

APPROVED
Bd. Mtg. 1-18-18

BOARD OF EDUCATION
(Official)

December 14, 2017
Elizabeth, New Jersey

The regular business meeting of the Board of Education was called on December 14, 2017 at 6:30 p.m. at Robert Morris School No. 18, 860 Cross 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 regular business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on December 11, 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 December 14, 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: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez (arr. 7:45 p.m.), Neron – 7

Absent: Mrs. Amin, Mr. Perreira – 2

Mr. Neron stated that Board member Ana Maria Amin is not with us tonight due to the loss of her mother. Mr. Neron stated that our hearts and prayers go out to her and her family at this time. Mr. Neron thanked Mrs. Amin for her service as this would have been her last meeting on the Board of Education. Mr. Neron asked everyone to keep Mrs. Amin in their prayers as the family is going through these trying times.

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

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

The Pledge of Allegiance was led by Faith Nieves, eighth grade student at Robert Morris School No. 18.

The *Star Spangled Banner* by Francis Scott Key was performed by the Robert Morris School No. 18 Concert Band.

The Pledge of Ethics was led by Nicola Bertola, eighth grade student at Robert Morris School No. 18.

Mr. Neron introduced students in the Robert Morris School No. 18 Fifth Grade Choir who performed *Snow Day* by Toby Lightman. Mr. Neron thanked the students for a wonderful performance.

Mr. Neron introduced students in the Robert Morris School No. 18 Eighth Grade Choir who performed *Hallelujah* by Leonard Cohen as a tribute to Marla Glueck. Mr. Neron thanked the students for a wonderful performance.

Ms. Bathelus recognized stars of excellence for their commitment and dedication to education at Robert Morris School No. 18 including Doreen Stromko, 4th grade teacher, Karina Berdugo, kindergarten classroom assistant, and LeClerc Lunique, network technician. Ms. Bathelus and Board members congratulated them and presented each with a certificate of commemoration.

Miss Goncalves recognized Alexander Echevarria and Dina Echevarria, parents at Robert Morris School No. 18 for their commitment and dedication to education. Miss Goncalves and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Barbosa recognized the EPS District Crisis Team including school counselors Dayna Ferreira, Lourdes Labbate, Natasha Morrissey; social workers Sofia Verma, Valeria Varona; school psychologists, Lucila Hernandez, Kristy Kumar, David Lerman; school nurse, Martha Concepcion; Supervisor of Special Services Ali Malik; and Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance Peter Vosseler. Mrs. Barbosa and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Neron stated that we have two Board members who are serving their final term with us, Ana Maria Amin and Paul Perreira. Mr. Neron stated that earlier he mentioned that Board member Ana Maria Amin is not with us tonight due to the loss of her mother. Mr. Neron stated that Board member Paul Perreira served on this Board of Education for nine years. Mr. Neron read a plaque of commemoration for each thanking them for their years of dedication and service to the students of the Elizabeth Public Schools. Mr. Neron thanked them for their arduous work and stated that Board members work hard to get elected to serve their term and sometimes several terms. Mr. Neron stated that it is admirable work that the Board members do giving up their time, their life, resources, and talent to serve their community. Mr. Neron stated that he appreciates all the work that they have done.

Mr. Neron recognized the two Board members-elect who are here, Jerry Jacobs and Rosa Moreno-Ortega.

Mr. Neron stated that tonight will be his last night of serving as Board President. Mr. Neron thanked everyone for the support they have given this year. Mr. Neron thanked God and said that all things are possible through God. Mr. Neron stated that he is ever grateful to the Elizabeth community for their support in good times and in bad times and especially to his family

and his wife, who is expecting a boy on January 15. Mr. Neron thanked his fellow Board members, especially Ms. Bathelus who set the bar high for us to achieve excellence. Mr. Neron stated that every member on this Board should be proud of all the accomplishments we have made and the transformation that has begun. Mr. Neron thanked Mrs. Hugelmeyer, Mr. Kennedy, their entire team, and assistant superintendents and encouraged them to keep pushing. Mr. Neron stated that we have done so much and have so much more to do. Mr. Neron thanked the entire staff and team because we as a Board simply make policy but the real work is done in the classroom and for that they are to be commended and thanked them for believing in our vision and believing in excellence. Mr. Neron thanked our students for listening to his speeches and allowing him to visit and connect with them. Mr. Neron stated that he wanted everyone to remember to believe in your vision, believe in your dreams, and always make it plain. Mr. Neron stated that he has said to the students through his speeches to claim your destiny and tell your story. Mr. Neron stated that he is very proud of all of them. Mr. Neron thanked the parents and family for engaging, for being there, and showing up and that they are the foundation of our children's lives. Mr. Neron thanked Mr. Williams and his team for all of their hard work. Mr. Neron thanked the IT division who have always been there to make sure we recognize our students, highlight our students' achievements on our website, and make the President's Tour possible. Mr. Neron stated that we have made several accomplishments but this is simply the beginning. Mr. Neron stated that he is proud that we have begun to change the culture of our district and create one family that could work together and solve problems. Mr. Neron stated that we may not always agree but we have a common goal in mind is the children that we serve. Mr. Neron stated that the children deserve the very best. Mr. Neron stated that during these very difficult times in our country where race and hatred and impending conflicts peril our world one thing is clear and that is we have a responsibility to do better by our children. Mr. Neron stated to remember that the foundation of our nation is the education of our youth. Mr. Neron thanked everyone for the work they do and the work that they will continue to do. Mr. Neron stated that he looks forward to working with everyone again and continuing to work with our awesome team in 2018. Mr. Neron wished everyone a happy holiday, Merry Christmas, Happy Kwanza, Happy Hanukkah, and Happy New Year. Mr. Neron stated that it is his honor and privilege to serve as President.

Superintendent of Schools Olga Hugelmeyer stated that when Mr. Neron was chosen by the members of the Board to serve as President he made it clear that he hoped his life could serve as an example to our students that they could defy the odds and whenever the door is shut they could push that door wide open and go right through to achieve their goals. Mrs. Hugelmeyer stated that the President's Tour brought him to schools and administrative offices throughout the district in 2017 where he shared his story of overcoming the odds. Mrs. Hugelmeyer stated that Mr. Neron instilled in our students that none of our achievements come without a fight, hard work, and defying the odds. Mrs. Hugelmeyer stated that Mr. Neron said that together we can achieve greatness and do the unthinkable. Mrs. Hugelmeyer stated that it was an excellent opportunity for him to meet the students and team members that make up the Elizabeth Public Schools and see for himself the high quality and innovative lessons that take place in our classrooms each and every day. Mrs. Hugelmeyer stated that at the 2017 Reorganization meeting Mr. Neron said we have a lot of work to do in our country and our local community to educate our children and our families properly about race, culture, and diversity. Mrs. Hugelmeyer stated that Mr. Neron has led the way in revisiting our curriculum of inclusion policy as well as revising our graduation and special education policies to help ensure that all of our students achieve excellence. Mrs. Hugelmeyer stated that Mr. Neron has been highly accessible to our students whether it was to congratulate the students who graduated from the law enforcement against drugs program or to encourage our students to participate in 60 minutes of physical activity as part of the New York Jets Play 60 kickoff ceremony. Mrs. Hugelmeyer stated that Mr. Neron always left them with inspiring words of wisdom and the belief that they could achieve anything they set out to accomplish. Mrs. Hugelmeyer stated that Mr. Neron has shown great passion, emotion, and resolve in his service as President of the Elizabeth Board of Education. Mrs.

Hugelmeyer thanked Mr. Neron, on behalf of the Elizabeth Public Schools, for all he has given to our students, to the Elizabeth Public Schools, to the Board, and to the community. Mrs. Hugelmeyer presented a PowerPoint of the highlights of the 2017 accomplishments as Mr. Neron was President of the Elizabeth Board of Education.

Mr. Neron thanked Superintendent Hugelmeyer and commented that when you see it all onscreen it's hard to believe we accomplished all of that in one year. Mr. Neron stated that it is not about him as President but as us working together, our community, our district, our team, our children, and our parents.

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, Patricia Gallante, to address the Board.

Patricia Gallante, 750 Grier Avenue, thanked Mr. Neron for his service. Ms. Gallante spoke about local boards of education and ESSA funding requirements, organization chart, and the human resources department.

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

Dave Strochak Executive Director of the Elizabeth Avenue Partnership, thanked the Elizabeth Public Schools and Board of Education for the wonderful support provided this Fall helping to create life-size wooden toy soldiers for our holiday decorations at Union Square Plaza with the collaboration of the Arts Department, City of Elizabeth, and our departments. Mr. Strochak stated that they have a project for the Spring creating murals for the downtown area and thanked the Board of Education for the partnership and they look forward to working together in the future.

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, thanked Mr. Neron for the work he has done for the Board of Education and for being open and receptive to parents. Mrs. Moreira thanked Board member Paul Perreira for his service to the Elizabeth Public Schools and all he has done for our children and for what he continues to do for At Heart's Length organization and wished him well. Mrs. Moreira thanked Ms. Bathelus for listening to her concerns when she spoke about the discrepancy in lunch pricing and Mrs. Moreira stated that tonight on the agenda is the lunch pricing where all children K-8 will be paying \$2.80 for lunch. Mrs. Moreira thanked the Board for upgrading our schools including air conditioning in several schools. Mrs. Moreira congratulated the Elizabeth Junior Minutemen Cheerleaders who made it to the finals in Florida and placed sixth. Mrs. Moreira spoke about a FaceBook page she created to help answer questions.

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

Kason Little, student, thanked Mr. Neron, Mr. Perreira, and Mrs. Amin for their years of dedicated service to this Board. Mr. Little read a petition he started regarding the Student Advisory Committee and stated that a resolution was passed last year for the committee but it has not been started yet. Mr. Little recognized a teacher from School No. 18 who died in September and may she rest in peace and her family get through this hard time. Mr. Little stated that while he was speaking with the Superintendent she made a disparaging remark and he would like clarification regarding that statement.

Mr. Neron stated that earlier he spoke about the accomplishments, not his, and they are the accomplishments of the Board. Mr. Neron stated that a lot has been done in a year's time but there is so much more to do. Mr. Neron stated that they are conscious of that and there is a lot of work to do and it is going to be a long road ahead. Mr. Neron stated that the foundation has been set and we are ready to begin some of that work.

Mrs. Hugelmeyer responded to the public comment regarding ESSA and stated that it is on an annual basis and is something that has existed since No Child Left Behind. Mrs. Hugelmeyer stated that there is a consultation form that is completed at the individual school level and the principals invite parents and members from the community to participate in the development of the Title I plan. Mrs. Hugelmeyer stated that it has been a requirement for several years and continues to be a requirement. Mrs. Hugelmeyer stated that when we submit our plan we have to submit evidence of all who participated in that process.

Mrs. Hugelmeyer stated that there are forms for our students to be able to share their concerns either through student government or through our student advisory committee. Mrs. Hugelmeyer stated that we have a meeting coming up on December 19 at 2:00 p.m. at the J. Christian Bollwage Finance Academy.

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

Mr. Neron stated that we put through a resolution this year and we are meeting with the students next week at 3:30 at the Academy of Finance and that is just the beginning. Mr. Neron stated that he wants to make it clear that it is very important that when you set out to do something that you actually follow through and mean what you say and say what you mean. Mr. Neron stated that it is very important that when you put out an initiative that you follow through with the initiative and it is fully implemented. Mr. Neron stated that is what they are committed to doing. Mr. Neron stated that he wants to encourage the community members that when they have a suggestion, we need to support you and make sure that initiative happens and they have the same responsibility. Mr. Neron stated that student engagement is something we are very committed to and have been actively working with the district to make sure it happens. Mr. Neron stated that the Panasonic Foundation team including Adrienne Bailey and Kaili Baucum who are here tonight helped us get through the work. Mr. Neron thanked them for the accountability and for pushing forward.

Ms. Bathelus excused herself from the meeting at 7:45 p.m.

Mr. Neron introduced Robert Swisher, Partner, Suplee Clooney & Company, who presented the Independent Auditors Report for the district. Mr. Robert Swisher presented the Independent Auditors Report for the year ended June 30, 2017 and reported that the District's financial statements are fairly stated and an unmodified opinion in the report.

Mr. Kennedy stated that it is a requirement that the Comprehensive Annual Financial Report and the AMR be accepted.

Acceptance of the CAFR and AMR

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

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez, Neron – 6

Negative: None

A motion was made by Miss Goncalves, seconded by Mrs. Carvalho, that the minutes of the Agenda and Business Meetings of November 20, 2017 be accepted.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez, Neron – 6

Negative: None

Secretary and Treasurer's Report for the Month of October 2017

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

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez, Neron – 6

Negative: None

Personnel Report

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

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina (Abstain on the entire report - except for the following affirmative vote for: Athletic Coaches in the Spring Interscholastic Athletic Program K.C., H.P., P.K., A.P., L.A., X.Y., D.D., K.K., M.M., T.L., A.D., B.J., A.L., C.D., J.C., J.C., B.G., A.H., M.S., A.W., M.P., L.M., J.G., J.S., I.B., S.P., A.P., C.T., J.T., C.R., D.M.), Rodriguez, Neron (abstain – Athletic Coaches in the Spring Interscholastic Athletic Program K.C., H.P., P.K., A.P., L.A., X.Y., D.D., K.K., M.M., T.L., A.D., B.J., A.L., C.D., J.C., J.C., B.G., A.H., M.S., A.W., M.P., L.M., J.G., J.S., I.B., S.P., A.P., C.T., J.T., C.R., D.M.) – 6

Negative: None

Supplemental Personnel Report

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

The motion was carried by the following vote:

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

Abstain: Mr. Nina – 1

Negative: None

Tuition 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: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez,
Neron – 6

Negative: None

Superintendent's Report – Considerations

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

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez,
Neron – 6

Negative: None

Superintendent's Report – Use of Facilities

Supplemental Superintendent's Report – Use of Facilities with Fees

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

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez,
Neron – 6

Negative: None

Superintendent's Report – Field Trips

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

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez,
Neron – 6

Negative: None

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

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

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

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

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Miss Goncalves, Messrs. Nina, Rodriguez,
Neron – 6

Negative: None

Ms. Bathelus returned to the meeting at 8:10 p.m.

Superintendent of Schools Olga Hugelmeyer presented the PARCC Performance, Participation, and Interventions Report. Mrs. Hugelmeyer explained a PowerPoint slide showing an increase in participation in all subgroups for English Language Arts comparing 2015 through 2017 and the district has met the required 95% participation rate. Mrs. Hugelmeyer explained a PowerPoint slide showing an increase in participation in subgroups for Mathematics for the years 2015 to 2017 and the district has met the required 95% participation rate. Mrs. Hugelmeyer explained a PowerPoint slide showing the English Language Arts performance rates with an increase in the majority of our subgroups for the last three years. Mrs. Hugelmeyer presented a slide showing the Mathematics performance rates with an increase in the majority of our subgroups for the last three years. Mrs. Hugelmeyer stated that the interventions for all students include utilizing data item analysis from district assessments to identify individual student strengths and weaknesses and to inform curricular changes and professional development; small group differentiated instruction; teacher-student conferencing; before and after school tutoring; implementation of specialized instructional intervention programs and partnerships including Children's Literacy Initiative K-3, Moving with Math K-8; Agile Mind 6-8, Advancement Via Individual Determination (AVID), Soliday Reading Intervention, and Bilingual Magnet and Point of Entry Programs. Mrs. Hugelmeyer stated that the presentation will be available on our website.

A motion was made by Miss Goncalves, seconded by Mr. Rodriguez, to accept the PARCC Performance, Participation, and Interventions Report.

The motion was carried by the following vote:

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

Negative: None

Authorizations Report

Supplemental Authorizations Report

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

The motion was carried by the following vote:

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

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

Supplemental Finance and Accounting Report – Transfer of Funds

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

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho (abstain- Finance and Accounting Report Kologi Simitz Counselors at Law, Porzio Bromberg & Newman PC, USA Architects), Miss Goncalves (abstain- Finance and Accounting Report Panasonic Foundation, Porzio Bromberg & Newman PC, Proceed I Early Childhood Development Center, Proceed II Early Childhood Development Center, Raritan Valley Community College Planetarium, Strategic Message Management, Inc., USA Architects, Whitman, Wonder World), Messrs. Nina (abstain- Finance and Accounting Report Kologi Simitz Counselors at Law, Panasonic Foundation, Porzio Bromberg & Newman PC, Proceed I Early Childhood Development Center, Proceed II Early Childhood Development Center, Raritan Valley Community College Planetarium, Strategic Message Management, Inc., USA Architects, Whitman, Wonder World), Rodriguez (abstain- Finance and Accounting Report Kologi Simitz Counselors at Law, Porzio Bromberg & Newman PC), Neron (abstain- Finance and Accounting Report Panasonic Foundation, Porzio Bromberg & Newman PC, Proceed I Early Childhood Development Center, Proceed II Early Childhood

Development Center, Raritan Valley Community College Planetarium, Strategic Message Management, Inc., USA Architects, Whitman, Wonder World) – 7

Negative: None

Award of Contracts Report

Supplemental Award of Contracts

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

The motion was carried by the following vote:

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

Negative: None

2nd Supplemental Award of Contracts

3rd Supplemental Award of Contracts

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

The motion was carried by the following vote:

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

Negative: None

Miscellaneous Communication - None

Claims List

A motion was made by Mr. Nina, seconded by Ms. Bathelus, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho (abstain- The Panasonic Foundation, Kologi Simitz Counselors at Law, Porzio Bromberg & Newman PC, USA Architects), Miss Goncalves (abstain- The Panasonic Foundation), Mr. Nina (abstain- The Panasonic Foundation, Kologi Simitz Counselors at Law), Rodriguez (abstain- Kologi Simitz Counselors at Law, Porzio Bromberg & Newman PC), Neron (abstain- Panasonic Foundation, Porzio Bromberg & Newman PC, Raritan Valley Community College Planetarium, Strategic Message Management, Inc., USA Architects, Whitman) – 7

Negative: None

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

Resolution – School Board Recognition Month

Resolution – Payment for Medical Health Insurance Waiver

Resolution – Requisition for Taxes

Resolution – Settlement for Workers' Compensation Claim (2012-1431) – R.C.

Resolution – Settlement for Workers' Compensation Claim (2015-13672) – R.C.

Resolution – Reorganization

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

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho (abstain- Requisition for Taxes), Miss Goncalves, Messrs. Nina (abstain- Requisition for Taxes), Rodriguez, Neron (abstain- Requisition for Taxes) – 7

Negative: None

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

Resolution – Suspension with pay – S.M.

Resolution – Suspension with pay – J.C.

Resolution – Suspension without pay – A.P.

Resolution – Suspension with pay – W.T.

Resolution – Suspension with pay – J.G.

Resolution – Suspension with pay – W.D.

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

The motion was carried by the following vote:

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

Negative: None

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

Resolution – Appointing and Approving Form of Contract – Central Poly Bag Corp.

Resolution – Appointing and Approving Form of Contract – Systems Electronics, Inc.

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

The motion was carried by the following vote:

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

Negative: None

Mr. Neron thanked everyone for coming and wished everyone a happy holiday. Mr. Neron stated that at this time the Board will be meeting with the Panasonic Foundation for the purpose of training.

Mr. Neron introduced Panasonic Foundation Senior Fellow Kaili Baucum and Senior Consultant Adrienne Bailey who facilitated a board training program sponsored by the Panasonic Foundation.

Senior Consultant Adrienne Bailey welcomed everyone. Ms. Bailey stated that their mission is to break the links between race, poverty, and educational outcomes by improving the academic and social success of ALL students and ALL means ALL. Ms. Bailey stated that the Panasonic Foundation has been working with the Elizabeth Public Schools since 2008 and is looking forward to continuing the work with the members of the Board of Education.

Ms. Bailey reviewed the Retreat Norms and Rules of Engagement and stated the overview goal is to further the board's effectiveness in essential areas of governance. Ms. Bailey stated that the first objective is to present the Board with strengths, observations, areas of disagreement and next level of work priorities that were derived from the Board self-assessment survey. Ms. Bailey stated that the next objective is to work towards creating a more effective and efficient board including clarity of roles and responsibilities of Board members. Ms. Bailey stated that the last objective is to agree on 2017-2018 Board goals and monitoring processes. Ms. Bailey stated that the first part of the agenda includes the retreat start-up with the President's Welcome including the purpose and introduction of the Panasonic Foundation Facilitation Team, review of the Retreat Norms/Rules of Engagement, review of the agenda and retreat objectives. Ms. Bailey stated that the next part of the agenda is to discuss the Board Self-Evaluation and the results including strengths and disagreements, the priority improvement areas and actions steps, a revised self-evaluation tool, and a calendar for 2018. Ms. Bailey stated that the next item is to refine and agree on the Board Goals for 2017-2018 including posting, monitoring protocol and a calendar, and the policy monitoring procedures. Ms. Bailey stated that the retreat closure includes the next steps and the plus/delta assessment.

Panasonic Foundation Senior Fellow Kaili Baucum reviewed the self-evaluation survey results and positive points of agreement having a rating of 5+ which is a Board majority, areas of disagreement including unsatisfactory or not observed, areas in need of improvement with ratings of 3-4 in adequate category, and unsatisfactory or not observed. Ms. Baucum instructed a group

of Board members and administrators for a small group discussion of monitoring and engaging dialogue about the district's progress including review of the action plans to support the district goals, regularly monitoring progress toward achieving the district's mission, vision, and goals, and the evaluation and feedback on written curriculum and instruction. Ms. Baucum stated that this is an opportunity for the Board members to discuss three priority improvement areas for Board attention and action steps, a revised self-evaluation tool, and a calendar for the self-evaluation tool for 2018.

Ms. Baucum led a group discussion of an area of concern regarding monitoring and engaging the draft 2017-2018 work plan presented at the previous retreat, the data dashboard scorecard, and fiscal oversight responsibilities. Ms. Baucum led a group discussion of community engagement and why it is so important. Ms. Baucum instructed a group of Board members and administrators for a small group discussion of engaging the community in its work to more actively engage the community, who will be responsible, and the actions steps needed.

Ms. Bailey stated that one of the areas in need of improvement on the Board self-evaluation survey is the self-evaluation form itself which is 89 questions. Ms. Bailey led a group discussion of the proposed revisions of the Board self-evaluation form and calendar. Ms. Bailey stated that the goal is to develop a revised self-evaluation form with a small group of board members and the Panasonic Foundation team with a formal adoption date by April/May.

Mr. Neron stated that Board members Jose Rodriguez and Stephanie Goncalves will be working with the Panasonic Team to revise the self-evaluation form.

Ms. Bailey stated that Board President Neron would review a draft of the 2017-2018 Board Goals.

Mr. Neron read a draft of the 2017-2018 Board Goals that begins with the Elizabeth Public School Equity Goal that we believe all students can learn and achieve at high levels regardless of race, ethnicity, culture, neighborhood, household income or home language and that we will narrow the achievement gaps of students by providing a high quality education to ensure that ALL of our students are college and career ready. Mr. Neron reviewed the 2017-2018 Board Goals to reach a consensus on a defined set of communication expectations, agree on annual Board governance goals along with a structure and work plan schedule, develop, update and monitor policies and procedures and learn and support the district's teaching and learning agenda, participate in professional development through retreats and workshops, set an annual calendar, and complete and analyze a Board self-assessment. Mr. Neron stated that an additional goal for the Board to consider is to provide an increased opportunity for student, staff, and community engagement with the Board School Community.

Ms. Bailey commended the Board members on their work of the Board Goals and stated that it is very powerful and shows effective governance. Ms. Bailey led the Board members in a discussion of adoption of the Board Goals.

Mr. Neron asked for a motion to approve the following:
Resolution – 2017-2018 Board Goals

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

The motion was carried by the following vote:

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

Negative: None

Ms. Bailey led a discussion of the Board members of the monitoring progress and asked how are you going to self-monitor. Ms. Bailey explained a chart developed by the Panasonic

Team for progress reports and stated that the Board members should consider each goal and ask what are your accomplishments, what proof of evidence do you have, and is there need for further attention. Ms. Bailey led a group discussion to consider implementing a twice yearly calendar for monitoring their progress. Ms. Bailey stated that for this year the Board agreed to monitoring in January and April. Ms. Bailey stated that the Board agreed that beginning next year the regular schedule will be December and March.

Ms. Bailey stated that the last item on the agenda is the policy monitoring procedures and stated that as Boards adopt policies they don't just sit on a shelf. Ms. Bailey stated that there are expectations on monitoring the progress of implementation of the policies. Ms. Bailey led a group discussion of the policy monitoring guidelines and high level steps for locally initiated Board policy development, an implementation plan defined as a regulation or exhibit, and monitoring.

Ms. Bailey commended the board members and administrators on their work and led the Board members in a discussion of reflection of the retreat and what went well and what changes are needed. Ms. Bailey stated that the next retreat will be scheduled when the new Board leadership team comes aboard to continue their work to further the Board's effectiveness in essential areas of governance.

Mr. Neron thanked the Panasonic Foundation for facilitating the governance retreat. Mr. Neron thanked the entire staff and all team members for their hard work in moving our district forward.

Ms. Bathelus thanked Mr. Neron for not only being Board President but also for being a friend. Ms. Bathelus stated that she appreciates the journey and appreciates him being a leader, a leader as a friend and a leader to continue the journey that we set forth on this Board. Ms. Bathelus stated that he is a good role model to the students and to the staff members. Ms. Bathelus stated that he did it with great pride and excellence and he was motivating to his colleagues. Ms. Bathelus stated that she had no doubt that he would continue the legacy that they started and thanked him for an excellent year.

Miss Goncalves thanked Mr. Neron for being a great leader to our colleagues and for always keeping us grounded, asking for our feedback and concerns, and always willing to help us with what was needed.

Mr. Rodriguez thanked Mr. Neron for serving as President and remembers the beginning of the journey in 2011. Mr. Rodriguez commended Mr. Neron for being able to burn both ends of the candle and juggle it and do it well as not many people are able to do that. Mr. Rodriguez congratulated Mr. Neron as he awaits the birth of his child in January. Mr. Rodriguez stated that he hopes he takes time for himself coming up and it is well deserved. Mr. Rodriguez stated that it has been an honor to have Mr. Neron lead them.

Mr. Neron thanked his fellow Board members and commented that they are an awesome team together and together they can do great things.

Mr. Nina quoted one of Mr. Neron's favorite lines, "Give yourselves an applause."

Mr. Neron thanked his colleagues and wished everyone a happy holiday.

On a motion by Miss Goncalves, seconded by Mr. Nina, the meeting was adjourned at 10:35 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Barbosa, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Negative: None

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