last Board meeting there has been one new case. 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.

Supervisor of Anti-Bullying/EEOC Peter Vosseler stated that we are required by state law to present the Harassment, Intimidation and Bullying self-assessment two times per year. Mr. Vosseler stated that tonight he is presenting the HIB self-assessment for the 2015-2016 school year on how well our district is implementing the Anti-Bullying Bill of Rights.

Mr. Vosseler stated that a No Bully Zone is important and in Elizabeth we believe that every child has the right to go to school and to get an education no matter what size, shape, color,

race, disability, or financial background he/she has. Mr. Vosseler stated that that no child should ever be made to feel that school is a place where he or she will be degraded, demoralized, singled out, hounded, discriminated against or taken advantage of in a vulnerable situation.

Mr. Vosseler stated that each of our schools consists of a school safety and climate team which is chaired by our anti-bullying specialist who are school counselors and school social workers. Mr. Vosseler stated that the team consists of a teacher as well as other school staff and a parent.

Mr. Vosseler stated that the schools complete the self-assessment at the end of each school year and tonight he is presenting the 2015-2016 results. Mr. Vosseler stated that a rubric was developed by the State to aide districts in assessing the school's efforts and improving their Anti-Bullying Bill of Rights programs. Mr. Vosseler stated that the rubric was designed to be a growth model and to be used to enhance programs at schools and districts and consists of eight core elements and twenty-six indicators with each indicator having a score of zero to three points. Mr. Vosseler explained that the first core element deals with programs, approaches, and initiatives and whether they are designed to create a better school climate. Mr. Vosseler stated that the second core element is training on our policy and includes looking at who we have to train, making sure our policy includes the protected classes under the law, and that we discuss the policy with students in an age appropriate manner. Mr. Vosseler stated that the third core element is about staff instruction and training programs and there is a requirement in the law that in every five-year cycle certified staff have to get two hours of HIB training and suicide training. Mr. Vosseler stated that the Anti-Bullying Specialists have to be able to meet with the Anti-Bullying Coordinator during school time and to be able to receive training during that time. Mr. Vosseler stated that we have to be able to provide professional development to the school safety and climate team which is a group that oversees the process at each school and that school leaders have also received the appropriate information. Mr. Vosseler stated that the fourth core element is curriculum and instruction and although it does not have a lot of indicators within this core element it is important because it is assessing how the school is providing appropriate instruction within the curriculum and whether the school and district are observing the Week of Respect which is the first full week in October. Mr. Vosseler stated that the fifth core element is regarding HIB required personnel and whether there is an Anti-Bullying Specialist and we go beyond the requirement by also appointing an Alternate Anti-Bullying Specialist in each school. Mr. Vosseler stated that it assesses whether we met the minimum requirement of meetings which we do and surpass and that the school safety and climate team met in the appropriate manner. Mr. Vosseler stated that the sixth core element is whether we have implemented the district's procedure for reporting HIB and all the required elements that go along with it and whether we have the procedure to put in new information into older cases. Mr. Vosseler stated that the seventh core element is our actual procedure and this deals a lot with timelines and did we meet all the timelines including doing investigations within ten school days, sending the results to the superintendent within the two days of the completed investigation. Mr. Vosseler stated that the last core element is HIB reporting and is there a system for our staff to report things. Mr. Vosseler stated that our HIB assessment scores are on the main website and each individual school website.

Mr. Vosseler explained the scoring and that zero is for not meeting the requirements, 1 is for partially meeting the requirements, 2 is for meeting all the requirements, and 3 is for exceeding the requirements. Mr. Vosseler stated that to meet and exceed the requirement there are a lot of indicators on the rubric that the school has to meet. Mr. Vosseler stated that the highest possible score is 78 which means that every indicator was scored a 3 and they have exceeded every indicator. Mr. Vosseler stated that a score of 52 means all of the indicators were met. Mr. Vosseler stated that our schools this year ranged from 52 to 68, and all of our schools scored 52 or more which is meeting the requirements. Mr. Vosseler stated that the average score across all the schools becomes the district score which is 59 and is up from 56 last year.

Mr. Vosseler stated that the self-assessment process is that all of the school safety and climate teams complete the self-assessment in May of each year. Mr. Vosseler stated that they input the information on the NJ DOE website and the results are then presented to the public. Mr.

Vosseler stated that then we receive approval from the Board of Education as well as assurances from the Superintendent. Mr. Vosseler stated that after that is completed he will submit all of our self-assessments to the NJ DOE for the 2015-2016 school year.

Mr. Vosseler stated that the highlights of our work to date include an annual Week of Respect, district training for our team members, state and county training for the Anti-Bullying Coordinator, and guest speakers who address different aspects of anti-bullying at the schools. Mr. Vosseler stated that we have contracted with the community program called Breaking the Cycle and also contracted for cyber-bullying and internet safety training to all of our students with Detective Veltre and Detective Perez from the Union County Prosecutor's Office. Mr. Vosseler stated that we also have HIB character education programs, Positive Behavior Supports in School (PBSIS), Generation Text Online, Peekapak, and Bully-Busting Curriculum in various schools. Mr. Vosseler stated that this is the fourth year that we are using the HIBster reporting system which is a streamlined way to process the incidents in a most efficient manner.

Mr. Vosseler stated that the work ahead of us is to analyze self-assessments by school, ensuring ongoing parental involvement on our school safety climate teams for all schools, focus on working with improving school climate at all schools, and implementing and expanding consistent HIB character education programming for all schools.

Mr. Vosseler asked if there were any questions and if there was anyone who would like to comment on tonight's report. No dialogue transpired and no comments were made regarding the presentation on Harassment, Intimidation and Bullying Self-assessment.

Ms. Bathelus thanked him for the report.

Mr. Trujillo excused himself from the meeting at 9:00 p.m.

#### Resolution – Acceptance of Harassment, Intimidation, and Bullying Self-Assessment Report

A motion was made by Mr. Nina, seconded by Mrs. Carvalho, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira,

Ms. Bathelus – 6

Negative: None

#### Authorizations Report – Authorization to Make Application, etc.

A motion was made by Mr. Nina, seconded by Mrs. Carvalho, that the report be accepted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

#### Supplemental Authorizations Report – Authorization to Implement, etc.

A motion was made by Mr. Nina, seconded by Mrs. Carvalho, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves (abstain- Panasonic Foundation Leadership Associates Program), Messrs. Nina, Perreira, Ms. Bathelus (abstain- Panasonic Foundation Leadership Associates Program) – 5

Abstain: Mrs. Amin – 1

Negative: None

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

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Amin (abstain- Adams Gutierrez & Lattiboudere, LLC; DiFrancesco Bateman Kunzman Davis Lehrer & Flaum, PC; Eric M. Bernstein & Associates LLC; Florio, Perrucci, Steinhardt & Fader LLC; Kologi Simitz Counselors at Law; LaCorte Bundy Varady & Kinsella Attorneys at Law; Mandelbaum Salsburg PC; Porzio Bromberg & Newman PC), Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira (abstain- Adams Gutierrez & Lattiboudere LLC; Apple Financial Services; B.B. Miller & Co.; Decotiis, FitzPatrick & Cole, LLP; Detail Associates; DiFrancesco Bateman Kunzman Davis Lehrer & Flaum PC; Eric M. Bernstein & Associates LLC; Florio, Perrucci, Steinhardt & Fader, LLC; Giles, David R.; Kologi Simitz Counselors at Law; LaCorte Bundy Varady & Kinsella Attorneys at Law; Lerch, Vinci & Higgins, LLP; Louis C. Mai CPA & Associates; Mandelbaum Salsburg PC; Pillar Properties, LLC; Plumbers Local Union 24; Porzio Bromberg & Newman, PC; Strategic Message Management, Inc.; Uncommon Thread; USA Architects; Whitman), Ms. Bathelus – 6

Negative: None

#### Supplemental Finance and Accounting Report – Transfer of Funds

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Negative: None

#### Award of Contracts Report

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

The motion was carried by the following vote:

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

Negative: Mrs. Amin – 1

#### Supplemental Award of Contracts Report

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

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

#### Miscellaneous Communication

None

#### Claims List

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Perreira (abstain- Adams Gutierrez & Lattiboudere LLC; Apple Financial Services; B.B. Miller & Co.; Detail Associates; DiFrancesco Bateman Kunzman Davis Lehrer & Flaum PC; Eric M. Bernstein & Associates LLC; Florio, Perrucci, Steinhardt & Fader, LLC; Giles, David R.; Kologi Simitz Counselors at Law; LaCorte Bundy Varady & Kinsella Attorneys at Law; Lerch, Vinci & Higgins, LLP; Louis C. Mai CPA & Associates; Mandelbaum Salsburg PC; Pillar Properties, LLC; Plumbers Local Union 24; Porzio Bromberg & Newman, PC; Strategic Message Management, Inc.; USA Architects; Whitman), Ms. Bathelus – 5

Abstain: Mrs. Amin – 1

Negative: None

#### Resolution – School Violence Awareness Week

Mr. Nina read the resolution.

A motion was made by Mr. Nina, seconded by Mrs. Carvalho, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Negative: None

#### Resolution – Week of Respect

Ms. Bathelus read the resolution.

A motion was made by Ms. Bathelus, seconded by Mrs. Amin, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Negative: None

#### Resolution – Christopher Columbus Day

Miss Goncalves read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Negative: None

#### Resolution – National Disability Employment Awareness Month

Mrs. Carvalho read the resolution.

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Negative: None

Resolution – Italian-American Heritage Month

Mrs. Amin read the resolution.

A motion was made by Mrs. Amin, seconded by Mrs. Carvalho, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira,

Ms. Bathelus – 6

Negative: None

Resolution – National Hispanic Heritage Month

Mr. Perreira read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira,

Ms. Bathelus – 6

Negative: None

Resolution – Continuation of Vision Care Insurance – Eye Med Vision Care

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

Resolution – Requisition for Taxes

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

Resolution – Approving Form of Contract – American Commercial Equipment Repair Corporation

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

Resolution – Maximum Travel Expenditure for 2016-2017 School Year

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None



Resolution – Assignment of Affirmative Action Officer – Peter Vosseler

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

Resolution – Acceptance of Comprehensive Equity Plan Needs Assessment and Adoption of Corrective Action Plan

The Corrective Action Plan inclusive of comments and actions to be implemented was read and reviewed.

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

Resolution – Approving Form of Contract – Cintas Corporation

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

Resolution – Authorizing Board President and School Business Administrator/Board Secretary to Execute a Deed Notice Termination, New Deed Notice and Remedial Action Permit

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the resolution be adopted.

Mr. Perreira asked for an explanation.

Mr. Kennedy explained the need for the deed notice termination, new deed notice, and remedial action permit.

The motion was carried by the following vote:

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

Abstain: Mrs. Amin – 1

Negative: None

Resolution – Acceptance of OFAC Report Issued in Case INV-103-14 Regarding Food Service Expenditure Review and Adoption of Corrective Action Plan

The Corrective Action Plan inclusive of comments and actions to be implemented was read and reviewed.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Negative: None

Resolution – Acceptance of OFAC Report Issued in Case INV-018-54 Regarding Contracts Review and Adoption of Corrective Action Plan

The Corrective Action Plan inclusive of comments and actions to be implemented was read and reviewed.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira,  
Ms. Bathelus – 6

Negative: None

Resolution – Further Amending Scope of Work Regarding Repair of Gymnasium Floor at No. 29

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

Mrs. Carvalho asked when the job will be complete.

Mr. Couto explained.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira,  
Ms. Bathelus – 6

Negative: None

The first reading of the following revised policies was done:

2224	Policy	Affirmative Action, Nondiscrimination
4111.1/4211.1	Policy	Affirmative Action, Nondiscrimination
4131/4131.1	Policy	Staff Development: In-service Education
4231/4231.1		Visitations/Conferences
5145.4	Policy	Equal Educational Opportunity
6121	Policy	Affirmative Action, Nondiscrimination
6142.2	Policy	English as a Second Language, Bilingual Programs
6142.12	Policy	Career and Technical Education

Resolution – Acceptance of OFAC Report Issued in Case INV-023-14 Regarding State Assessments (NJASK Science, PARCC, NJBCT) and Adoption of Corrective Action Plan

Mrs. Hugelmeyer read the findings and recommendations contained in the OFAC report.

The Corrective Action Plan inclusive of comments and actions to be implemented was read and reviewed.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira,  
Ms. Bathelus – 6

Negative: None

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, appointment of Director of Security, Lead Investigator, Director of Transportation, Coordinator of Transportation, Acting Coordinator of Mechanics, and Supervisor of Construction; legal matters, specifically, settlement agreement prescription benefits, and workers' compensation matters, specifically, J.B., M.H., S.F., M.C., E.C., T.G., and P.S.

The Board will reconvene in public to take formal action.

A motion was made by Mr. Perreira, seconded by Mr. Nina, to go into private session at 9:40 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Ms. Bathelus – 7

Negative: None

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, to reconvene in public session at 11:23 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Ms. Bathelus – 7

Negative: None

Resolution – Settlement of Workers' Compensation Claim No. 2013-1703 – P.S.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Ms. Bathelus – 7

Negative: None

Resolution – Settlement of Workers' Compensation Claim No. 2015-896 – E.C.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Ms. Bathelus – 7

Negative: None

Resolution – Settlement of Workers' Compensation Claim No. 2015-6386 – M.C.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Ms. Bathelus – 7

Negative: None

Resolution – Settlement of Workers' Compensation Claim No. 2014-33527 – T.G.

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Ms. Bathelus – 7

Negative: None

Resolution – Appointment of Acting Coordinator of Mechanics – Luis Milanes

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Rodriguez, Ms. Bathelus – 7

Negative: None

Mr. Rodriguez excused himself from the meeting at 11:27 p.m.

Resolution – Appointment of Director of Transportation – Michael Rijo

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Negative: None

Resolution – Appointment of Coordinator of Transportation – Luis Ferreira

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

The motion was carried by the following vote:

Affirmative: Mmes. Amin, Carvalho, Miss Goncalves, Messrs. Nina, Perreira, Ms. Bathelus – 6

Negative: None

Mr. Perreira excused himself from the meeting at 11:31 p.m.

Mr. Rodriguez returned to the meeting at 11:31 p.m.

Resolution – Appointment of Supervisor of Construction – Antonino Arcieri

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

The motion was carried by the following vote:

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

Negative: Mrs. Amin – 1

Mrs. Amin excused herself from the meeting at 11:33 p.m.

Resolution – Appointment of Lead Investigator – Tomas Escribano

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Appointment of Investigator – Part Time – Christopher Keller

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Appointment of Investigator – Part Time – Vito Tropeano

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

The motion was carried by the following vote:

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

Negative: None

Mr. Rodriguez stated that we only budgeted for one investigator and thanked his colleagues for help getting two part-time investigators.

Mrs. Carvalho requested the following new and revised Policies and Regulations be untabled:

1221(R)	Regulation	Special Education Parent Advisory Committees
4211	Policy	Recruitment, Selection and Hiring
5114	Policy	Suspension and Expulsion
6171.6	Policy	Independent Educational Evaluations

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, to untable the new and revised Policies and Regulation.

The motion to untable the new and revised Policies and Regulations was carried by the following vote:

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

Negative: None

Resolution – New and Revised Policies and Regulation

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

The motion was carried by the following vote:

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

Negative: None

Ms. Bathelus asked if there was any old business. Since there was no old business, Ms. Bathelus asked if there was any new business.

Superintendent of Schools Olga Hugelmeyer welcomed everyone to the Public Hearing on Harassment, Intimidation and Bullying (HIB) for the period starting January 1, 2016 and ending June 30, 2016. 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 5-9, 2016 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 January 1, 2016 through June 30, 2016, there were 368 HIB investigations completed by appropriate school staff and of those cases investigated 62 were confirmed cases of HIB and were affirmed by Board members through the June 2016 meeting. Mrs. Hugelmeyer stated that the following Anti-Bullying Specialists, Anti-Bullying Specialist Alternates, and Anti-Bullying Coordinator conducted these investigations including Sam Bernstein, Andreia Giuca, Darnella Boles, Lourdes

Labbate, Maria Brito, Maria Cabrera, Deborah Leff, Kerry O'Connor, Ilong Sekiewicz, Safiyyah Howell, Margaret Lundrigan, Lisa Rappa, Joseph Sanchez, Lourdes Soto, Ann Schpakow, Yvonne Brown, Jennifer Hernandez, Jessica Sofranko, Theresa Guevara, Fabi Ramos, Denise Uniacke, Antonio Sapio, Sara LaFace, Kenyetta Jackson, Jason Colcol, Colleen Reynolds, Nicole Webb, Aleina Cuza-Murray, Janet Mazzarella, Lauren Czarnecki, Wilma Helm, Jessica Trujillo, Maria Vindas, Cindy Lichtenstein, MaryPat Lavecchia, Briana Helm, Nafeesa Simmons, Christine Rappa, Chanise Hurst, Christine Lillis Flaherty, Rosaria Scaff, Jasmine Lee, Sofia Verma, Natasha Morrissey, AnnaBella Sollaccio, Wendy Maravi, Anthony DiDonato, Linda Lewis, Guadalupe Ferreira, Heather Savage-Ford, Lucila Hernandez, and Peter Vosseler.

Mrs. Hugelmeyer stated that there were 6 incidents based on race, 2 incidents based on color, 1 incident based on religion, 0 incidents based on ancestry, 5 incidents based on national origin, 10 incidents based on gender, 2 incidents based on sexual orientation, 0 incidents based on gender identity or expression, 7 incidents based on mental, physical or sensory disability, and 47 incidents based on other targeted bases. Mrs. Hugelmeyer stated that 0 incidents involved a gesture, 0 incidents involved a written communication, 57 incidents were verbal, 32 incidents were physical, and 12 incidents involved an electronic communication. Mrs. Hugelmeyer stated that there were 49 out-of-school suspensions, 45 in-school detentions, and 43 other disciplinary actions. Mrs. Hugelmeyer stated that additional services such as in-house counseling, skill development, and behavioral intervention were offered to involved students. Mrs. Hugelmeyer stated that between January 1, 2016 and June 30, 2016, 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 the two-hour state required HIB training for each five-year developmental period to all certified staff throughout the district. Mrs. Hugelmeyer stated that the district provided extensive and specified training to the Anti-Bullying Coordinator and to all Anti-Bullying Specialists and 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.

Superintendent of Schools Olga Hugelmeyer presented the Elizabeth Public Schools Promise Goals that the Board of Education adopted for our measure of success for our five-year strategic plan. Mrs. Hugelmeyer stated that the first goal is that 90% of EPS students will graduate on time by 2020. Mrs. Hugelmeyer explained a chart for the district and high schools showing 2015 as a baseline, the actual 2016 graduation rates, and the four-year graduation rate targets for each school. Mrs. Hugelmeyer stated that we received our graduation rate and our graduation rate is now at 81% which is a growth from 78.1% last year. Mrs. Hugelmeyer stated that the graduation rate for Alexander Hamilton Preparatory Academy increased from 95% to 96.4%, Admiral William F. Halsey, Jr. Health & Public Safety Academy increased from 69.4% to 72.6%, Elizabeth High School increased from 97.5% to 98.1%, John E. Dwyer Technology Academy increased from 67.8% to 70.5%, Thomas A. Edison Career and Technical Academy increased from 72% to 84.3%, and Thomas Jefferson Arts Academy increased from 71.1% to 74.4%. Mrs. Hugelmeyer explained the four-year graduation rate targets for the district and each high school.

Mrs. Hugelmeyer stated that the second half of the report also relates to 90% of EPS students will graduate on time and that is the elimination of the dropout rate by 2020. Mrs. Hugelmeyer reviewed a chart for the district and high schools showing 2015 as a baseline, the actual 2016 dropout rates, and the dropout rate targets for each school. Mrs. Hugelmeyer stated the dropout rate for the district decreased from 9.8% in 2015 to 8% in 2016, Alexander Hamilton Preparatory Academy lowered it from 2.1% to 1.6%, Admiral William F. Halsey, Jr. Health & Public Safety Academy lowered it from 17.4% to 11.7%, Elizabeth High School lowered it from 1.5% to 1.4%, John E. Dwyer Technology Academy lowered it from 12.5% to 11.5%, Thomas A.

Edison Career and Technical Academy lowered it from 9.5% to 5.8%, and Thomas Jefferson Arts Academy lowered it from 12.4% to 11.8%. Mrs. Hugelmeyer explained the dropout rate targets for the district and each high school.

Mrs. Hugelmeyer stated that our second goal is that 90% of Elizabeth Public School students will enroll in at least one Advanced Placement (AP) course before graduating and maintain a 3.0 GPA or higher throughout high school. Mrs. Hugelmeyer stated that we know that if children are able to sustain a 3.0 when they enter high school it increases their chances of being successful not only with college acceptance but also the persistence of being able to continue with their sophomore and junior years of college. Mrs. Hugelmeyer reviewed a chart for the district and high schools showing 2015 as a baseline and the targets for each year to have 90% of EPS students maintaining a 3.0 GPA or higher throughout high school through 2020. Mrs. Hugelmeyer stated that the baseline for 2015 is based on our seniors who graduated in 2015, that is seniors graduating with a 3.0 GPA. Mrs. Hugelmeyer stated that our expectation is that the moment you enter high school you start with a 3.0 GPA and you maintain that GPA right through senior year and that is the goal that we have set before us.

Mrs. Hugelmeyer reviewed a chart for the district and high schools showing the target that by the year 2020 90% of Elizabeth Public School students will enroll in at least one Advanced Placement (AP) course before graduating. Mrs. Hugelmeyer stated that the district total of students taking at least one AP class in high school increased from 54.1% in 2015 to 59.8% in 2016, Alexander Hamilton Preparatory Academy increased from 93.6% to 94%, Admiral William F. Halsey, Jr. Health & Public Safety Academy increased from 19% to 53.1%, Elizabeth High School maintained 100% for both years, John E. Dwyer Technology Academy increased from 39.9% to 41.4%, Thomas A. Edison Career and Technical Academy increased from 18.6% to 44.1%, and Thomas Jefferson Arts Academy increased from 39.6% to 43.3%. Mrs. Hugelmeyer stated that we are certainly moving in the right direction for 100% of EPS graduates will meet the requirements so that they can be successful when they graduate. Mrs. Hugelmeyer stated that hopefully at the October Board meeting she will be able to report on the implementation of GradTracker as it relates to our senior class and the ability to ensure that they are meeting all of the graduation requirements so that we can ensure that 100% of our students are able to successfully leave our organization and succeed in their choice following graduation. Mrs. Hugelmeyer stated that she hopes this data helps for us to have a conversation with where we are and how successful we are in meeting our targets.

Mr. Rodriguez congratulated the Superintendent, staff, teachers, and all of the students and stated that he thinks for the first time in the history of our City we have a graduation rate above 80%. Mr. Rodriguez stated that, sadly, it lags behind the state average but we do represent a population that has problems with English language and poverty. Mr. Rodriguez stated that the staff does an amazing job with our students and thanked everyone involved. Mr. Rodriguez stated that to him this is something amazing to be above 80%. Mr. Rodriguez stated that he also sees that the growth in some of our focus high schools has been steady. Mr. Rodriguez stated that what we have also done this year for Halsey and Edison, which are two of our focus schools, is that we have been able to add a ninth grade academy which proves that we've seen that if we can take care of the ninth grade students in a smaller environment they are going to be able to succeed. Mr. Rodriguez stated that some of these rates are going to jump in the next few years. Mr. Rodriguez stated that the dropout rates are something to work on but they have been going down steadily which is good and some of the schools have hit their targets and others have not but we continue to focus on them. Mr. Rodriguez stated that the 3.0 GPA and AP classes are really good. Mr. Rodriguez stated that we are preparing our students and they are taking college level classes in high school and that is amazing. Mr. Rodriguez stated that some of our students at EHS take more classes that are college level than some full time students and they still do really well. Mr. Rodriguez stated that overall we do have a lot of work but he appreciates what the Superintendent and her staff have been doing with the long hours and exhausting nights. Mr. Rodriguez thanked the assistant superintendents and administrators for what they do for our students. Mr. Rodriguez stated that we have a lot to do for our students.

Mr. Nina stated that he was changing his vote on Personnel Report – Leaves of Absence, etc. to negative for M.P. Mr. Nina stated that he was changing his vote on Supplemental Personnel Report – Retirements, etc. to negative for M.P. The change is reflected in the vote for the Personnel Report and Supplemental Personnel Report.

On a motion by Mr. Nina, seconded by Mr. Rodriguez, the meeting was adjourned at 11:55 p.m.

The motion was carried by the following vote:

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

Negative: None

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