

BOARD OF EDUCATION  
(Official)

April 16, 2014  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on April 16, 2014 at 7:00 p.m., in Woodrow Wilson School No. 19, 529 Edgar Road, Elizabeth, New Jersey.

Prior to the start of the scheduled meeting Board President Tony Monteiro welcomed everyone to Woodrow Wilson School No. 19 and thanked Principal Caroline Cespedes, Vice Principal Gina Dalton, and the staff for allowing us to have our meeting here. Mr. Monteiro stated that we are continuing to have the Board meetings in different schools throughout the City of Elizabeth to encourage participation by parents and community members and not to hold them in just one location.

Board President Tony Monteiro presented the following statement at 7:30 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 Worrall Community Newspapers, The Star Ledger and Cablevision of Elizabeth on Friday, April 11, 2014. 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 April 16, 2014 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 one hour prior to the advertised start of the meeting so that they may have the opportunity to speak. The sign-in sheet states the name, address, telephone number and reason that the person wants to comment, whether it is an agenda item or a general education comment.”

Present: Ms. Bathelus (arr. 7:40 p.m.), Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez (arr. 7:45 p.m.), Monteiro – 7

Absent: Messrs. Nazco, Trujillo – 2

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Family and Community Outreach Jerome Dunn, Acting Assistant Superintendent for Teaching and Learning Rafael Cortes, Acting Assistant Superintendent for Schools Linda Seniszyn, Assistant Board Secretary Donald Goncalves, Comptroller William Greene, Supervising General Counsel/Board Attorney Marvin Lehman, and members of the public were in attendance.

Mr. Monteiro recognized the principals, directors and supervisors present including Principal of Frances C. Smith Center for Early Childhood Education School No. 50 Kathy DiProfio, Principal of Nicholas S. LaCorte - Peterstown School No. 3 Jennifer Campel, Interim

Principal of Dr. Albert Einstein Academy School No. 29 John Mellody, Vice Principal of Elizabeth High School Thomas O'Donnell, Interim Principal of Abraham Lincoln School No. 14 Kathleen Badalis, Principal of Christopher Columbus School No. 15 Philip Gomez, Principal of Woodrow Wilson School No. 19 Caroline Cespedes, Vice Principal of Woodrow Wilson School No. 19 Gina Dalton, Director of Early Childhood Education Tracy Crosby, Director of Secondary Education Aaron Goldblatt, Director of Plant, Property, and Equipment Luis Couto, Director of Food and Nutrition Services Jamie Leavitt, Director of Process Improvement Oscar Ocasio, Chief Information Officer (Technology) Alberto Marsal, and Supervisor of Music Dennis Argul and thanked them for being here tonight.

Mr. Monteiro introduced Superintendent of Schools Olga Hugelmeyer, Assistant Superintendent for Family and Community Outreach Jerome Dunn, Acting Assistant Superintendent for Schools Linda Seniszyn, and Acting Assistant Superintendent for Teaching and Learning Rafael Cortes.

Mr. Francisco González gave the invocation.

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

The Pledge of Allegiance was led by Irene Negron, eighth grade student at Woodrow Wilson School No. 19.

The *Star Spangled Banner* by Francis Scott Key was performed by the Woodrow Wilson School No. 19 Concert Chorus.

The Pledge of Ethics was led by Thalia Gavilanes, eighth grade student at Woodrow Wilson School No. 19.

Mr. Monteiro introduced a video presentation of the Core Beliefs and Commitments.

Mr. Monteiro introduced students from the Woodrow Wilson School No. 19 Concert Chorus who performed *There's No Business Like Show Business* by Irving Berlin, *Godspell's Prepare Ye* music and new lyrics by Stephen Schwartz, *Godspell's Day by Day* music and new lyrics by Stephen Schwartz, *Pippin's Corner of the Sky* music and lyrics by Stephen Schwartz, and *Hair's Let the Sunshine In* music by Galt MacDermot and lyrics by James Rado and Gerome Ragni. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Perreira stated that the Board of Education is very proud of the young men and women who participate in the Admiral William F. Halsey, Jr. Leadership Academy Marine Corps Junior R.O.T.C. and who carry the American flag with such honor. Mr. Perreira stated that recently the Junior R.O.T.C. Physical Fitness Team competed at the 17<sup>th</sup> Annual New Jersey High School Fitness Competition held at Rutgers University and earned First Place for the Men's Team Award with a score of 2,181 points outscoring the second place team by 248 points. Mr. Perreira congratulated Master Sergeant Robert Gerald, Jr. and the team as a whole as well as the team members who achieved individual honors. Mr. Perreira recognized the five young men who were part of the competition's Gold Medal Team which consisted of the top six overall individual competitors including Luis Pineda, 12<sup>th</sup> grade, Gold Medalist and First Place Overall with 408 points; Issa Mogir, 12<sup>th</sup> grade, Bronze Medalist and Third Place Overall with 386 points; Isaiah Evans, 12<sup>th</sup> Grade, Fourth Place Overall with 382 points; Ibyn Morrisette, 11<sup>th</sup> grade, Fifth Place Overall with 380 points; and Demetrius Hernandez, 12<sup>th</sup> grade, Sixth Place Overall with 378 points. Mr. Perreira and Board members congratulated the students and Master Sergeant Robert Gerald, Jr. and presented each with a plaque of commemoration.

Mrs. Castillo-Ospina recognized several of the talented and dedicated team members of Woodrow Wilson School No. 19 for their commitment to enriching students' academic

experiences. Mrs. Castillo-Ospina stated that these team members devote their time and talent to making a positive difference in student achievement and introduced teachers Edward Allen, Jodie Craft, William Downey, Kelly Edmonds, Sergio Francisco, Natalie Jefferson, Jana Ortiz, Nancy Powers-Clifton, and Bridget Turano; guidance counselor Hilda Galis-Perez; and parent liaison Maria Pinto. Mrs. Castillo-Ospina and Board members congratulated the staff members and presented each with a plaque of commemoration.

Mr. Monteiro stated that parent participation and involvement is very important and in our district there are many dedicated parents who volunteer many hours during the school day as well as participate in after school activities to help all students and promote a positive school culture. Mr. Monteiro stated that we are doing a great job in this district and what is going to make us the number one in the nation is parent participation and involvement in each and every school here in Elizabeth. Mr. Monteiro stated that at Woodrow Wilson School No. 19 there are some parents who go above and beyond to contribute to the school learning community. Mr. Monteiro recognized the parents for their support and dedication including Mr. and Mrs. Gavilanes, Niurka Green, Sandra Matos, and Yanira Mejia. Mr. Monteiro and Board members congratulated the parents and presented each with a plaque of commemoration.

Mr. Monteiro stated that he is proud to once again recognize the efforts of Terence C. Reilly School No. 7. Mr. Monteiro stated that its selection as a National Blue Ribbon School as well as recognition by First Lady Michelle Obama helps to continue the positive spotlight that continues to shine on this award winning academy of learning. Mr. Monteiro stated that this school was recently selected to participate in the White House First Annual Student Film Festival where children from all over this nation engaged in a competition to vie for recognition. Mr. Monteiro stated that their short film entitled *New Girl* received special recognition. Mr. Monteiro introduced a video presentation of *New Girl*.

Mr. Monteiro introduced Jennifer Ceden, Principal of Terence C. Reilly School No. 7, the only principal in the City of Elizabeth who has been on the Dr. Oz Show, danced with First Lady Michelle Obama, and had coffee with President Barack Obama.

Jennifer Ceden, Principal of Terence C. Reilly School No. 7, thanked everyone for showing the wonderful work of our students and stated that the students had a challenge of how technology is showcased in our schools and all of this is their work. Mrs. Ceden stated that the students met in the conference room and brainstormed and everything from the idea to the execution was all done by students. Mrs. Ceden stated that she could not be prouder as a principal, teacher, and educator. Mrs. Ceden thanked the Board members and all of our technical support who provided those technology experiences in our schools because without their support we could not be doing these things. Mrs. Ceden stated that the story was about a new girl and what her life would be like without technology in her school, and with technology she was able to be who she was and create something different. Mrs. Ceden stated that is what they try to provide for our students every day. Mrs. Ceden stated that it was amazing to go to the White House and present this work to the President and they did get an opportunity to meet him and talk about filmmaking. Mrs. Ceden stated that they hope to do more amazing things and thanked the Board members.

Mr. Monteiro congratulated the students from Terence C. Reilly School No. 7 who worked on this and stated that they did an incredible job on this video.

Board President Monteiro presented the following public participation statement.  
“At this time, the microphones are open for public comment to those who have signed in prior to this session. 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. Monteiro called upon the first public participant, Maria Echavarria, to address the Board.

Maria Echavarria, 321 Westfield Avenue, stated that April is Autism Awareness Month and her son attends an out-of-district school that has a workshop for parents every month and asked to have workshops for parents here.

Mr. Monteiro thanked her for her comments and called upon the next public participant, Vlad Carrasco, to address the Board.

Vlad Carrasco, student at Alexander Hamilton Preparatory Academy, stated that he is the President of the Key Club and thanked the Board members for their support of the Key Club. Mr. Carrasco stated that he would like to attend a week-long International Key Club meeting in Anaheim, California and that it would not be possible without the Board’s support. Mr. Carrasco thanked them for their consideration.

Mr. Monteiro thanked him for his comments and stated that Vlad is one of our aspiring students at Alexander Hamilton Preparatory Academy. Mr. Monteiro stated that when he met Vlad he was taken back by how extraordinary this young man is and he even aspires to be Mayor of the City one day. Mr. Monteiro stated that he is one of our bright shining young stars here.

Mr. Neron commended Vlad along with the Key Club and stated that he participated with a number of volunteer initiatives that they have taken throughout the City. Mr. Neron stated that he has seen them at work and commended them for all the work they do.

Mr. Monteiro called upon the next public participant, Valerie Macchi, to address the Board.

Valerie Macchi, student at Alexander Hamilton Preparatory Academy, stated that she is a member of the Key Club and thanked the Board members for their support. Miss Macchi stated that she would like to attend a week-long International Key Club meeting in Anaheim, California and asked the Board for support.

Mr. Monteiro thanked her for her comments and stated that he can’t say enough about the Key Club which is an outstanding organization that does blood drives and food drives. Mr. Monteiro stated that Key Club has many outstanding leaders in this City, this great State of New Jersey, and in the nation. Mr. Monteiro stated that he has had the pleasure of meeting many of them and commended Mr. Frank Mazza, Key Club Advisor, for the outstanding job he has done leading the Key Club. Mr. Monteiro thanked Vlad and Valerie for coming to speak in front of this large crowd tonight.

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

Mr. Monteiro thanked the parents, staff, and community members for taking time out of their busy schedule to come tonight. Mr. Monteiro stated that it has been a great honor to come to Woodrow Wilson School No. 19 tonight to visit and have our Board meeting here. Mr.

Monteiro thanked all the students who work day in and day out to make us proud and to make us the Number One School District in the State of New Jersey.

The Board went into recess at 8:30 p.m.

Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez reconvened in public session at 8:55 p.m.

A motion was made by Mr. González, seconded by Mr. Perreira, that the minutes of the meeting of March 20, 2014 be accepted.

The motion was carried by the following vote:

Affirmative: Messrs. González, Neron, Perreira, Rodriguez, Mrs. Castillo-Ospina – 5

Abstain: Ms. Bathelus – 1

Negative: None

#### Secretary and Treasurer's Report for the Month of February 2014

A motion was made by Mr. González, seconded by Mr. Perreira, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Perreira, Rodriguez, Mrs. Castillo-Ospina – 6

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Perreira, Rodriguez, Mrs. Castillo-Ospina – 6

Negative: None

#### Supplemental Personnel Report – Transfers

A motion was made by Mr. González, seconded by Mr. Perreira, that the report be accepted.

Mr. Rodriguez asked about the Coordinator of Security position. Mr. Rodriguez stated that in the budget we had to cut almost \$40 million to have no tax increase. Mr. Rodriguez stated that all schools across the district will be suffering and we are rifting teachers, instructional staff and programs. Mr. Rodriguez stated that his vote is not going to be against the actual person because he thinks the person is well qualified. Mr. Rodriguez stated that our entire district is going to be hurting because of budget cuts and he doesn't think it would be very prudent if we are rifting some instruction personnel and programs and then adding jobs that are salary increasing. Mr. Rodriguez stated that his vote is not a personal issue but our district is suffering and his vote will be based on that.

Mrs. Hugelmeyer explained that in the budget this is a reallocated position and is not a new position.

The motion did not pass lacking majority of the full membership.

Affirmative: Messrs. González, Perreira, Mrs. Castillo-Ospina – 3

Negative: Ms. Bathelus, Messrs. Neron, Rodriguez – 3

#### Tuition Report

A motion was made by Mr. González, seconded by Mr. Perreira, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Perreira, Rodriguez, Mrs. Castillo-Ospina – 6

Negative: None

#### Superintendent's Report – Considerations

A motion was made by Mr. Perreira, seconded by Mr. González, that the requests be approved.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Perreira, Rodriguez, Mrs. Castillo-Ospina – 6

Negative: None

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

A motion was made by Mr. Perreira, seconded by Mr. González, that the requests be approved with a waiver of fees.

Mr. Rodriguez stated that with the waiver of the fees he is going to have an issue. Mr. Rodriguez stated that he attended some of the meetings for At Heart's Length and it is a great program. Mr. Rodriguez stated that in the past he has attended Councilman Cedeno's community meetings and he is a great person and the Frank Mazza Civic Association. Mr. Rodriguez stated that with the amount of budget cuts he can't see waiving the fees and these events total about \$10,000. and while that may seem like a drop in the bucket in terms of the budget he thinks it would be prudent to try to get as much as we can in certain situations especially since we are cutting and the district is suffering across the board.

The motion for Item Nos. 1, 2, 3, and 4 did not pass lacking majority of the members present.

The motion for Item Nos. 5, 6, and 7 did pass.

Affirmative: Ms. Bathelus (negative- Item Nos. 1, 2, 3, 4), Messrs. González, Neron (negative- Item Nos. 1, 2, 3, 4), Perreira, Rodriguez (negative- Item Nos. 1, 2, 3, 4, 5), Mrs. Castillo-Ospina – 6

Negative: None

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

A motion was made by Mr. González, seconded by Mr. Perreira, that the requests be approved as recommended.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Perreira, Rodriguez, Mrs. Castillo-Ospina – 6

Negative: None

#### Superintendent's Report – Field Trips

A motion was made by Mr. Perreira, seconded by Ms. Bathelus, that the requests be approved.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Perreira, Rodriguez, Mrs. Castillo-Ospina – 6

Negative: None

Mr. Rodriguez stated that he had the pleasure to visit Dr. Albert Einstein Academy School No. 29 and saw the amazing robot they made for the Sea Perch Competition. Mr. Rodriguez commended Mr. Mellody for the excellent work at that school.

#### Superintendent's Report

Mrs. Hugelmeyer stated that her report includes highlights from InsideEPS beginning with the article *Over 2,000 High School Students Attend Elizabeth Public Schools' 7<sup>th</sup> Annual Teen Health Expo* and on May 29, 2014 the Elizabeth Public Schools will hold its 7<sup>th</sup> Annual Healthy Leap Into Summer Health Expo. Mrs. Hugelmeyer stated that the health expo which is the largest teen obesity awareness program in the U.S. according to the United States Department of Health and Human Services will take place in the Dunn Sports Center, 151 Pearl Street, Elizabeth. Mrs. Hugelmeyer stated that the one day program is designed to promote healthy lifestyles to high school students while addressing the epidemic of teen obesity. Mrs. Hugelmeyer stated that childhood obesity has grown considerably in recent years with 16% to 33% of children and adolescents now considered obese. Mrs. Hugelmeyer stated that the annual Healthy Leap event provides EPS high school students with the tools they need to combat teen obesity and live more health conscious lives. Mrs. Hugelmeyer stated that we need to be thankful for the work of Jim Coyle, President of Gateway Regional Chamber of Commerce, who collaborates in organizing this annual health expo. Mrs. Hugelmeyer stated that the epidemic of teen obesity has proven to be one of the deadliest but least talked about issues of our time. Mrs. Hugelmeyer stated that the current generation experiencing teen obesity needs good role models and healthier options and the Chamber has been a reliable partner in that effort. Mrs. Hugelmeyer stated that in addition to the Gateway Regional Chamber of Commerce, the health expo is sponsored by Trinitas Regional Medical Center, United States Office of Health and Human Services, United States Army, AmeriHealth of New Jersey, Overlook Medical Center, and Northfield Bank.

Mrs. Hugelmeyer stated that the next article is the *National Ranking by The Washington Post Includes EPS Amongst America's Most Challenging High Schools* and as a district we are very proud of the most recent announcement where Elizabeth High School was selected No. 1 and Alexander Hamilton Preparatory Academy was selected No. 11 in the State of New Jersey. Mrs. Hugelmeyer stated that both schools moved up in the ranking over last year with Elizabeth High School now recognized No. 1 for the first time ever. Mrs. Hugelmeyer stated that here is an opportunity for us to discuss why these two schools have been recognized by such a prestigious news organization. Mrs. Hugelmeyer stated that The Washington Post takes the total number of Advanced Placement, International Baccalaureate, and Advanced International Certificate of Education tests given at every school each year and divides by the number of seniors who graduate in May or June. Mrs. Hugelmeyer stated that The Washington Post refers to this formula as the Challenge Index and ranks the schools in order of ratio. Mrs. Hugelmeyer stated that the index score is the number of college-level tests given at a school in the previous calendar year divided by the number of graduates that year and as a result of our strong focus in providing AP course offerings at district high schools these two schools were ranked nationally for their efforts. Mrs. Hugelmeyer stated that our district would like to take this opportunity to salute Elizabeth High School and Alexander Hamilton Preparatory Academy for their unwavering commitment to excellence. Mrs. Hugelmeyer stated that the findings of The Washington Post's Challenge Index helps to further validate the commitment of the Elizabeth Public Schools as a whole in helping to prepare all students for post-secondary education.

Mrs. Hugelmeyer stated that the next article is *A World-Class Professional Development for Mathematics Educators at EPS* and successful instruction in math relies on meaningful content, carefully planned instruction, and effective assessments in the classroom. Mrs. Hugelmeyer stated that in an effort to pursue a curriculum that is grounded in research and best practice our district has worked with many partners including the Merck Corporation. Mrs. Hugelmeyer stated that these partnerships offer multiple opportunities for leaders within our organization to pursue high quality instructional models that can effectuate change in the classroom and one of these leaders is Samuel Etienne, math supervisor for secondary education. Mrs. Hugelmeyer stated that Secondary Lenses on Learning is a team leadership program for

mathematics in middle and high schools and the training program provides an opportunity for school-based mathematics improvement of teams composed of individuals in a range of functions including principal, math teacher, department head, guidance counselor, and others to transition from a narrow focus on test data into developing a further understanding of the larger systemic issues that impact students' opportunities to learn mathematics. Mrs. Hugelmeyer stated that the first three years of facilitating the training was with principals, vice principals, instructional coaches and supervisors from Elizabeth, Rahway, Linden, and Hillside school districts and we have now transitioned to working with mostly teachers in grades 7-12 in the Elizabeth school district. Mrs. Hugelmeyer stated that during the past four years our math supervisor has had the opportunity to facilitate the cohort for Secondary Lenses on Learning. Mrs. Hugelmeyer stated that these opportunities to collaborate have brought awareness on effective strategies learned through mathematical discourse or the Math-Talk Learning Community. Mrs. Hugelmeyer stated that we refer to Math-Talk as the development of a classroom community that supports students acting in a central or leading role and shifting from a focus on answers to a focus on mathematical thinking. Mrs. Hugelmeyer stated the levels of the Math-Talk Learning Community are effectively used in Instructional Rounds with Thomas Fowler-Finn, facilitator and author of *Leading Instructional Rounds in Education*. Mrs. Hugelmeyer stated that each year we identify one area of focus and this year, 2013-2014, we are focusing on Formative Assessment: Feedback and equity is not only our next level of work in math but across our curriculum. Mrs. Hugelmeyer stated that she believes along with supervisor Samuel Etienne that this work would not be possible without the dedication and hard work of our mathematics department teachers, instructional math coaches, and building level administrators.

Mrs. Hugelmeyer stated that the next article *Teacher Cohorts Provide Valuable Development for EPS Educators* and the teacher cohort model is among several new initiatives that make up the latest reforms in staff development. Mrs. Hugelmeyer stated that Ileana Sevil, staff development coordinator, has been a leader in the development of this key initiative which helps develop our future instructional leaders. Mrs. Hugelmeyer stated that in these teacher cohorts newly appointed teachers or veteran teachers discuss instructional practice with the same set of peers and this model has been successful at encouraging peer support, academic exchange, and professional networking. Mrs. Hugelmeyer stated that EPS created the Teacher Cohort model based on two principles and the first principle of the cohorts is to create mutual intellectual and academic stimulation including the sharing and critiquing of ideas, materials, and other resources and the second is that the cohorts facilitate the forming of supportive social ties among colleagues and that the ties will become lasting professional contacts after the first year. Mrs. Hugelmeyer stated that the attendance is voluntary and the Teacher Cohorts meet after school once a month for two hours. Mrs. Hugelmeyer stated that during the cohort session not only are teachers discussing strategies and how they worked in the classrooms but also celebrate success while helping to troubleshoot instructional challenges that have been encountered. Mrs. Hugelmeyer stated that during the 2013-2014 school year Teacher Cohort No. 3 was formed with 22 teachers who began reading *Teach Like A Champion* by Doug Lemov, the Managing Director of Uncommon Schools Taxonomy Project. Mrs. Hugelmeyer stated that the readings focus on keeping the passion in teaching alive while offering practical techniques and innovative ideas that help teachers increase student engagement and boost creativity. Mrs. Hugelmeyer stated that the cohort serves as a support system to help teachers better themselves and improve their practices in a safe environment.

Mrs. Hugelmeyer stated that the next article is *Autism Awareness Month Highlights EPS Programming* and autism affects 1 in 68 children in the United States according to the Center for Disease Control and this translates to 1.5 million people in the United States and 10 million globally. Mrs. Hugelmeyer stated that autism is a disorder of neural development characterized by impaired social interaction and verbal and non-verbal communication and by restricted, repetitive, or stereotyped behavior. Mrs. Hugelmeyer stated that in New Jersey which has the highest autism rate in the country, 1 in 45 children with 1 in 28 for boys and 1 in 133 for girls are diagnosed with the disorder. Mrs. Hugelmeyer stated that the startling rate of children affected by autism in New Jersey makes the accessibility of educational programs for children with autism that much more significant. Mrs. Hugelmeyer stated that the EPS provides high quality programs



for our children with autism and our children are educated in the least restrictive environment based on their individual needs. Mrs. Hugelmeyer stated that students within the general education setting receive support from special education teachers and staff. Mrs. Hugelmeyer stated that data collection drives individual programming based on the targeted individualized education plan goals and the program is highly structured with individualized programming, communication and language training, utilization of natural environment teaching, social stories, positive behavior techniques, educationally-based sensory activities, and inclusion with mainstream peers when appropriate. Mrs. Hugelmeyer stated that related services including speech/language, occupational therapy, and physical therapy are also provided based on individual need. Mrs. Hugelmeyer stated that support is provided to classroom staff by the Special Services Instructional Coach during weekly classroom visits and includes modeling best practices and techniques, data review, staff training, and instructional guidance. Mrs. Hugelmeyer stated that self-contained support staff have been trained on behavioral best practice, documentation, protocols, and procedures from several in-district and out-of-district sources and classroom support and training is ongoing and fluid. Mrs. Hugelmeyer stated that students in the self-contained program receive speech therapy utilizing a multi-modal approach such as picture representations, sign language, and vocalizations/gestures. Mrs. Hugelmeyer stated that the occupational and physical therapists individually work on students' fine and gross motor skills and sensory strategies to promote access to learning and self-regulation skills and as part of the program all self-contained classes have a weekly integrated speech and occupational therapy group which are theme based and address fine motor, gross motor, and communication needs. Mrs. Hugelmeyer stated that among the activities that have taken place throughout the Elizabeth Public Schools in recognition of Autism Awareness Month are presentations conducted by an instructional coach helping to provide an overview of autism including autism spectrum disorder and applicable strengths, weaknesses, and supports, and district staff members wore blue during April in honor of Autism Awareness Month.

Mrs. Hugelmeyer stated that the next article is the *EPS School Construction Update* and as a district we have been the wonderful beneficiaries of new schools many which have been financed entirely by the State of New Jersey which has been very supportive of us in helping to ensure that our children receive an education that is equitable and to the high standards that other children in the State receive. Mrs. Hugelmeyer stated that our own school district has also acquired facilities from the Archdiocese of Newark in an effort to provide additional class space and this has helped to address the increase in our student population. Mrs. Hugelmeyer stated that the Frank Cicarell Academic High School is moving forward and showing steady progress and this high school is located on the corner of Martin Luther King, Jr. Boulevard and East Jersey Street. Mrs. Hugelmeyer stated that the building foundations have been poured and the contractor is making preparations to commence the installation of the structural steel on the foundation. Mrs. Hugelmeyer stated that the targeted completion of the school is 2016. Mrs. Hugelmeyer stated that a new William F. Halloran School No. 22 will be breaking ground within the next six months. Mrs. Hugelmeyer stated that the new School No. 22 Working Group Team has completed the Program and Floor Plan stage of the project and provides us a detail of the layout of the building, classrooms and special areas. Mrs. Hugelmeyer stated that the school materials and equipment types have already been selected and the design team which is made up of district team members and the qualified staff of the NJSDA have been working collaboratively to finalize the design of the outside of the building and the site plan. Mrs. Hugelmeyer stated that the site plan includes the access to the building, playground, soccer field and parking lot and the scheduled plan is to advertise for contractors by the end of May with September 2016 as a targeted completion of the school.

Mrs. Hugelmeyer stated that the next article is *The Apex Credit Recovery Program* that provides an opportunity for students to recover required course credits to ensure an on-time graduation. Mrs. Hugelmeyer stated that through a blended learning approach students are supported while challenged to succeed and the Apex recovery courses provide rigorous, standard based content that mirror what is covered in the traditional classrooms. Mrs. Hugelmeyer stated that each recovery course utilizes prescriptive pretests to identify a student's area of deficiency and an individualized learning plan is then automatically generated based on pretest results to

direct each student to the specific material he or she has yet to master. Mrs. Hugelmeyer stated that each course offers a variety of opt-in scaffolds that are embedded directly into the content to provide additional support when necessary. Mrs. Hugelmeyer stated that vocabulary support, limited page scrolling, and the option to listen to lessons in Spanish or English are features embedded to support students for whom English is a second language. Mrs. Hugelmeyer stated that students are also able to progress through each course at their own pace and teachers are present in the classroom to facilitate learning and answer any questions students may pose. Mrs. Hugelmeyer stated that the Elizabeth High School graduation rate has increased due to the incorporation of this recovery program.

Mr. Monteiro returned to the meeting at 9:23 p.m.

Mrs. Hugelmeyer stated that the next article is the *Graduation Tracker Initiative* and the Elizabeth Public Schools has entered into partnership with Rutgers University for the Graduation Tracker Initiative. Mrs. Hugelmeyer stated that we are excited about this new partnership and its potential to improve our graduation rates and this is a tool that will allow us to track students' progress toward an on-time four-year graduation. Mrs. Hugelmeyer stated that researchers will be meeting with various EPS staff in the coming weeks as they gather information to be used in the development of the Graduation Tracker. Mrs. Hugelmeyer stated that the Graduation Tracker will provide timely reports to parents, students, and staff which are specific to each student and will list all EPS high school graduation requirements along with the student's progress toward satisfying the requirements. Mrs. Hugelmeyer stated that in addition to student demographic information the tracker will list all courses the student has completed that satisfy a course requirement, courses the student is currently taking, and any courses the student may still need in order to graduate in four years. Mrs. Hugelmeyer stated that the Graduation Tracker will also document specific college readiness benchmarks established by the Elizabeth Public Schools.

Mrs. Hugelmeyer stated that the last article is *EHS Music Ensembles Receive Honors in Music Festival* and several Elizabeth High School music ensembles received many distinct honors at the WorldStrides Heritage Performance Myrtle Beach Music Festival. Mrs. Hugelmeyer stated that the ensembles traveled to Myrtle Beach, South Carolina to participate in the festival which took place April 3-6. Mrs. Hugelmeyer stated that the Choir, Concert Band, Symphonic Band, and both Jazz Bands were among those to compete in the three-day event. Mrs. Hugelmeyer stated that the ensembles from EHS performing in the festival were competing among other school districts from throughout the United States. Mrs. Hugelmeyer stated that each EHS ensemble had the special opportunity to compete in a 30 minute on-stage master class provided by one of the adjudicators who scored its respective performance. Mrs. Hugelmeyer stated that following each performance one of the passionate and nationally renowned music professionals joined the ensemble on stage to deliver a mini-clinic giving immediate and personal feedback that complimented, congratulated, and critiqued their performance. Mrs. Hugelmeyer stated that at the awards ceremonies both the ensembles and individuals members were honored for their outstanding performances.

Mrs. Hugelmeyer thanked the Board and stated that this concludes InsideEPS.

Superintendent of Schools Olga Hugelmeyer welcomed everyone to the Public Hearing on School Violence and Vandalism for the reporting period from September 1, 2013 through December 31, 2013. Mrs. Hugelmeyer stated that in January 2002, the New Jersey Legislature enacted laws concerning violence and vandalism and in accordance with these laws all New Jersey public school districts must designate the week beginning with the third Monday in October as School Violence Awareness Week. Mrs. Hugelmeyer stated that during School Violence Awareness Week school districts are expected to organize activities including, but not limited to, inviting law enforcement officials to join members of the teaching staff in discussions to prevent school violence and provide age-appropriate opportunities for student discussion on conflict resolution, issues of student diversity, and tolerance. Mrs. Hugelmeyer stated that a resolution was put before the Board on Thursday, September 19, 2013 declaring the week of October 21-25, 2013 as School Violence Awareness Week.

Mrs. Hugelmeyer stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46, two times each school 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 violence and vandalism which occurred in the public schools during the previous reporting period. Mrs. Hugelmeyer stated that the Violence and Vandalism Report is divided into five categories including Count of Incidents by Reporting Category, Cost of Vandalism, Actions Taken, Offenders and Victims, and Program Provided Upon Disciplinary Action.

Mrs. Hugelmeyer stated that during the reporting period between September 1, 2013 and December 31, 2013 there were 26 incidents of violence and 8 Harassment, Intimidation, and Bullying incidents. Mrs. Hugelmeyer stated that there were 14 acts of vandalism which includes fire alarm pulls, 12 incidents that involved weapons, and 30 cases of substance abuse. Mrs. Hugelmeyer stated that the total cost involved in vandalism incidents is no longer reported, the police were notified 21 times with no complaint taken and 22 times with a complaint filed, and there were 0 expulsions, 89 out-of-school suspensions, 97 other discipline actions which include parent conferences, counseling, and detention. Mrs. Hugelmeyer stated that the incidents involved the following offenders: 75 regular education students, 22 students with a disability, 0 students from another district, 0 non-student incidents, and 5 unknown. Mrs. Hugelmeyer stated that the incidents also involved the following victims: 23 regular education students, 4 students with a disability, 0 students from other districts, 0 incidents involving non-students, 4 incidents involving school personnel and 3 victims of violent criminal offenses. Mrs. Hugelmeyer stated that under the new category, Program Provided Upon Disciplinary Action, assignments, instruction and/or support services were given to 51 students, an in-district program provided for 0 students, home instruction given to 44 students and 0 students placed in an out-of-district 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 violence and vandalism, Mrs. Hugelmeyer closed the public hearing.

Mrs. Hugelmeyer stated that the next report is concerning the Anti-Bullying Bill of Rights Act School Self-Assessment and introduced Anti-Bullying Coordinator Eunice Couselo to present the HIB Grading Presentation.

Ms. Eunice Couselo, Anti-Bullying Coordinator, stated that we are here for a presentation introducing the scores the Department of Education assigned to our district and at the same time to all the other districts in the State of New Jersey. Ms. Couselo stated that this public session meets the requirement in the law that we present it in public. Ms. Couselo stated that some of you have heard this presentation before because when the information was submitted to the Department of Education the law required we have a public session at that time as well as Board approval for submission.

Ms. Couselo stated that the grades are based on the self-assessment completed by each school last year, sent to the Department of Education in June 2013 and the Department of Education released the scores officially in March 2014. Ms. Couselo stated that a rubric was developed by the State to aid districts in assessing the schools' efforts and improving their Anti-Bullying Rights programs. Ms. Couselo stated that the rubric was designed to be a growth model and the State expects improvement since this is the first year.

Ms. Couselo stated that the rubric consists of eight core elements and twenty-five indicators with each indicator having a score of zero to three points and explained 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. Ms. Couselo stated that the highest possible score is 75 which means that every indicator was scored a 3. Ms. Couselo stated that it is a little deceiving when the State presents a score of 50 out of 75 because 50 points means that the school met all the requirements. Ms. Couselo stated that 75 means that every requirement

was exceeded and there is no place to grow after that. Ms. Couselo stated that what we need to know is that a score of 50 indicates that on average the indicators have been met. Ms. Couselo stated that if a school has a score of 50, 60 or 30 it should be out of 50 because that is what is needed to meet the requirements. Ms. Couselo stated that our school scores ranged from 37 to 61, nine schools scored a 50 or more, and the average score across all schools is 45.21 which means the district score is 45.21. Ms. Couselo stated that each and every school's web homepage as well as the district homepage has a link for the report with the entire list of scores for all the schools. Ms. Couselo stated that those scores then become the baseline from which the schools are supposed to improve and grow.

Ms. Couselo stated that the highlights of our work to date include an annual Week of Respect, sending children to the Liberty Basketball Anti-Bullying Day, a lot of district training for our team members, State training for the Anti-Bullying Coordinator, and a wide variety of guest speakers who address different aspects of anti-bullying at the schools. Ms. Couselo stated that the work ahead of us is to analyze self-assessments by school and that we have been analyzing the data from the schools since last year. Ms. Couselo stated that the schools have been determining the areas which need improvement and what they need to improve upon and to focus on those areas so that in this growth model we improve on whatever their scores were last year. Ms. Couselo stated that at the Elizabeth Public Schools it is everyone's job to Say No to Bullying. Ms. Couselo asked if there were any questions and if there was anyone who would like to comment on tonight's report.

Mr. Monteiro thanked Ms. Couselo for the report.

Mr. Perreira asked if there are any improvement plans being put together by those schools that fall short and are we setting any goals for those schools since it is the first year.

Ms. Couselo explained that we are not setting any goals yet because being the first year we are not sure what a reasonable goal would be since the top score is 75 but you cannot go beyond that. Ms. Couselo stated that each school analyzed their individual areas that need improvement and have been working on that.

Mr. Monteiro thanked Ms. Couselo and her staff for the hard work they do and there is a great deal of sensitivity about anti-bullying in the country right now. Mr. Monteiro stated that we take every incident, every report, and every allegation very seriously. Mr. Monteiro stated that Ms. Couselo has had meetings with the Board's Anti-Bullying Task Force Committee and he asked the Superintendent and Ms. Couselo about setting another meeting with the Anti-Bullying Task Force Committee.

Mr. Monteiro thanked Superintendent Hugelmeyer for the reports.

Authorizations Report – Authorization to Make Application, etc.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (negative- MARC Attorneys at Law, Pashman Stein, Schwartz Simon Edelstein & Celso, LLC), Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez – 6

Abstain: Mr. Monteiro – 1

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

#### Award of Contracts Report

A motion was made by Mr. Perreira, seconded by Mr. González, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

#### Supplemental Award of Contracts Report

A motion was made by Mr. Perreira, seconded by Mr. González, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

#### Miscellaneous Communication

None.

#### Claims List

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Rodriguez, Monteiro – 6

Abstain: Mr. Perreira – 1

Negative: None

Mr. Monteiro stated that due to his absence for a personal emergency he would like to record his vote on Superintendent's Report – Use of Facilities.

Ms. Bathelus stated that she would like to ask Mr. Lehman if it is allowed for him to cast a vote if he was not present.

Mr. Lehman stated that Mr. Monteiro should make a motion which would be seconded to bring the matter back before the Board due to his personal emergency. Mr. Lehman explained that just as any Board member can change their vote before the meeting is concluded this matter could come back before the Board on a motion.

Ms. Bathelus asked if that is a policy that is written.

Mr. Lehman responded that it is Robert's Rules.

A motion was made by Mr. Monteiro, seconded by Mr. Perreira, to vote again on Superintendent's Report – Use of Facilities

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. González, Perreira, Monteiro – 4

Negative: Ms. Bathelus, Messrs. Neron, Rodriguez – 3

Revote on Superintendent's Report – Use of Facilities

A motion was made by Mr. Perreira, seconded by Mr. González, that the requests be approved with a waiver of fees.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (negative- Item Nos. 1, 2, 3, 4), Mrs. Castillo-Ospina, Messrs. González, Neron (negative- Item Nos. 1, 2, 3, 4), Perreira, Rodriguez (negative- Item Nos. 1, 2, 3, 4, 5), Monteiro – 7

Negative: None

Mr. Rodriguez stated that citing the reason of the amount of budget cuts we should try to recoup as much as we can and not waive fees for anyone.

Mr. Monteiro stated that he would like to record his vote on Supplemental Personnel Report – Transfers.

A motion was made by Mr. Perreira, seconded by Mrs. Castillo-Ospina, to vote again on Supplemental Personnel Report – Transfers

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. González, Perreira, Monteiro – 4

Negative: Ms. Bathelus, Messrs. Neron, Rodriguez – 3

Revote on Supplemental Personnel Report – Transfers

A motion was made by Mr. Perreira, seconded by Mrs. Castillo-Ospina, that the report be accepted.

Mr. Monteiro stated that this is the recommendation of the Superintendent of Schools for a Supervisor of Innovative Programming and Coordinator of Security and it is his understanding that this is not new to the budget but is reallocated.

Mrs. Hugelmeyer explained that the Supervisor of Innovative Programming is a grant funded position by the Race for the Top Grant for the next two years and approved by the State Department of Education and the Coordinator of Security is a reallocated position and is included in the budget.

The motion did not pass lacking majority of the full membership.

Affirmative: Mrs. Castillo-Ospina, Messrs. González, Perreira, Monteiro – 4

Negative: Ms. Bathelus, Messrs. Neron, Rodriguez – 3

Mr. Rodriguez stated that citing budget cuts across the district he is voting no and that it is not against the person.

Mr. Monteiro stated that we are putting safety and security as our number one initiative here in our school district and it is clear to the people at home that safety and security is our top priority. Mr. Monteiro commended the Superintendent for moving this recommendation forward and stated that we have been discussing security being our top priority in our school district for the past several months and it was one of the top initiatives of the Superintendent. Mr. Monteiro

stated that he is very disappointed and disheartened with the vote of his colleagues for voting this down tonight.

#### Resolution – Better Speech and Hearing Month

Mr. Neron read the resolution.

A motion was made by Mr. Neron, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

#### Resolution – Bilingual and Multicultural Education Weeks

Mr. Perreira read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

#### Resolution – Kindness Awareness Month

Mr. González read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

#### Resolution – National School Nurses' Day

Mr. Rodriguez read the resolution.

A motion was made by Mr. Rodriguez, seconded by Ms. Bathelus, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

#### Resolution – Haitian Heritage Month

Ms. Bathelus read the resolution.

A motion was made by Ms. Bathelus, seconded by Mr. Neron, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

#### Resolution – Payment for Unused Sick Days

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Mr. Monteiro congratulated Elizabeth High School and Alexander Hamilton Preparatory Academy on the great achievement by the Washington Post recognizing them as one of the top high schools in the State of New Jersey and nationally ranked. Mr. Monteiro thanked the Superintendent, principals, teachers, support staff, and all the students for a well-deserved recognition.

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 J.B., E.B., R.R., A.B., C.C., and S.W.; revised job description, Harassment, Intimidation, and Bullying results; and workers' compensation cases, specifically, M.S., D.Q., N.G., and T.M. The Board will reconvene in public to take formal action.

A motion was made by Mr. González, seconded by Ms. Bathelus, to go into private session at 10:00 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

The Board reconvened in public at 11:25 p.m. to continue with the meeting and take formal action.

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Resolution – Settlement of Workers' Compensation Claim No. 2012-13118 – M.S.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Resolution – Administrative Leave with pay effective April 4, 2014 through April 22, 2014 and Termination effective April 23, 2014 – A.B.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Resolution – Administrative Leave with pay effective April 4, 2014 through April 22, 2014 and Termination effective April 23, 2014 – E.B.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7



Negative: None

Resolution – Administrative Leave with pay effective April 4, 2014 through April 22, 2014 and Termination effective April 23, 2014 – J.B.

A motion was made by Ms. Bathelus, seconded by Mr. Perreira, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Resolution – Administrative Leave with pay effective April 9, 2014 through April 23, 2014 and Termination effective April 24, 2014 – C.C.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Resolution – Administrative Leave with pay effective April 4, 2014 through April 22, 2014 and Termination effective April 23, 2014 – R.R.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Mr. Kennedy stated that Stephen Williams, Principal of Admiral William F. Halsey, Jr. Leadership Academy officially submitted his retirement effective July 1, 2014.

A motion was made by Mr. González, seconded by Mrs. Castillo-Ospina, to accept the retirement of Stephen Williams, Principal of Admiral William F. Halsey, Jr. Leadership Academy effective July 1, 2014.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Mr. Rodriguez wished Mr. Williams a happy retirement after almost forty years in our district and congratulated him.

Mr. Monteiro congratulated Mr. Williams after a career of almost forty years here in the Elizabeth Public Schools and to help make our district the Number One Urban School District in the State of New Jersey. Mr. Monteiro thanked him for his many years of dedication and passion with the children of the City of Elizabeth and wished him a long, happy, and healthy retirement.

Resolution – Reorganization – Revised Job Description

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

## 2<sup>nd</sup> Supplemental Personnel – Transfer

A motion was made by Mrs. Castillo-Ospina, seconded by Mr. Perreira, that the report be accepted.

Mr. Rodriguez stated that this position is going to be funded with grant money and he applauds the Superintendent and school district for using State money and State funds to help our school district.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

Mr. Monteiro asked if there was any old business to discuss. Since there was no old business to discuss Mr. Monteiro asked if there was any new business to discuss.

Mr. Rodriguez stated that with the help of Superintendent Hugelmeyer and many of the principals he was able to get a schedule to visit some of our fantastic schools in the district. Mr. Rodriguez stated that yesterday he visited Thomas A. Edison Career and Technical Academy with Mr. Roszkowski, Victor Mravlag School No. 21 with Dr. Sanchez, William F. Halloran School No. 22 @ 31 with Mr. Webb, and Robert Morris School No. 18 with Mr. Crespo. Mr. Rodriguez stated that today he had the opportunity to visit Alexander Hamilton Preparatory Academy with Mr. Mikros, Abraham Lincoln School No. 14 with Ms. Badalis, Dr. Albert Einstein Academy School No. 29 with Mr. Mellody, and Nicholas S. LaCorte-Peterstown School No. 3 with Mrs. Campel. Mr. Rodriguez stated that it is fantastic to see what we are doing in this district and he gives so much credit to the teachers and to the leaders in the school who were so energized and happy to have the Board of Education members visit. Mr. Rodriguez stated that it leaves a smile on his face every time he sees the students and there are really fantastic things going on. Mr. Rodriguez stated that even though they have very busy schedules they are happy to see us and the students love showing off and they have pride in our district. Mr. Rodriguez thanked Superintendent Hugelmeyer for taking the time to allow him to visit the schools.

Mr. Rodriguez stated that last night he attended the 4<sup>th</sup> Annual Music Under the Stars Program at Dr. Orlando Edreira Academy School No. 26 which was fantastic even though it was held indoors due to the rain. Mr. Rodriguez stated that Mr. Clark presented Mr. Neron and him with some hot sauce which was made by the students who grew the peppers, made the sauce, and measured the Scoville, or hotness, of the sauce. Mr. Rodriguez stated that it is amazing and he can't wait to try the sauce.

Mr. Rodriguez stated when he visited the schools someone mentioned, and he agreed with him, that our students wear uniforms and asked if we could take a look at the policy for the dress code for teachers.

Mr. Perreira stated that we brought this up before and it is a collective bargaining issue.

Mr. González stated that a lot of the operations people have uniforms including security, foodservice, and custodians. Mr. González stated that in the next contract negotiations that could be one of the items.

Ms. Bathelus stated that she is not promoting uniforms for teachers but she did visit a school recently and the female teachers were dressed a little inappropriate to her. Ms. Bathelus stated that as a female some of the dresses were too short and they were exposing too much of their legs and she felt it was a little inappropriate in a school setting. Ms. Bathelus stated that she will bring it to the attention of the Superintendent and Board President the school to which she is referring. Ms. Bathelus stated that the principals should make sure their staff is dressed appropriately because we have young men and young ladies at the schools.

Mr. Neron stated that he echoes Mr. Rodriguez's comments about Music Under the Stars and it was a fabulous event. Mr. Neron stated that we have very talented students in our district at various schools and he is overwhelmed by the talent that our children have.

Mr. Neron stated that in March he spent a good amount of time touring the schools and reading to the students for Read Across America. Mr. Neron commended the schools for a wonderful program and inviting guests to come and read to the children. Mr. Neron stated that he received letters from the children thanking him for spending time reading to them. Mr. Neron encouraged staff, supervisors, and Board members to visit the schools and touch base with the students because they are mesmerized with what you have to offer. Mr. Neron stated that one school invited police officers and firemen to come and they got a chance to take pictures with the students and it was wonderful. Mr. Neron thanked the schools who did celebrate Read Across America for the great work that they did.

Mr. Perreira stated that he met with some of the members of certain soccer clubs who use our fields in the district. Mr. Perreira stated that soccer is probably the biggest sport in our City followed by football and baseball. Mr. Perreira stated that the heads of the soccer leagues mentioned that they don't get enough time on the fields and there are not enough fields in the City of Elizabeth, let alone the district. Mr. Perreira suggested putting together a cohort of the league leaders that request use of our fields to have joint use on some of the larger fields where two teams can practice at the same time.

Mr. Perreira stated that we should have a policy that when any league, and it doesn't matter what sport, wants to use our field the kids should all be from Elizabeth or a percentage much higher than 75% of their collective group should be from Elizabeth. Mr. Perreira stated that the issue that some of these leagues have because of the cost to play these sports is that they sometimes have to go outside of town to play and he can't harm them for that because it keeps kids interested in sports and off the streets. Mr. Perreira stated that if they are to be using our fields then he wants to make sure that we are giving the majority to kids who live in our town.

Mrs. Castillo-Ospina stated that most of the organizations can also apply to the County and the City because they also have facilities.

Mr. Neron commended Thomas Jefferson Arts Academy on the phenomenal play *Working* and stated that it was exceptional and Broadway quality. Mr. Neron stated that he attended the play as did some of his fellow Board members and congratulated Thomas Jefferson Arts Academy.

Mr. Rodriguez stated that he agreed with Mr. Perreira that we should give priority to Elizabeth teams first and then to others if we have space but that we should study that issue. Mr. Rodriguez stated that there was a little league parade and a gentleman from the North Elizabeth Youth Baseball Team was commenting on the same thing that they don't have fields and if somehow we could give them precedence and the issue for them wasn't about paying or not paying. Mr. Rodriguez stated that he agrees that maybe we could do something like first come, first served for Elizabeth first and it is something we need to study.

Mr. Monteiro stated that it is a great initiative by Mr. Perreira and maybe at the next meeting we could invite all the organization heads and perhaps Mr. Perreira and two other Board members can spearhead this and meet with them. Mr. Monteiro stated that it is the fastest growing sport in Elizabeth and there are not enough fields in the City. Mr. Monteiro stated that

we have to have a coordinated effort going forward because it is going to be a tough budget year and we talk about waiving fees and accessibility. Mr. Monteiro stated that we provide great facilities but we really have to look at the bigger picture and we also provide staff, security and custodial. Mr. Monteiro stated that all these organizations, not just soccer, have to share in some of the sacrifice in terms of some of our cost with some of these facilities. Mr. Monteiro stated that maybe we should not shock them next year but have conversations now and a lot of these organizations collect fees and registration and maybe it will be another five dollars per child. Mr. Monteiro stated that we have phenomenal facilities that we provide and we have to have a coordinated effort and perhaps Mr. Perreira and Mrs. Castillo-Ospina should meet with the organization leaders and bring them into the next meeting and we would like to see them.

Mr. Monteiro stated that something else is happening on some of these fields and some of these organizations will come in and use our soccer fields and leave our fields littered with garbage and plastic bottles and took upon themselves not to even clean it. Mr. Monteiro stated that it was reported to us and we need better controls. Mr. Monteiro stated that he has seen pictures of the fields the day after and they are littered and if there is any organization that leaves the field in worse shape than when they found it we could terminate the usage of our fields by organizations who don't clean up.

Mr. Monteiro stated that Mr. Lehman and Mr. Perreira could draft a policy for usage of our fields with inner City kids as opposed to outer City kids on a first come, first served basis with inner City kids first.

Mrs. Castillo-Ospina stated that there are times she sees kids from the community at School No. 26 staying at the field after the organization leaves. Mrs. Castillo-Ospina stated that they don't want any problems so they just leave the kids staying there. Mrs. Castillo-Ospina stated that on the weekends people play there and asked if there is any way we can control that.

Mr. Monteiro asked if an organization uses our facility for a field on a particular day is it the responsibility of the custodian when they get there and when they leave. Mr. Monteiro asked if there is any control in place of that field that was left littered with water bottles and how come the custodian did not report that and what is his process in reporting if the organization left the field in such a mess.

Mrs. Castillo-Ospina stated that sometimes the kids jump over the fence.

Mr. Perreira stated that you have to have the control in place to do a walk-through.

Mr. Monteiro stated that maybe a check sheet is needed for the custodians.

Mr. Perreira stated that we can't blame them the next day because we don't know what happened overnight.

Mr. Monteiro stated that he is not talking about vandalism with people jumping over the fences and coming off hours. Mr. Monteiro stated that he is talking about an organization that used our field and left it littered, broke equipment and left it there and then we have no reports of it until one of the coaches walks in and shows us pictures of how they left the field. Mr. Monteiro stated that he thinks the custodians need to have a process in place that this is how the organization found it and this is how they left it and be able to submit it to our Facilities director or someone who should take charge of it.

Mr. Monteiro agreed with Mr. Neron that the Thomas Jefferson Liberty Players put on a great play *Working*. Mr. Monteiro stated that it was an outstanding performance and we have incredible talent in our school district.

Mr. Monteiro thanked all the Board members who visit the schools and it is a function that all the Board members enjoy immensely. Mr. Monteiro stated that we see the staff hard at

work and acknowledge how hard they are working and how good the students are doing and the wonderful things that are happening in the school district.

On a motion by Mrs. Castillo-Ospina seconded by Ms. Bathelus, the meeting was adjourned at 11:50 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Perreira, Rodriguez, Monteiro – 7

Negative: None

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