

**OPENING CALENDAR**

December 17, 2015

**PUBLIC SESSION**

**Presentation of the Colors**

Admiral William F. Halsey, Jr. Health & Public Safety Academy JROTC

**Pledge of Allegiance**

**Star Spangled Banner by Francis Scott Key**

**Pledge of Ethics**

**Core Beliefs - Video**

## BOARD OF EDUCATION

The Superintendent of Schools recommends approval of the following recommendations.

### LEAVES OF ABSENCE

(pending salaries new EEA contract negotiations)

Recommended: That the following requests for leave of absence be granted, **without pay**, as below written.

### Instructional Department

#### Certified Staff

Diana Marques Amaro, Teacher-Kindergarten (No. 0163), School No. 6 – effective January 21, 2016 through March 4, 2016.

Juanita Baskerville-Walker, School-Nurse (No. 5119), School No. 9 (Annex) – effective December 16, 2015 through January 25, 2016.

Linda Machado, Teacher-ESL in Class Support (No. 3397), School No. 5 – effective January 14, 2016 through February 19, 2016.

Madruge Henriquez Miller, Teacher-Dance (No. 4438), School No. 7 – effective March 16, 2016 through April 29, 2016.

Karin Pena Navas, Teacher-Resource Center (No. 0382), School No. 14 – effective February 1, 2016 through May 31, 2016.

Christine Plauski, Teacher-ESL in Class Support (No. 1942), Thomas Jefferson Arts Academy – effective December 9, 2015 through January 1, 2016.

Cheryl Ann Popielarski, Vice-Principal (No. 4082), Thomas Jefferson Arts Academy – effective December 1, 2015 through January 22, 2016.

Karen Varela, Teacher-Resource Center (No. 0263), School No. 3 – effective October 15, 2015 through November 20, 2015.

Child Development Associate

Diana Cristina Pinerez, Child Development Associate (No. 2719), School No. 22 @ 31 – effective February 1, 2016 through March 15, 2016.

**Business Office**Food Service

Maria T. Lema, Food Service Worker 2 Hours (No. 1575), ECC School No. 50 – effective June 15, 2015 through June 30, 2015.

Maria T. Lema, Food Service Worker 2 Hours (No. 1575), ECC School No. 50 – effective September 1, 2015 through June 30, 2016.

**CHANGE IN DATE OF LEAVES OF ABSENCE**

Recommended: That the following change in date of leave of absence be granted, as below written.

**Instructional Department**Certified

Name	Assignment	From	To
Marissa Lynne Miceli	Teacher-Kindergarten (No. 4231) School No. 16 (Annex)	1/28/16-6/30/16 (maternity w/o/p)	1/25/16-6/30/16 (maternity w/o/p)
Jennifer Yanni	Teacher-Kindergarten (No. 1696) School No. 19	1/16/16-2/29/16 (maternity w/o/p)	1/26/16-3/15/16 (maternity w/o/p)

**EXTENSION OF A LEAVE OF ABSENCE**

Recommended: That the following assignment of personnel extending from leave of absence be granted **without pay** as below written.

**Instructional Department**Certified Staff

Lydia Yvonne Collins, Teacher-English (No. 2132), Admiral William F. Halsey, Jr. Health & Public Safety Academy, presently on a leave of absence extension January 1, 2016 through January 8, 2016.

Beatriz Kong, Teacher-Physical Education and Health (No. 0217), School No. 7, presently on a leave of absence extension December 16, 2015 through February 15, 2016.

Meghan Marie Malik, Teacher-Third Grade (No. 0412), School No. 27, presently on a leave of absence extension January 1, 2016 through June 30, 2016.

Laura Manginelli, Teacher-Pre-Kindergarten (No. 1585), School No. 5, presently on a leave of absence extension January 1, 2016 through March 31, 2016.

Jami A. Martinho, Teacher-Pre-School Disabilities (No. 5002), School No. 23, presently on a leave of absence extension January 1, through January 29, 2015.

Judith Raub, Teacher-Pre-Kindergarten (No. 3211), ECC School No. 51, presently on a leave of absence extension December 14, 2015 through December 31, 2015.

Kate Helen Rodriguez, Teacher-Physical Education and Health (No. 3515), ECC School No. 51, presently on a leave of absence extension November 24, 2015 through December 10, 2015.

#### Administrative Secretary II-12 Months

Maryann Russo, Administrative Secretary II-12 Months (No. 2650) School No. 5, presently on a leave of absence extension July 1, 2015 through December 31, 2015.

#### **Business Office**

##### Food Service

Dulce D. Betances Castillo, General Worker 6 Hours (No. 4593), School No. 25, presently on a leave of absence extension, November 9, 2015 through December 4, 2015.

Maria T. Lema, Food Service Worker 2 Hours (No. 1575), ECC School No. 50, presently on a leave of absence extension, September 1, 2015 through June 30, 2016.

Diana Lucia Meneses Roa, Accountant (No. 1691), Division of Food Service, presently on a leave of absence extension January 1, 2016 through June 30, 2016.

**RETURNING FROM LEAVE OF ABSENCE**

Recommended: That the following assignment of personnel returning from leave of absence be granted, as below written.

**Instructional Department****Certified Staff**

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Diana Marques Amaro	Teacher-Kindergarten (No. 0163) School No. 6 Account No. 15-110-100-101-06-01	\$59,275	3/7/16
Juanita Baskerville-Walker	School Nurse (No. 5119) School No. 9 (Annex) Account No. 15-000-213-100-09-00	\$73,024	1/26/16
Lydia Yvonne Collins	Teacher-English (No. 2132) Admiral William F. Halsey, Jr. Health & Public Safety Academy Account No. 15-140-100-101-83-00	\$59,275	1/11/16
Beatriz Kong	Teacher-Physical Education and Health (No. 0217) School No. 7 Account No. 15-130-100-101-07-00-20	\$61,620	2/16/16
Maria E. Londono	Teacher-First Grade (No. 4620) School No. 8 Account No. 15-120-100-101-08-00	\$58,775	12/1/15
Laura Manginelli	Teacher-Pre-Kindergarten (No. 1585) School No. 5 Account No. 20-218-100-101-05-02	\$63,486	4/1/16
Jami A. Martinho	Teacher-Pre-School Disabilities (No. 5002) School No. 23 Account No. 11-215-100-101-94-00	\$73,024	2/1/16

Madruge Henriquez Miller	Teacher-Dance (No. 4438) School No. 7 Account No. 15-120-100-101-07-00-20	\$65,520	5/2/16
Lizette Pepin	Teacher-Pre-Schools Disabilities (No. 2295) School No. 30 Account No. 11-215-100-101-94-00	\$61,620	4/1/16
Christine Plauski	Teacher-ESL in Class Support (No. 1942) Thomas Jefferson Arts Academy Account No. 15-244-100-101-84-00	\$63,075	1/4/16
Cheryl Ann Popielarski	Vice-Principal (No. 4082) Thomas Jefferson Arts Academy Account No. 15-000-240-103-84-00	\$135,300	1/25/16
Judith Raub	Teacher-Pre-Kindergarten (No. 3211) ECC School No. 51 Account No. 20-218-100-101-51-02	\$90,762	1/1/16
Karen Varela	Teacher-Resource Center (No. 0263) School No. 3 Account No. 15-213-100-101-03-00	\$73,024	11/23/15
Jennifer Yanni	Teacher-Kindergarten (No. 1696) School No. 19 Account No. 15-110-100-101-19-01	\$75,410	3/16/16

Child Development Associate

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Diana Cristina Pinerez	Child Development Associate (No. 2719) School No. 22 @ 31 Account No. 20-218-100-106-22-02	\$38,839	3/16/16

**Business Office**Food Service

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Dulce D. Betamces Castillos	General Worker 6 Hours (No. 4593) School No. 25 Account No. 50-910-310-110-25-00-30	\$11,500	12/7/15

**RETIREMENTS**

Recommended: That the following notices of retirement be accepted, as below written.

**Instructional Department**Certified Staff

Mary Ellen Burke, Teacher-ESL in Class Support (No. 2183), School No. 23 – effective February 1, 2016.

**Business Office**Laborer

Walter B. DeSouza, Laborer (No. 0015), 95-Warehouse – effective January 1, 2016.

Security-Guard

Concetta Nancy Cannady, Security-Guard (No. 2626), School No. 25 – effective February 1, 2016.

**RESIGNATIONS**

Recommended: That the following notices of resignation be accepted, as below written.

**Instructional Department**Certified Staff

Selina Keife Howard, Teacher-Physical Education, Alexander Hamilton Preparatory Academy – effective February 4, 2016.

Administrative Secretary I-12 Months

Roseanna Ramirez, Administrative Secretary I-12 Months (No. 4217), Division of Special Services – effective November 30, 2015.

**Business Office****Security Guard**

Manuel Perez, Security-Guard (No. 3709), School No. 30 – effective December 21, 2015.

**REAPPOINTMENTS**

Recommended: That the following reappointments of personnel be granted, as below written, September 1, 2015 through June 30, 2016. **Subject to correction of error**  
(pending salaries new EEA contract negotiations)

**Instructional Department****Certified Staff**

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Christopher A. Gonzalez	Teacher-Second Grade (No. 2677) School No. 26 Account No. 15-120-100-101-26-00	\$58,775	12/18/15
Christina Lyn Milanes	Teacher-Kindergarten (No. 4231) School No. 16 (Annex) Account No. 15-110-100-101-16-01	\$63,486	1/4/16

**APPOINTMENTS**

Recommended: That the following appointments of personnel be approved, as below written.  
**Subject to correction of errors**  
(pending salaries new EEA contract negotiations)

**Instructional Department****Certified Staff**

Ana Francelis Alvelaez, graduate of Kean University, NJ (BA 2015). Teacher-Third Grade (ABL) (No. 4768), Charles J. Hudson School No. 25. Certifications: Teacher of Preschool through Grade 3 CE 7/15 (alternate route); Teacher of English as a Second Language CE 7/15 (alternate route).  
Salary: \$58,275, effective December 18, 2015.  
Account No. 15-241-100-101-25-00



Ibrahim Halsey, graduate of Grand Canyon University, AZ (MA 2015). Teacher-Resource Center (No. 0126), Elizabeth High School (U). Certifications: Teacher of Students with Disabilities CEAS 11/15 (advance standing); Elementary School Teacher in Grades K-6 CEAS 11/15 (advance standing). Salary: \$62,075, effective December 18, 2015.  
Account No. 15-213-100-101-89-00

Jennifer Marie Petrucelli, graduate of Kean University, NJ (BA 2011). Teacher-Sixth & Seventh Grade (Science) (No. 3984), Toussaint L'Ouverture-Marquis de Lafayette School No. 6. Certifications: Elementary School Teacher in Grades K-6 (Standard 7/13); Elementary School with Subject Matter Specialization: Science in Grades 5-8 (Standard 7/13). Salary: \$59,275, effective January 4, 2016.  
Account No. 15-130-100-101-06-00

Jessica Trujillo, graduate of Kean University, NJ (MA 2014). Social Worker (Schools) (No. 0103), Juan Pablo Duarte-Jose Julian Marti School No. 28. Certificate: School Social Worker (Standard 8/14). Salary: \$68,283, effective January 4, 2016.  
Account No. 15-000-211-100-28-00-25

#### Child Development Center

Diana Maria Zapata, graduate of San Joaquin Parochial School (Evaluated by WES) (High School Diploma 1994). Child Development Associate (No. 4221), Donald Stewart Center for Early Childhood Education School No. 51. Certification: Child Development Associate. Expiration: 3/20/17. Salary: \$37,131, effective December 21, 2015.  
Account No. 20-218-100-106-51-02

#### Assistant

Bertha Arredondo, graduate of Kean University, NJ (BA 2010). Assistant-Kindergarten (No. 2104), Juan Pablo Duarte-Jose Julian Marti School No. 28. Salary: \$39,890, effective December 18, 2015.  
Account No. 15-190-100-106-28-01

#### **Business Office**

##### Administrative Secretary I-12 Months

Virginia Cortico, graduate of Battin High School, NJ (High School Diploma 1975). Administrative Secretary I-12 Months (No. 3164), 95-Warehouse. Salary: \$33,027, effective December 21, 2015.  
Account No. 11-000-260-105-00-00

**TRANSFERS**

(pending salaries new EEA contract negotiations)

Recommended: That the following transfers of personnel be approved, as below written.

**Instructional Department****Certified Staff**

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Yolanda Aguiles	Teacher-ESL Self Contained (No. 4811) Thomas A. Edison Career and Technical Academy	Teacher-Instructional Coach (Bilingual) (No. 3024) Division of Bilingual/ESL Education Account No. 20-246-100-101-94-01	1/22/16
Gilma Alvarez	Teacher-Third Grade (No. 4907) School No. 9	Teacher-Bilingual Self Contained Grade 1 (No. 5242) School No. 12 Account No. 15-241-100-101-12-00	12/14/15
Carol Di Girolamo	Teacher-Third Grade (Team) (No. 5218) School No. 13	Teacher-Third Grade (Team) (No. 0249) School No. 27 Account No. 15-120-100-101-27-00	12/21/15
Safaa E. Ibrahim Elsekhily	Teacher-Bilingual In Class Support (No. 5216) John E. Dwyer Technology Academy	Teacher-Bilingual In Class Support (No. 5216) School No. 23 (.5) John E. Dwyer Technology Academy (.5) Account No. 15-243-100-101-23-00 (.5) Account No. 15-243-100-101-82-00 (.5)	12/21/15
Mona Eskandar	Teacher-Mathematics (No. 3778) Thomas A. Edison Career & Technical Academy	Teacher-Mathematics (No. 3778) Thomas A. Edison Career & Technical Academy (.5) Alexander Hamilton Preparatory Academy (Annex) (.5) Account No. 15-140-100-101-87-00 (.5) Account No. 15-140-100-101-80-00 (.5)	12/3/15

Maria E. Londono	Teacher-First Grade (No. 4620) School No. 8	Teacher-Bilingual Grade 3 (Team) (No. 5246) School No. 27 Account No. 15-241-100-101-27-00	12/11/15
Michelle Poulos	Teacher-Fifth Grade (No. 0330) School No. 13	Teacher-Eighth Grade ELA (Team) (No. 5243) School No. 28 Account No. 15-130-100-101-28-00	12/21/15
Robin M. Schrotter	Teacher-Fifth Grade (No. 3499) School No. 28	Teacher-Third Grade (No. 0412) School No. 27 Account No. 15-120-100-101-27-00	12/3/15
Ronald Stanzione	Teacher-Business Education (No. 3286) Thomas A. Edison Career & Technical Academy	Teacher-Business Education (No. 3286) Thomas A. Edison Career & Technical Academy (.6) Elizabeth High School (U) (.4) Account No. 15-140-100-101-87-00 (.6) Account No. 15-140-100-101-89-00 (.4)	12/21/15
Virginia Tantow	Teacher-Engineering (No. 2574) John E. Dwyer Technology Academy	Teacher-Fifth Grade (No. 3499) School No. 28 Account No. 15-120-100-101-28-00	12/21/15

Assistant

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Maria Teresa Monroy	Assistant-Kindergarten (No. 1202) School No. 5	Assistant-Bilingual Kindergarten (No. 1023) School No. 23 Account No. 15-241-100-106-23-01	9/1/15
Daisy J. Morales	Assistant-Personal (No. 2563) School No. 14	Assistant-Personal (No. 3817) School No. 28 Account No. 11-000-217-106-00-00	9/1/15

Child Development Associate

Name	From	To	Date
Adriana Castro	Child Development Associate (No. 0483) School No. 7	Child Development Associate (No. 3070) School No. 30 Account No. 20-218-100-106-30-02	1/4/16
Helena Leon	Child Development Associate Disabilities (No. 5117) School No. 30	Child Development Associate (No. 3715) School No. 30 Account No. 20-218-100-106-30-02	12/18/15

**Business Office**Administrative Secretary I-12 Months

Name	From	To	Date
Catherine Perez	Administrative Secretary I-12 Months (No. 3164) 95 Warehouse	Administrative Secretary I-12 Months (No. 4217) Division of Special Services Account No. 11-000-221-105-00-00	12/1/15

Security-Guard

Name	From	To	Date
Sonia Chaux	Security-Guard (No. 1716) School No. 26	Security-Guard (No. 4120) School No. 28 Account No. 15-000-260-110-28-30	12/1/15
Richard Reyes	Security-Guard (No. 4120) School No. 28	Security-Guard (No. 1716) School No. 26 Account No. 15-000-260-110-26-30	12/1/15

Food Service

Name	From	To	Date
Ignacia M. Flores	General Worker 6 Hours (No. 0854) Thomas Jefferson Arts Academy	General Worker 6 Hours (No. 4057) School No. 8 Account No. 50-910-310-110-08-00-30	12/21/15

Lois A. Murphy	General Worker 6 Hours (No. 0329) School No. 2	General Worker 6 Hours (No. 0754) School No. 8 Account No. 50-910-310-110-08-00-30	12/7/15
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Transportation

<u>Name</u>	<u>From</u>	<u>To</u>	<u>Date</u>
Edgar D. Valente	Security Guard (No. 1618) School No. 23	Bus Driver/Utility Person (No. 3290) Division of Transportation Salary: \$56, 236 Account No. 11-000-270-160-00-00 (.50) Account No. 11-000-270-162-00-00 (.50)	2/1/16

**CHANGES OF SALARIES**

(pending salaries new EEA contract negotiations)

Recommended: That the salary of the following personnel be adjusted, as below written.

**Instructional Department**Certified Staff

<u>Name</u>	<u>Title</u>	<u>Salary</u>
Janine Greco	Teacher-ESL in Class Support (No. 3800) School No. 27	\$71,520 instead of \$68,251 effective: 1/1/16

**Instructional Department**Assistant

<u>Name</u>	<u>Title</u>	<u>Salary</u>
Maria Caputo	Assistant-Kindergarten (No. 5129) School No. 9	effective: 6/22/15 to 6/30/15 effective: 7/1/15 to 6/30/16 Longevity: \$2, 250.00

**ADDITIONAL SERVICES****Division of Bilingual/ESL Education**

**Recommended:** That the following personnel be employed to translate **Haitian Creole District Assessments Grades K-8** from December 18, 2015 through June 30, 2016, Monday through Friday before and after school hours and Saturdays 9:00 a.m. to 12:00 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 180 hours per person. Total: \$24,948.00

Account No. 11-120-100-101-94-20-67

Account No. 11-130-100-101-94-20-67

Substitute:

Jean Bonheur

**Division of Special Services**

**Recommended:** That the following personnel be hired to work as Administrators in the Saturday Special Needs Recreational/Instructional Program 5.5 hours per day beginning December 5, 2015 through February 20, 2016 (excluding December 26, 2015 and January 2, 2016).

Administrators: Salary: \$52.45 per hour not to exceed 5.5 hours per person. Total: \$2,884.75

Account No. 11-421-100-104-94-00-60

Yalitza Torres

Substitute:

Hollis Mendes

**Recommended:** That the following personnel be hired to work as teachers in the Saturday Special Needs Recreational/Instructional Program 5.5 hours per day beginning December 5, 2015 through February 20, 2016 (excluding December 26, 2015 and January 2, 2016).

Teachers: Salary: \$46.20 per hour not to exceed 5.5 hours per person. Total: \$2,541.00

Account No. 11-421-100-104-94-00-60

Susan Ackerman

Roberta Honing

Gerard Spiga

**Recommended:** That the following personnel be employed for Special Education Curriculum Alignment, from December 11, 2015 through May 27, 2016, Mondays through Fridays 3:15 p.m. to 7:15 p.m. and Saturdays 9:00 a.m. to 6:00 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 100 hours per person. Total: \$4,620.00

Account No. 11-213-100-320-00-00-60

Lauerin H. Gareis

Peter Murin

**Recommended:** That the following personnel be hired to work as teacher (s) in the Special Education Rolling Benchmark Development for grades 6<sup>th</sup>-8<sup>th</sup>, from December 11, 2015 through May 20, 2016 Mondays through Fridays 3:15 p.m. to 7:15 p.m. and Saturdays 9:00 a.m. to 6:00 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 90 hours per person. Total: \$4,158.00  
Account No. 11-213-100-320-00-00-60

Arlene Morales

**AFTER SCHOOL ENRICHMENT PROGRAM**

(pending salaries new EEA contract negotiations)

**Elmora School No. 12**

**Recommended:** That the following personnel be employed in the **After School Enrichment Program** for Elmora School No. 12 from, October 6, 2015 through May 26, 2016, Tuesdays, Wednesdays & Thursdays, Instructional time 3:05 p.m. to 4:05 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 90 hours per person as needed  
Account No. 11-421-100-101-12-83

Substitutes:

Barbara Burkett  
Elizabeth Duda  
Doris Farrell  
Marsha Henkel  
Barbara May  
Benjamin Pribish  
Cary Stone  
Kia Whitley

Kathleen Carlson  
Andrea Duran  
Marta Floyd  
Elaine Hidalgo  
Maira Millan  
Eric Price  
Marie Tichenor  
John Zecchino

Jennifer Defillippis  
Theresa Esperon  
Anne Gaczynski  
JoAnn Holmes  
Michelle Pereira  
Sylvia Ramirez-Walp  
Alina Vazquez

**Abraham Lincoln School No. 14**

**Recommended:** That the following personnel be employed in the **After School Enrichment Program as Substitute Teachers** in various schools. December 1, 2015 through May 26, 2016, Tuesdays, Wednesdays & Thursdays, Administrators hours are 3:30 p.m. to 4:30 p.m. Teachers and Nurses hours are 3:05 p.m. to 4:05 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 90 hours as needed.  
Account No. 11-421-100-101-14-83

Loretta Knox

Michelle Marie Rodrigues

**ELIZABETH HIGH SCHOOL MARCHING BAND**

**Recommended:** That the following be employed as **Music Instructor** for the Elizabeth High School Marching Band outside school hours, from September 1, 2015 through to December 1, 2015.

Teachers: Salary: \$46.20 per hour not to exceed 45 hours per person. Total: \$2,079.00  
Account No. 15-140-100-101-89-00-67

Gary Shur

**Recommended:** That the following be employed as **Pit Instructor** for the Elizabeth High School Marching Band outside school hours, from September 1, 2015 through to December 1, 2015.

Teachers: Salary: \$46.20 per hour not to exceed 45 hours per person. Total: \$2,079.00  
Account No. 15-140-100-101-89-00-67

David Finkelstein

**Recommended:** That the following be employed as **Field Instructor** for the Elizabeth High School Marching Band outside school hours, from September 1, 2015 through to December 1, 2015.

Teachers: Salary: \$46.20 per hour not to exceed 45 hours per person. Total: \$2,079.00  
Account No. 15-140-100-101-89-00-67

Jonathan Riley

**Recommended:** That the following be employed as **Visual Instructor** for the Elizabeth High School Marching Band outside school hours, from September 1, 2015 through to December 1, 2015.

Teachers: Salary: \$46.20 per hour not to exceed 45 hours per person. Total: \$2,079.00  
Account No. 15-140-100-101-89-00-67

Samantha Andrejcisk

**Recommended:** That the following be employed as **Assistant Visual Instructor** for the Elizabeth High School Marching Band outside school hours, from September 1, 2015 through to December 1, 2015.

Teachers: Salary: \$46.20 per hour not to exceed 45 hours per person. Total: \$2,079.00  
Account No. 15-140-100-101-89-00-67

Megan T. Sheridan



**Recommended:** That the following be employed as **Battery Instructor** for the Elizabeth High School Marching Band outside school hours, from September 1, 2015 through to December 1, 2015.

Teachers: Salary: \$46.20 per hour not to exceed 45 hours per person. Total: \$2,079.00  
Account No. 15-140-100-101-89-00-67

Brendan Lowe

**NLCB 2015-2016 TITLE 1 TARGETED ASSISTANCE AFTER SCHOOL TUTORING PROGRAM**

**iPrep Academy School No. 8**

**Recommended:** That the following personnel be employed to tutor at-risk students in the NCLB 2015-2016 Title 1 Targeted Assistance After School Program from January 4, 2016 through June 30, 2016, 3:05 p.m. to 4:05 p.m., not to exceed 40 hours per person.

Teachers: Salary: \$46.20 per hour not to exceed 40 hours per person. Total: \$11,088.00  
Account No. 20-238-100-100-08-00-01

Lillian Blanco Aleman	Steven M. Criscuolo	Lauren Margaret Esposito
Jaqueline Teresa Murtha	Colleen J. Orlando	Latoshia Tonyette Person-Desir

Substitutes:

Joseph Catena	Nilda T. Cortes	Jessica Privado
Michael Robert Serino	Nicole E. Sutherland	

**INTERSCHOLASTIC ATHLETIC PROGRAM**

(pending salaries new EEA contract negotiations)

**Recommended:** That the following personnel be employed as athletic support personnel for the 2015-2016 Interscholastic Athletic Program, from November 1, 2015 through June 30, 2016.

Account No. 11-402-100-100-00-00-64  
Security: (1 Game) \$59.04  
Tracy Williams

**Recommended:** That the following personnel be employed as athletic coaches in the Winter Interscholastic Athletic Program at Elizabeth High School and 7<sup>th</sup> & 8<sup>th</sup> grade level programs, Monday through Sunday, varied hours, December 15, 2015 through March 15, 2015.

Account No. 11-402-100-100-00-00-64

Name	Position	Stipend
<b>Basketball, Boys</b>		
John A. Markowitz	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball Coach	\$5,028

### **BREAKFAST/LUNCH PROGRAM FOR THE 2015-2016 SCHOOL YEAR**

**Recommended:** That the following personnel be employed in the **Breakfast/Lunch Program** for the 2015-2016 school year. Salary: \$ 46.20 per hour, not to exceed 180 hours, from September 8, 2015 through June 20, 2016, as below written.

#### **Jerome Dunn Academy School No. 9**

##### **Breakfast**

Teachers: Salary: \$46.20 per hour not to exceed 90 hours per person as needed.

Account No. 50-910-310-100-09-84 (7:45 a.m. to 8:15 a.m.)

##### **Substitute:**

Sarah Brown

Jenny Ocampo

Melissa Slaughter-Swinger

##### **Lunch**

Teachers: Salary: \$46.20 per hour not to exceed 180 hours per person as needed.

Account No. 50-910-310-100-09-84

##### **Substitute:**

Sarah Brown

Luann Breese

Jenny Ocampo

Melissa Slaughter-Swinger

### **DISTRICT BUS PROGRAM**

#### **Benjamin Franklin School No. 13**

**Recommended:** That the following personnel be employed in the Bus Program for the 2015-2016 school year, from September 8, 2015 through June 21, 2016, 7:45 a.m. to 8:15 a.m. and 3:00 p.m. to 3:30 p.m.

Teachers: Salary: \$46.20 per hour not to exceed 180 hours per person. Totals: \$8,316.00

Account No. 15-120-100-101-13-83

Cheryl Ferry

Substitutes:

Julissa Guerra

Freida S. Haimoff

Ann M. Tramuta

Assistants: Salary: \$24.36 per hour not to exceed 180 hours per person. \$4,284.50

Account No. 15-190-100-106-13-83

Frances Eady

Carla Twyne

**CHANGE OF NAMES**

Recommended: That the following change of names be received, as below written.

Johanna A. Burbano, Assistant-Kindergarten, School No. 27 **to Johanna A. Rosado**

Carmen Alvarez Dias, Social Worker (CST), Division of Special Services **to Carmen Gloria Alvarez**

Elizabeth DeCataldo, Teacher-Seventh & Eighth Grade (Social Studies), School No. 16 **to Elizabeth Anne Kopnicki**

Jennifer Lynn Torres, Teacher First Grade, School No. 29 **to Jennifer Lynn Gavrielatos**

**OFFICIAL LIST OF DAILY SUBSTITUTES**

Recommended: That the Official List of Daily Substitutes, as filed in the Office of the School Business Administrator/Board Secretary, be employed for the 2015-2016 school year as needed.

**Subject to correction of errors**

**BOARD OF EDUCATION**

The Superintendent of Schools recommends approval of the following recommendations.

**REAPPOINTMENTS**

(pending salaries new EEA contract negotiations)

Recommended: That the following reappointments of personnel be granted, as below written, September 1, 2015 through June 30, 2016. **Subject to correction of error**  
(pending salaries new EEA contract negotiations)

**Instructional Department****Certified Staff**

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Carmen Esther Paz	Assistant-Bilingual Kindergarten (No. 2109) School No. 25 Account No. 15-241-100-106-25-01	\$39,890	12/18/15

**APPOINTMENTS**

Recommended: That the following appointments of personnel be approved, as below written.  
**Subject to correction of errors**  
(pending salaries new EEA contract negotiations)

**Instructional Department****Certified Staff**

Dana Marie Benoit-Louime, graduate of State University of Haiti (Evaluated by WES) (BA 1998). Teacher-Bilingual in Class Support (Haitian/Creole) (No. 0415), Winfield Scott School No. 2. Certifications: Teacher of Preschool through Grade 3 (Standard 9/09); Teacher of English as a Second Language (CE 10/15); Teacher-Bilingual/Bicultural Education CE 09/15 (alternate route). Salary: \$63,486, effective January 4, 2016.  
Account No. 15-243-100-101-02-00

Child Development Associate

Victoria E. Bedoya, graduate of Kean University, NJ (Kean University Completed 80 College Credits). Child Development Associate (No. 3259) George Washington Academy of Science & Engineering School No. 1. Salary: \$37,131, effective January 18, 2016.

Account No. 20-218-100-106-01-02

**TRANSFERS**

(pending salaries new EEA contract negotiations)

Recommended: That the following transfers of personnel be approved, as below written.

**Instructional Department**Assistant

Name	From	To	Date
Cesar Augusto Rojas	Assistant-Personal (No. 5061) School No. 25	Assistant-Personal (No. 5091) School No. 12 Account No. 11-000-217-106-00-00	12/16/15

**Business Office**Food Service

Name	From	To	Date	+
Rita A. Guevara	General Worker 6 Hours (No. 4204) School No. 21	Multipurpose/Bus Attendant (No. 3993) Division of Transportation Salary: \$19,739 Account No. 11-000-270-161-00-00	1/4/16	

**CHANGES OF EFFECTIVE DATE**

Recommended: That the following effective date be corrected, as below written.

**Instructional Department**Certified Staff

<u>Name</u>	<u>Title</u>	<u>Effective Date</u>
Valerie Calderon	Teacher-Bilingual in Class Support (No. 4224) School No. 3	10/13/15 instead of 10/5/15

**Subject to correction of errors**

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Tuitions Report  
Elizabeth, N.J.  
December 17, 2015

The Superintendent of Schools recommends approval of the following:

1. That tuition be paid for students for the 2015-2016 School Year, as filed in the office of the School Business Administrator/Board Secretary.
2. That payment of tuition for students, as filed in the office of the School Business Administrator/Board Secretary, be and is hereby rescinded.

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Supplemental Tuitions Report  
Elizabeth, N.J.  
December 17, 2015

The Superintendent of Schools recommends approval of the following:

1. That tuition be paid for students for the 2015-2016 School Year, as filed in the office of the School Business Administrator/Board Secretary.
2. That payment of tuition for students, as filed in the office of the School Business Administrator/Board Secretary, be and is hereby rescinded.



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Superintendent's Report  
December 17, 2015

**CONSIDERATIONS**

1. Request from Michael Cummings, Principal of Elizabeth High School for 11 Forensics students from Elizabeth High School, Thomas Jefferson Arts Academy and Alexander Hamilton Preparatory Academy, Forensics Coaches Renee Drummond and David Trachtman to attend the 2016 Annual Harvard National Invitational Forensics Tournament in Cambridge, MA from February 12-15, 2016, at a cost not to exceed \$13,692.38 to be charged to Account Nos. 15-401-100-800-89-00 (\$7,117.00) and 15-401-100-580-89-00 (\$6,575.38).

Superintendent's Report  
December 17, 2015

The Superintendent of Schools recommends approval of the following:

**USE OF FACILITIES**

1. Request from At Hearth's Length for use of George Washington Academy of Science & Engineering School No. 1 pool for swimming lessons for children with autism on Saturdays, beginning January 9, 2016 through June 25, 2016 from 9:00 a.m. to 11:00 a.m., be approved. Requested: Waiver of fees. Recommendation: Waiver of facility fees.
2. Request from Frank Mazza Civic Association for use of Juan Pablo Duarte-Jose Julian Marti School No. 28 gymnasium for community events every Wednesday, beginning January 6, 2016 through April 27, 2016, from 7:30 p.m. to 9:30 p.m., be approved. Requested: Waiver of fees. Recommendation: Waiver of facility fees.
3. Request from Elizabeth PAL for use of the Thomas A. Edison Career & Technical Academy gymnasium for a cheerleading clinic on January 16, 2016 from 7:00 a.m. to 6:00 p.m., be approved. Requested: Waiver of fees. Recommendation: Waiver of facility fees.

Supplemental Superintendent's Report  
December 17, 2015

The Superintendent of Schools recommends approval of the following:

**USE OF FACILITIES -CONSIDERATIONS**

1. Request from Dance Impressions for use of the Terence C. Reilly School No. 7 auditorium for a dance performance on February 6, 2016 from 11:00 a.m. to 4:00 p.m., be approved. Total cost for facility, custodial, and security will be \$691.00.
2. Request from EKB Scouting for use of the Thomas G. Dunn Sports Center for basketball exhibition and scouting on April 10, 2016 from 9:00 a.m. to 8:00 p.m., be approved. Total cost for facility, custodial, and security will be \$4,680.00.
3. Request from Evidencias for use of the Elmora School No. 12 for community church services January 3, 10, 17, 24 and 31, 2016 from 11:00 a.m. to 1:00 p.m., be approved. Total cost for facility, custodial, and security will be \$1,745.00.
4. Request from La Iglesia de Hoy for use of John E. Dwyer Technology Academy auditorium and classroom for community church services on January 3, 10, 17, 24 and 31, 2016 from 10:30 a.m. to 1:00 p.m., be approved. Total cost for facility, custodial, and security will be \$1,870.00.
5. Request from La Iglesia de Hoy for use of John E. Dwyer Technology Academy library for community church services on January 8, 15, 22 and 29, 2016 from 7:00 p.m. to 8:30 p.m., be approved. Total cost for facility, custodial, and security will be \$432.00.
6. Request from Renew Life Tabernacle for use of Thomas Jefferson Arts Academy auditorium for community church services on January 3, 10, 17, 24 and 31, 2016 from 11:00 a.m. to 2:00 p.m., be approved. Total cost for facility, custodial, and security will be \$2,315.00.

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Superintendent's Report  
December 17, 2015

**FIELD TRIP CONSIDERATIONS**

Field Trips are approved as filed in the Office of the School Business Administrator/Board Secretary.

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December 17, 2015**HARASSMENT, INTIMIDATION AND BULLYING (HIB) INVESTIGATIVE REPORT**

<b><u>File Number</u></b>	<b><u>Investigation Results</u></b>	<b><u>Actions Taken</u></b>
10857	Unfounded	Contacted Parents, Counseling
10934	Unfounded	Contacted Parents, Counseling, Denial of Privileges, Provided Outside Treatment Resources, Skill Development, Conference with Guidance, District Psychologist and CST
10952	Founded	Contacted Parents, Counseling, Skill Development, Parent Conference, Denial of Privileges, Referral to Principal, Referral to I&RS Team, Provided Outside Treatment Resources
10971	Founded	Contacted Parents, Counseling, Parent Conference, Skill Development, Letter of Reprimand, Sensitivity Training
11000	Unfounded	Contacted Parents, Counseling, Parent Conference, Provided Outside Treatment Resources, Referral to the I&RS Team
11007	Unfounded	Contacted Parents, Counseling, Skill Development, Monitoring
11026	Unfounded	Contacted Parents, Student Conference, Seating Changed
11030	Unfounded	Contacted Parents, Counseling, Detention, Skill Development
11041	Unfounded	Contacted Parents, Counseling

11042	Unfounded	Contacted Parents, Counseling, Detention, Parent Conference
11047	Unfounded	Contacted Parents, Counseling, Skill Development
11048	Unfounded-Inconclusive	Contacted Parents, Counseling, Referral to Principal, Parent Conference, Detention, Monitoring
11057	Unfounded-Inconclusive	Contacted Parents, Counseling, Schedule Changed, Monitoring
11058	Founded	Contacted Parents, Counseling, Skill Development, CST Case Manager Informed
11176	Unfounded	Contacted Parents, Counseling, Provided Outside Treatment Resources
11177	Unfounded	Contacted Parents, Counseling, Detention, Seating Changed, Parent Conference
11206	Unfounded	Contacted Parents, Counseling
11219	Unfounded	Contacted Parents, Counseling, Skill Development, Seating Changed, Parent Conference, Denial of Privileges, Referral to Principal, Provided Outside Treatment Resources
11246	Unfounded	Contacted Parents, Counseling, Detention
11248	Founded	Contacted Parents, Parent Conference, Student Transferred, Counseling, Detention, CST Conference
11249	Unfounded	Contacted Parents, Counseling, Parent Conference, CST Case Manager Informed
11271	Unfounded	Contacted Parents, Counseling, Parent Conference, Skill Development

11319	Unfounded	Contacted Parents, Counseling, Skill Development, Yes Program
11337	Unfounded-Inconclusive	Contacted Parents, Counseling, Skill Development, Monitoring
11342	Unfounded	Contacted Parents, Counseling
11343	Unfounded	Contacted Parents, Counseling, Parent Conference, Homeroom Changed
11364	Unfounded	Contacted Parents, Parent Conference
11386	Founded	Contacted Parents, Counseling, Parent Conference, Monitoring, Skill Development, Denial of Privileges, Referral to Principal, Suspension
11486	Unfounded	Contacted Parents, Counseling, Parent Conference, Scheduled Changed, Skill Development
11489	Founded	Contacted Parents, Counseling, Parent Conference, Suspension, Referral for Outside Treatment Resources
11492	Unfounded	Contacted Parents, Counseling
11539	Unfounded	Contacted Parents, Counseling, CST Case manager informed
11547	Unfounded	Contacted Parents, Counseling, Detention, Monitoring at Lunch
11553	Unfounded	Contacted Parents, Parent Conference, Scheduled Changed
11574	Unfounded	Contacted Parents, Counseling, Skill Development
11575	Unfounded	Contacted Parents, Counseling, Monitoring at Lunch
11577	Unfounded	Contacted Parents, Counseling, CST Case Manager Informed, Schedule Changed, Seating Changed, Skill Development

11597	Unfounded	Contacted Parents, Counseling, Parent Conference, Referral to I&RS Team
11634	Unfounded	Contacted Parents, Counseling, Seating Changed, Suspension
11641	Unfounded-Inconclusive	Contacted Parents, Counseling, Parent Conference, Student Transferred, Monitoring
11653	Founded	Contacted Parents, Counseling, Referral to CST Case Manager, Skill Development, Referral to Principal, Suspension
11722	Founded	Contacted Parents, Counseling, Parent Conference, Suspension



**ELIZABETH BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following recommendations.

**AUTHORIZATION TO MAKE APPLICATION**

Recommended: That the Elizabeth Board of Education be authorized to make application for the Building Capacity for Career Pathways: A Pilot Program for Comprehensive High Schools Grant. This multi-year limited competitive grant allows \$100,000 per year' the maximum award will not exceed \$500,000 per grantee for the entire five year grant period.

Recommended: That the Elizabeth Board of Education authorize Juan Pablo Duarte-Jose Julian Marti School No. 28 to make application to the NRG Creatively Green Award Grant for 2016 from Young Audiences New Jersey & Eastern Pennsylvania, and NRG Energy, Inc. to provide a Family Arts Festival that offers parents and students the chance to participate in hands-on art making to better understand the importance of environmental sustainability to students in grades K-8, in an amount up to \$10,000.00 for the 2015-2016 school year.

**AUTHORIZATION TO ACCEPT**

Recommended: That the Elizabeth Board of Education be authorized to accept a grant from Young Audiences New Jersey & Easter Pennsylvania, and NRG Energy in an amount up to \$10,000.00 for the 2015-2016 school year.

**AUTHORIZATION TO AMEND**

Recommended: That the Elizabeth Board of Education be authorized to amend the 2014-2015 NCLB Consolidated Application.

**AUTHORIZATION FOR INDEPENDENT STUDY**

Recommended: That the following students at John E. Dwyer Technology Academy and prospective June 2016 graduates, participate in independent study courses as listed below, to be completed by June 2016.

A.D.H.	ESL BDE 11
B.F	ESL EB 11
C.O.A.	ESL EB 11
C.P.	ESL EB 11

**AUTHORIZATION TO CONDUCT SURVEY**

Recommended: That Harvard Graduate School of Education be authorized to conduct a survey for the National Center for Research in Policy and Practice (NCRPP), at no cost to the Board.

**AUTHORIZATION TO ENTER INTO AGREEMENT**

Recommended: That the Elizabeth Board of Education be authorized to enter into a Clinical Affiliation Agreement with Seton Hall University in order to serve as a practicum/externship site for students in their graduate School Psychology Program (EdS) for the period ending on December 23, 2016, at no cost to the Board.

**AUTHORIZATION TO IMPLEMENT SATURDAY SPECIAL NEEDS RECREATION - INSTRUCTIONAL PROGRAM**

Recommended: That the Elizabeth Board of Education be authorized to implement a Saturday Special Needs Recreation/Instructional Program in cooperation with the City of Elizabeth's Recreation Department. The proposed calendar dates are as follows:

**First Session:** December 5, 2015 through February 20, 2016  
9:30 a.m. – 3:00 p.m.  
(Excluding December 26, 2015 and January 2, 2016)

**Second Session:** February 27, 2016 through May 14 2016  
9:30 a.m. – 3:00 p.m.  
(Excluding March 26 and April 2, 2016)

Recommended also: That the School Business Administrator/Board Secretary be authorized to make payment in accordance with said program. The Board of Education will provide the facility, three academic teachers, one substitute academic teacher, security, instructional materials, transportation, trips, breakfast and lunch. The City of Elizabeth's Department of Recreation will provide salaries for 20 teachers' assistants, one head teacher, one nurse, 2 lifeguards and 11 group teachers. Additionally, the Recreation Department will provide physical education equipment, art supplies, and game room supplies. The anticipated number of students participating in each of these sessions is 120.

**AUTHORIZATION TO PARTICIPATE**

Recommended: That the Elizabeth Board of Education authorize the approval of forty special education students, fifteen staff volunteers and two buses to attend the Area 5 Special Olympics Bowling Event on January 31, 2016 held at the Carolier Lanes at Brunswick Zone, North Brunswick, NJ.

Recommended: That the Elizabeth Board of Education authorize the approval of fifty special education students, fifteen staff volunteers and two buses to attend the Area 5 Special Olympics Track and Field Event on May 14, 2016 held at Carteret High School, Carteret, NJ.

### **AUTHORIZATION FOR MEMBERSHIP**

Recommended: That the School Business Administrator/Board Secretary be authorized to pay the membership fee for the District to be part of the Digital Promise League of Innovative Schools for the 2015-2016 school year, in the amount of \$2,500.00.

### **AUTHORIZATION FOR PARTICIPATION IN THE PROVISIONAL TEACHER PROGRAM AND AGREEMENT FOR DISBURSEMENTS AND REIMBURSEMENTS**

That **Valerie Calderon**, Bilingual In Class Support Teacher, Nicholas S. LaCorte-Peterstown School No. 3, be authorized to participate in the Provisional Teacher Program and that the teacher, Valerie Calderon, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$366.67 on behalf of said teacher, and the teacher to reimburse said \$366.67 by payroll deduction from November 30, 2015 through February 15, 2016, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

*\*Prorated over 20 weeks; completed 10 weeks in previous district.*

That **Matthew DiProfio**, Social Studies Teacher, Admiral William F. Halsey, Jr. Health & Public Safety Academy, be authorized to participate in the Provisional Teacher Program and that the teacher, Matthew DiProfio, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$550.00 on behalf of said teacher, and the teacher to reimburse said \$550.00 by payroll deduction from December 15, 2015 through June 15, 2016, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Kaitlyn Cromwell**, Sixth Grade ELA Teacher, Abraham Lincoln School No. 14, be authorized to participate in the Provisional Teacher Program and that the teacher, Kaitlyn Cromwell, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$550.00 on behalf of said teacher, and the teacher to reimburse said \$550.00 by payroll deduction from October 30, 2015 through June 15, 2016, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Kristina Salado**, ESL In Class Support Teacher, Benjamin Franklin School No. 13 and Christopher Columbus School No. 15, be authorized to participate in the Provisional Teacher Program and that the teacher, Kristina Salado, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$1,000.00 on behalf of said teacher, and the teacher to reimburse said \$1,000.00 by payroll deduction from November 30, 2015 through October 15, 2016, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

That **Nicole VanDerVeken**, Third Grade Teacher, Dr. Albert Einstein Academy School No. 29, be authorized to participate in the Provisional Teacher Program and that the teacher, Nicole VanDerVeken, and the Board of Education comply with the guidelines for Training and Supervising Provisional Teachers, and

Further, that the teacher and the Board enter into an Agreement for the Board to disburse the sum of \$1,000.00 on behalf of said teacher, and the teacher to reimburse said \$1,000.00 by payroll deduction from November 30, 2015 through October 31, 2016, and that the President of the Board of Education and the School Business Administrator/Board Secretary be authorized to execute said Agreement on behalf of the Board.

#### **CHANGE IN MENTORS FOR PROVISIONAL TEACHER/ALTERNATE ROUTE**

Recommended: That the designation of mentor fees for Provisional Teacher, Ivana Garcia, be changed as follows:

FROM: Savino Scorese, Mentor/Support Team Teacher, for the period  
March 2, 2015 through March 2, 2016. \$1,000.00

TO: Savino Scorese, Mentor/Support Team Teacher, for the period  
March 2, 2015 through June 30, 2015. \$400.00

Rossy McNamara Calderon, Mentor/Support Team Teacher, for the period  
October 19, 2015 through April 19, 2016

***Rationale: Ivana Garcia was reappointed to another location; therefore, a new mentor was requested.***

**SPRING 2015 PARCC**

Recommended: That the Spring 2015 Partnership for Assessment of Readiness for College and Career (PARCC) results be approved as filed in the Office of the Division of Research, Evaluation and Assessment.

**AUTHORIZATION TO ACCEPT FUNDS**

Recommended: That the Superintendent of Schools be authorized to accept funds from the New Jersey State Department of Education, for the Carl D. Perkins Career and Technical Education Improvement Act of 2006 (P.L. 109-270), in the amount of \$228,564.00 for the 2015 - 2016 school year.

**APPROVAL OF BUDGETS**

Recommended: That the budget for the Carl D. Perkins Career and Technical Education Improvement Act of 2006 (P.L. 109-270), in the amount of \$228,564.00 for the 2015 – 2016 school year be approved as filed in the Office of the School Business Administrator/Board Secretary.

Recommended also: That the School Business Administrator/Board Secretary be authorized to make payments in accordance with said budget.

**AUTHORIZATION TO HOST**

Recommended: That Dr. Albert Einstein Academy School No. 29 be authorized to host Family Astronomy Night from 6:00 p.m. to 7:30 p.m. on February 19, 2016, at no cost to the Board.

**ALLIANCE FOR A HEALTHIER GENERATION-HEALTHY SCHOOLS LEADER'S SUMMIT**

Recommended: That the Elizabeth Board of Education authorize 41 students and 9 teacher chaperones Donna Brooks, Lauren Casso, Isiah Halsey, Michael Harms, Jairo Labrador, Timothy McManus, Rayna Mikulik, Jennifer Savoca and Lucia Seitzenger to attend the 2015 New York Jets football game vs the Tennessee Titans at MetLife Stadium, in East Rutherford, NJ on December 13, 2015, sponsored by the New York Jets (an Elizabeth Board of Education partner), at no cost to the Board.

**DONATIONS**

Recommended: That the Elizabeth Board of Education accept the following donations:

**7 Turkeys** from the Elizabeth Fire Department for Dr. Albert Einstein Academy School No. 29.

**\$900.00** from the Elizabeth Chapter of UNICO National for holiday parties for the students in the Autism program at \$100.00 per classroom as follows: Toussaint Louverture-Marquis de Lafayette School No. 5 (3 classrooms), Dr. Albert Einstein Academy School No. 29 (1 classroom), Ronald Reagan Academy School No. 30 (4 classrooms) and Donald Stewart Early Childhood Center School No. 51 (1 classroom).

**APPROVAL OF PARENT ORGANIZATIONS FUND RAISING ACTIVITIES**

Recommended: That in accordance with the Policy on Fund Raising by Parent Organizations, fund raising activities sponsored by parent organizations, as filed in the office of the School Business Administrator/Board Secretary, be approved.

**Carl D. Perkins  
Career and Technical Education Improvement Act of 2006 (P.L. 109-270)**

**BUDGET**

**July 1, 2015 – June 30, 2016**

<b><u>ACCOUNT NUMBER</u></b>	<b><u>CATEGORY</u></b>	<b><u>AMOUNT</u></b>
20-362-100-100-00-00	Professional Services – Salaries	\$31,000.00
20-362-100-300-00-00	Purchased Professional & Technical Services	16,100.00
20-362-100-600-00-00	Supplies and Materials	91,391.00
20-362-200-100-00-00	Other Professional Services - Salaries	17,280.00
20-362-200-200-00-00	Employee Benefits	3,693.00
20-362-200-300-00-00	Purchased Professional & Technical Services	10,500.00
20-362-200-500-00-00	Other Purchased Services	1,000.00
20-362-200-580-00-00	Travel	1,200.00
20-362-400-731-00-00	Instructional Equipment	56,400.00
	<b>TOTAL</b>	<b>\$ 228,564.00</b>

**FUND RAISING REQUESTS**

<b>School</b>	<b>Organization</b>	<b>Fund Raiser</b>	<b>Dates</b>
School No. 1	Student Government	Face Painting	1/12, 1/19, 2/2, 2/16, 3/1 & 3/15/16
School No. 1	Student Government	Game Night	2/8/16 and 5/2/16
School No. 3	PTO	Breakfast with Santa	12/12/15
School No. 5B	Students/Staff	Mother's Day Plant Sale	5/12-13/16 (Last Friday of month)
School No. 7	Students/Staff	Photos with Santa	12/10-11/15
School No. 7	Students/Staff	Movie Night "Wall-E" (G)	12/11/15
School No. 7	Students/Staff	Face Painting	12/18/15 (Make up days 12/21-23/15)
School No. 7	6 <sup>th</sup> Grade Students	T-Shirt Sale (TCR)	1/11-4/4/16
School No. 7	Performing Arts Classes	Ticket Sales for Spring Musical	1/14/16
School No. 7	Students/Staff	T-Shirt Sale	2/1-19/16
School No. 12	PTO	Ugly Holiday Sweater Day	12/21/15
School No. 15	Students/Staff	Disney Movie Night "Home" (PG)	1/13/16
School No. 15	Students/Staff	Disney Movie Night "Inside Out" (PG)	3/9/16
School No. 18	Students/Staff	Painting Ceramic Planters	2/18/16
School No. 19	Students/Staff	Holiday Sales	12/14-18/15
School No. 19	Students/Staff	Booster Sales	1/5-2/15/16
School No. 19	Students/Staff	Yearbook Sales	1/15-4/1/16
School No. 19	Students/Staff	Book Fair	2/8-12/16
School No. 21	1 <sup>st</sup> Grade Students	Personalized Holiday Hats	12/1-22/15
School No. 21	8 <sup>th</sup> Grade Committee	2015-16 Coupon Savings Book	12/11/15-4/29/16
School No. 21	8 <sup>th</sup> Grade Committee	100% Juice Slush Sale (During evening events)	12/11/15-6/10/16
School No. 21	1 <sup>st</sup> Grade Students	Elastic Laces Sale	12/11/15-6/17/16
School No. 21	Elementary Students	Box Tops for Education	12/11/15-6/17/16



School No. 21	Science Classes	Science T-Shirt Sale	12/15/15-1/31/16
School No. 21	8 <sup>th</sup> Grade Classes	Movie Night "Inside Out" (PG)	12/17/15
School No. 21	Music & Art Classes	Painting Pictures Night	1/4-20/16 (Actual Event 1/20/16)
School No. 21	3 <sup>rd</sup> Grade Students	Wear Football Jersey (over uniform)	1/29/16
School No. 21	Math Classes	Pi-Day T-Shirt Sale	2/1-29/16
School No. 21	1 <sup>st</sup> Grade Students	Wear Orange Shirt (over uniform)	5/25/16
School No. 26	Student Government	Toy Drive	12/1-23/15
School No. 26	Students	Selling Curly Laces	12/1/15-3/31/16
School No. 26	Student Government	Concession Stand (Winter Concert)	12/9/15
School No. 26	Student Government	T-Shirt/Hoodie Sale	1/4-29/16
School No. 26	Student Government	Winter Ball	1/22/16
School No. 26	Student Government	Valentine's Day Sale	2/1-12/16
School No. 26	Student Government	Pennies for Patients (Leukemia/Lymphoma Society)	3/1-31/16
School No. 26	Student Government	Canned Food Drive (Feinstein Challenge)	4/1-30/16
School No. 27	6 <sup>th</sup> – 8 <sup>th</sup> Grade Students	Holiday Middle School Dance	12/22/15
School No. 27	PTO	Flapjack Breakfast (Applebee's Percentage of Sales)	1/30/16
School No. 29	PTO	Face Painting, Raffles and Refreshment Stand	2/19/16
School No. 29	PTO	Face Painting, Glitter Tattoos and Raffles	3/19/16
School No. 30	Special Olympics Staff	Ugly Sweater Day Party	12/23/15
School No. 30	Music Classes	Chocolate Candy Sale	2/15-3/1/16
Dwyer Academy	Ambassador Club	Donation/Sponsorships (for Special Olympics)	12/14/15-1/29/16
Dwyer Academy	Senior Class	2016 Video Game Tournament	12/15-18/15
Dwyer Academy	Freshman Class	2015 Jingle Ball Dance	12/18/15
Dwyer Academy	Senior Class	NBA 2K 16 Video Game Tournament	1/19-21/16

Dwyer Academy	Senior Class	FIFA 16 Video Game Tournament	3/7-9/16
Dwyer Academy	Senior Class	Just Dance Video Game Tournament	4/5-7/16
Edison Academy	Senior Class	“Let Seniors Paint Your Face”	12/23/15
Edison Academy	Senior Class	NFL Team Jersey & Superbowl Face Painting	2/5/16
Edison Academy	Multicultural Club	Healthy Snack Sales (after school only)	2/8/16
Edison Academy	Multicultural Club	Wear Green Shirts (over uniforms)	3/4/16
EHS	String Orchestra	Chocolate Roses Sale (after school only)	12/16-23/15 & 2/8-12/16
EHS	Interact Club	Home Games Bake and Snack Sales (At home games only)	12/22/15-2/8/16
EHS	Wrestling Team	Tournament Entry Fees	1/2/16
EHS	Forensics Teams	T-Shirts, Crewnecks and Sweatshirts Sale	1/4/16
EHS	String Orchestra	Winter Concert Ticket Sales	1/28/16
EHS	String Orchestra	Popcorn Palace Sales (after school only)	3/7-21/16
Halsey Academy	Junior Class/AVID	Movie Night “The Avengers” (PG-13)	12/11/15
Halsey Academy	Junior Class/AVID	Movie Night “The Sandlot” (PG)	12/18/15
Hamilton Academy	Senior Class	Sweatshirt Sales	12/15/15
Hamilton Academy	PTO	School Logo Caps Sale	12/21/15-3/16/16
Hamilton Academy	PTO	Pancake Breakfast (Applebee’s Percentage of Sales)	1/16/16
Hamilton Academy	Junior Student Council	Secret Admirer Valentine’s Day Flower Sale	2/12/16
Hamilton Academy	Junior Student Council	Green Shirt/Photo Booth for St. Patrick’s Day	3/17/16
Hamilton Academy	Junior Student Council	Annual Spring Fashion Show	3/22/16
Hamilton Academy	Junior Student Council	Flower and Plant Sale	5/6/16
Jefferson Academy	Class of 2017	Teddy Grams	12/11-23/15
Jefferson Academy	TV Club/Guitar Club	Healthy Snacks Sales (after school only)	12/11/15-2/28/16
Jefferson Academy	Dance Club	Spirit Cards	12/19/15-1/19/16

Jefferson Academy	Class of 2017	Winter Wonderland Dance Ticket Sales	12/19/15
Jefferson Academy	Class of 2017	Ojeda Day – Charity Event (Boys & Girls Clubs Donation)	12/23/15
Jefferson Academy	Class of 2017	Dance Contest	1/8/16
Jefferson Academy	Class of 2019	Baked Goods and Hot Chocolate Sale	1/8, 15, 22 ,29; 2/5, 12, 19 & 26/16
Jefferson Academy	Class of 2019	Ping-Pong Tournament	1/8; 2/5; 3/4; 4/1; 5/6 & 6/3/16
Jefferson Academy	Class of 2016	Project Graduation Preview (Overnight Lock-In w/Team Building Activities)	1/15-16/16
Jefferson Academy	Yearbook Club	International Food Day	1/29/16
Jefferson Academy	Yearbook Club	International Food Day Recipe Book	1/29-3/1/16
Jefferson Academy	Class of 2016	Valentine Chocolate Roses Order Sales	2/2-13/16
Jefferson Academy	Class of 2016	Valentines White & Red Dance	2/13/16
Jefferson Academy	Yearbook Club	Disney Character T-Shirt Day	2/26/16
Jefferson Academy	Yearbook Club	Lip-Sync Game Show	2/26/16
Jefferson Academy	Class of 2019	Idiom Day (Wear sign with an idiom)	3/4/16
Jefferson Academy	Class of 2016	Teacher vs Students Basketball Game	3/24/16
Jefferson Academy	Class of 2019	Battle of the Bands	4/4/16
Jefferson Academy	Class of 2016	Seniors vs Underclassmen Volleyball Game	4/29/16
Jefferson Academy	Class of 2019	Mr. & Mrs. Jefferson Academy Pageant	5/27/16

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YSupplemental Authorizations Report  
Authorization to Attend, etc.  
Elizabeth, NJ; December 17, 2015**ELIZABETH BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following recommendations.

**AUTHORIZATION TO ATTEND**

Recommended: That Olga Hugelmeyer, Superintendent of Schools attend the Hispanic Association of Colleges and Universities (HACU) 21<sup>st</sup> Annual Capitol Forum in Washington, DC from March 13-15, 2016, at no cost to the Board.

*The Superintendent recuses herself from this recommendation*

**AUTHORIZATION TO PARTICIPATE**

Recommended: That the Elizabeth Board of Education give authorization to the Division of Special Services to participate in the New Jersey Autism Study conducted by the Rutgers New Jersey Medical School.

**AUTHORIZATION TO ATTEND**

Recommended: That Michael Cummings, Principal of Elizabeth High School, Thomas O'Donnell, Vice Principal of Elizabeth High School, Michael Webb, Principal of William F. Halloran School No. 22 and Barbara Meigh, sixth grade teacher be authorized to attend the 2016 National Title I Conference in Houston, Texas from January 27-31, 2016, at no cost to the Board. The New Jersey Department of Education will cover the cost of the conference and travel expenses.

**DONATIONS**

Recommended: That the Elizabeth Board of Education accept the following donations:

**14 back packs, 23 boxes of construction paper, easel pads and filler paper** from United Way of Greater Union County for the Elizabeth Public Schools for the purpose of assisting teachers of elementary age students with much needed supplies.

Elizabeth, N.J., December 17, 2015

The Superintendent of Schools recommends approval of the following:

**A. AUTHORIZATION TO PAY VOUCHERS**

1.	Adams Gutierrez & Lattiboudere, L.L.C. (Legal Services) (Legal Services) (Legal Services)	50,382.51 8,805.04 1,881.00	61,068.55
2.	C. Dougherty & Co. (Modification of Condensate Pump – Edison Academy)		15,865.00
3.	Diamond Construction (Asphalt Repairs, Various Locations)		48,912.50
4.	DMR Architects (Professional Services – Teach to One Program)		6,140.00
5.	First MCO (Case Management Fees – December 2015)		18,166.00
6.	Glazer & Kamel Attorneys at Law (Legal Services) (Legal Services) (Legal Services) (Legal Services)	1,387.50 4,545.00 5,340.00 2,863.00	14,135.50
7.	Insurance Consulting Associates (Insurance Consulting Services)		23,850.00
8.	Jasinski (Legal Services) (Legal Services) (Legal Services)	4,218.90 3,952.95 10,060.21	18,232.06
9.	Lenox, Socey, Formidoni, Giordano, Cooley, Lang & Casey (Legal Services)		3,131.50
10.	Machado Law Group, L.L.C. (Legal Services) (Legal Services) (Legal Services) (Legal Services)	20,666.34 12,792.50 14,114.83 11,520.00	58,983.67
11.	MARC Attorneys at Law (Legal Services) (Legal Services) (Legal Services) (Legal Services)	25,057.48 99,679.66 34,089.87 36,826.25	195,653.26
12.	Mendonca & Partners, CPA's L.L.C. (Professional Services – CAFR Audit) (Professional Services – CAFR Audit)	80,000.00 49,500.00	129,500.00
13.	Methfessel & Werbel, Esq. (Legal Services) (Legal Services)	13,740.50 435.50	14,176.00

14.	Pashman Stein (Legal Services) (Legal Services)	118,543.76 105,624.20	224,167.96
15.	Piekarsky & Associates, L.L.C. (Legal Services)		6,559.50
16.	Ricci, Fava & Bagley (Legal Services)		512.00
17.	Scarinci & Hollenbeck, L.L.C. (Legal Services) (Legal Services) (Legal Services)	2,204.08 2,280.30 3,042.69	7,527.07
18.	Schwartz Simon Edelstein & Celso, L.L.C. (Legal Services) (Legal Services) (Legal Services) (Legal Services) (Legal Services) (Legal Services) (Legal Services)	186,645.57 176,586.35 179,954.36 169,003.80 176,056.01 191,757.02 183,677.59	1,263,680.70
19.	Whitman (Additional Work Underground Storage Tank – School No. 18) (Environmental Services – School No. 25)	675.00 630.00	1,305.00

**B. AUTHORIZATION TO TRANSFER FUNDS  
TO THE WORKERS' COMPENSATION ACCOUNT**

Recommended: That the School Business Administrator/Board Secretary be authorized to transfer \$94,921.00 to the Workers' Compensation Account for the 2015-2016 school year.

**TRANSFER OF FUNDS 2015-2016**

<u>Account Number</u>	<u>Description</u>	<u>Amount</u>
<b>FROM:</b>		
11-000-230-610-94-00-50	Supplies and Materials	(1,000.00)
11-000-251-592-94-00-48	Advertising	(1,839.00)
11-000-260-890-94-00	Miscellaneous	(4,000.00)
11-000-291-241-00-00	Benefits	(10,000.00)
11-000-291-290-00-00	Benefits	(25,000.00)
11-421-100-101-00-00-44	Teachers Salaries	(1,200.00)
		<b>(43,039.00)</b>
<b>TO:</b>		
11-000-230-890-94-00-50	Miscellaneous	1,000.00
11-000-251-610-94-00-48	Supplies and Materials	1,839.00
11-000-260-390-94-00	Purchased Services	4,000.00
11-000-291-243-00-00	Benefits	25,000.00
11-000-291-270-00-00	Benefits	10,000.00
11-421-100-600-25-83	Supplies and Materials	1,200.00
		<b>43,039.00</b>
<b>Total Fund 11</b>		<b>-</b>
<b>FROM:</b>		
15-000-100-101-29-00	Teachers Salaries	(3,500.00)
15-000-222-600-03-00	Supplies and Materials	(1,000.00)
15-000-222-600-25-00	Library/Media - Supplies	(800.00)
15-120-100-101-03-00	Teachers Salaries	(7,216.00)
15-120-100-101-23-00	Teachers Salaries	(1,000.00)
15-120-100-101-27-00	Teachers Salaries	(3,600.00)
15-140-100-101-89-00	Teachers Salaries	(30,000.00)
15-190-000-610-89-00	Instructional Supplies	(100.00)
15-190-100-320-89-00-67	Purchased Services	(7,070.00)
15-190-100-610-16-00	Instructional Supplies	(200.00)
15-190-100-610-83-14-00	Instructional Supplies	(1,000.00)
15-190-100-640-16-00	Textbooks	(400.00)
15-213-100-610-16-00	Instructional Supplies	(400.00)
15-213-100-610-23-00	Instructional Supplies	(100.00)
15-241-100-610-04-00	Instructional Supplies	(5,455.00)
15-241-100-610-16-00	Instructional Supplies	(1,500.00)
15-241-100-610-23-00	Instructional Supplies	(800.00)
15-401-100-580-83-00-03	Travel	(1,000.00)
		<b>(65,141.00)</b>
<b>TO:</b>		
15-000-218-390-89-00	Purchased Services	100.00

Supplementary Finance Report  
Transfer of Funds

Elizabeth, New Jersey  
December 17, 2015

15-000-222-600-16-00	Supplies and Materials	2,500.00
15-000-222-600-83-00	Supplies and Materials	1,000.00
15-000-240-600-23-00	Supplies and Materials	900.00
15-000-240-800-03-00	Miscellaneous	2,216.00
15-000-240-800-23-00	Miscellaneous	1,000.00
15-000-240-800-89-00	Miscellaneous	2,000.00
15-000-262-600-03-00	Supplies and Materials	6,000.00
15-000-262-600-25-00	Instructional Supplies	800.00
15-000-262-600-29-00	Instructional Supplies	3,500.00
15-190-100-580-83-00	Travel	1,000.00
15-190-100-640-04-00	Textbooks	5,455.00
15-190-100-800-27-00	Miscellaneous	1,300.00
15-214-100-106-27-83	Austism - After School	2,300.00
15-242-100-610-89-00-67	Instructional Supplies	35,070.00

**65,141.00**

**Total Fund 15**

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**BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following:

CONTRACT WITH ALEX MORENO

As recommended by Lisette Calvo, Director of Bilingual/ESL Education, that the Elizabeth Board of Education enter into contract with Alex Moreno, Lyndhurst NJ, to provide services as head visual instructor for the Elizabeth High School Marching Band, from September 1, 2015 through December 1, 2015, in an amount not to exceed \$2,079.00, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH JOSEPH JACOB ULM

As recommended by Lisette Calvo, Director of Bilingual/ESL Education, that the Elizabeth Board of Education enter into contract with Joseph Jacob Ulm, Elizabeth, NJ, to provide services as head instructor, wind and percussion for the Elizabeth High School Marching Band, from September 1, 2015 through December 1, 2015, in an amount not to exceed \$2,079.00, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH ELYSE DELGADO

As recommended by Lisette Calvo, Director of Bilingual/ESL Education, that the Elizabeth Board of Education enter into contract with Elyse Delgado, Old Bridge, NJ, to provide services as color guard advisor for the Elizabeth High School Marching Band, from September 1, 2015 through December 1, 2015, in an amount not to exceed \$7,420.00, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY

As recommended by Rafael Cortes, Assistant Superintendent for Schools, that the Elizabeth Board of Education enter into contract with Rutgers, The State University of New Jersey, Newark, NJ, to provide a customized electronic graduation tracker phase-I, data cleaning January 2016 through June 2016, phase-II GradTracker rollout July 2016 through August 2016 and phase-III GradTracker rollout for freshmen and continued monitoring September 2016 through June 2017 to central administration principals, guidance counsellors, teachers, parents and students, in an amount not to exceed \$137,386.20, in accordance with N.J.S.A. 18A:18A:5a(2).

CONTRACT WITH LANDTRUST STUDIO

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with LandTrust Studio, Skillman NJ, to provide services associated for space planning at Westminster and Parker Houses, (project B-4391), in an amount not to exceed \$19,710.00, plus reimbursables, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH DETAIL ASSOCIATES.

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Detail Associates, Englewood, NJ, for district wide six month asbestos hazard emergency response act (AHERA) re-inspection, as a professional service, in an amount not to exceed \$9,500.00, in accordance with N.J.S.A.18A:18A-5a(1).

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter into contract with Detail Associates, Englewood, NJ, for operations and management (O&M) project associated for various district locations, as a professional service, in an amount not to exceed \$4,350.00, in accordance with N.J.S.A.18A:18A-5a(1).

CONTRACT WITH SYSTEMS ELECTRONICS

As recommended by Luis Couto, Director of Plant, Property and Equipment, that the Elizabeth Board of Education enter renew contract with Systems Electronics, Haledon, NJ, for the fire alarm signaling system inspection, test and maintenance for district facilities for the 2015-2016 school year, in an amount not to exceed \$77,200.00, the sole responsible bidder, in accordance with N.J.S.A.18A:18A-4.4.

*Note: Original bid award 3/16/15, bid allows to renew contract for up to 2 additional years at the same terms and conditions upon mutual agreement between the vendor and the Board.*

CONTRACT WITH WESTMOUNT COUNTRY CLUB

As recommended by Michael Cummings, Principal of Elizabeth High School, that the Elizabeth Board of Education enter into contract with Westmount Country Club, Woodland Park, NJ, to host, provide facilities, meals and refreshments for the Class of 2016 Senior Prom on June 1, 2016 from 7:00 p.m. to 12:00 a.m., the fee of \$65.00 plus service charge, will be paid for by the guests attending the event, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

#### CONTRACT WITH JEAN BROWN

As recommended by Amy Gil, Director of Research, Evaluation & Assessment, that the Elizabeth Board of Education enter into contract Jean Brown, Somerset, NJ, to present four (4) parent training sessions at Madison Monroe School No. 16, 8:30 a.m. to 9:30 a.m. dates to be determined January 2016 “Study Skills and Note Taking,” February 2016 “Self Esteem,” March 2016 “Keeping Your Cool,” and April 2016 “Over-coming Anxiety,” \$250.00 per session, in an amount not to exceed \$1,000.00, in accordance with N.J.S.A.18A:18A-3.

#### CONTRACT WITH STAFF DEVELOPMENT WORKSHOPS

As recommended by Amy Gil, Director of Research, Evaluation & Assessment, that the Elizabeth Board of Education enter into contract Staff Development Workshops, Lakewood, NJ, to present three (3) job-embedded training workshops entitled “Student Engagement, Classroom Management and Higher Order Thinking Skills,” for new to the district teachers, December 16, 2015 and January 11, 2016, from 3:30 p.m. to 5:30 p.m. in an amount not to exceed \$3,000.00, in accordance with N.J.S.A.18A:18A-5a(2).

#### CONTRACT WITH STANDARDS SOLUTION

As recommended by Amy Gil, Director of Research, Evaluation and Assessment, that the Elizabeth Board of Education enter into contract with Standards Solution, Washington, NJ, to provide on-site, job-embedded workshops “Aligning Practices with grades 5-6 and grades 7-8 Writing Standards” teachers at William F. Halloran School No. 22 @ No. 31, 9:00 a.m. to 3:00 p.m. dates to be determined January 4, 2016 through February 29, 2016, in an amount not to exceed \$2,000.00, in accordance with N.J.S.A.18A:18A-3.

#### CONTRACT WITH JARED CAMPBELL

As recommended by Amy Gil, Director of Research, Evaluation and Assessment, that the Elizabeth Board of Education enter into contract with Jared Campbell, singer/songwriter, Binghamton, NY, to conduct five (5) one hour assemblies, one hour each at five district schools, students grades K-8, on the power of music to teach students how songs can change how we feel, bring healing and effect change in the culture around us, February 2 & 3, 2016, in an amount not to exceed \$4,000.00, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH IMAGINE

As recommended by Aaron Goldblatt, Director of Student Services, that the Elizabeth Board of Education enter into contract with Imagine, Westfield, NJ, to provide training for district social workers and counselors and “here4u” training for students, also provide grief peer support groups for families coping with loss, November 20, 2015 through June 30, 2016, there is no cost to the Board, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH DJS ENTERPRISES

As recommended by Donald Goncalves, Assistant Board Secretary, that the Elizabeth Board of Education enter into contract with DJS Enterprises, South Amboy, NJ, to provide two (2) day training sessions for district security staff, on the following training: school safety, crisis management, communication, violence prevention, and bullying, December 28 & 29, 2015, at the rate of \$95.00 per guard, in an amount not to exceed \$12,000.00, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH MARCIA C. COUTO

As recommended by Sulisnet Jimenez, Principal of Juan Pablo Duarte – José Julián Martí School No. 28, that the Elizabeth Board of Education enter into contract with Marcia C. Couto, Union, NJ, to present a sixty (60) minute Zumba session to parents and community December 17, 2015, from 4:30 p.m. to 5:30 p.m., cost of \$40.00 to be paid for by school PTO, there is no cost to the Board, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH PEARSON EDUCATION

As recommended by Daphne C. Marchetti, Director of Elementary & Secondary Education, that the Elizabeth Board of Education enter into contract with Pearson Education, Chandler, AZ, to participate in the Pearson System of Courses Pilot Study at Joseph Battin School No. 4, for students grades 6, 7, & 8, and John E. Dwyer Technology Academy for 9<sup>th</sup> grade students, during the 2015-2016 school year, there is no cost to the Board, in accordance with N.J.S.A. 18A:18A-3.

CONTRACT WITH UPCYCLE

As recommended by Alberto Marsal, Chief Information Officer (Technology), that the Elizabeth Board of Education, enter into contract with UPCYCLE, Fairfield, NJ, to pick-up and dispose of obsolete equipment, to be recycled in compliance with state and federal regulations, vendor put a value of \$4,000.00 on the equipment, check to be made out to the Elizabeth Public Schools, in accordance with N.J.S.A. 18A-18A-45f.

UPCYCLE, Fairfield, NJ	\$4,000.00
NewTech Recycling, Somerset, NJ	\$ 0.00

#### CONTRACT WITH POWERSCHOOL GROUP

As recommended by, Alberto Marsal, Chief Information Officer (Technology), that the Elizabeth Board of Education enter into contract with PowerSchool Group, Rancho Cordova, CA, to provide Power School annual support license for 2,166 students, September 17, 2015 through September 16, 2016, in an amount not to exceed \$33,843.75, in accordance with N.J.S.A.18A:18A-5(19).

#### CONTRACT WITH SHI

As recommended by Alberto Marsal, Chief Information Officer (Technology), that the Elizabeth Board of Education renew contract with SHI, Somerset, NJ, to provide Oracle database enterprise edition, Oracle partitioning and Oracle internet developer suite, under SHI state contract A-89851, February 27, 2016 through February 26, 2017, in an amount not to exceed \$29,205.76, in accordance with N.J.S.A.18A:18A-5a(19).

#### CONTRACT WITH CODEWORK SYSTEMS

As recommended by Alberto Marsal, Chief Information Officer (Technology), that the Elizabeth Board of Education enter into contract with Codework-Systems, Ottawa, ON, to provide unlimited teacher/student licenses of Vision software for all district students, two day training, two years of support and upgrades, February 23, 2016 through February 22, 2018, in an amount not to exceed \$15,876.00, in accordance with N.J.S.A.18A:18A-19.

#### CONTRACT WITH RUTGERS–THE STATE UNIVERSITY OF NEW JERSEY

As recommended by Dorothy McMullen, Director of Special Services, that the Elizabeth Board of Education enter into contract with Rutgers-The State University of New Jersey, Piscataway, NJ, in a partnership to serve as an internship/externship for students in graduate school psychology program January 1, 2016 through December 31, 2016, there is no cost to the Board, in accordance with N.J.S.A. 18A:18A-3.

#### AMEND CONTRACT WITH PREFERRED HOME HEALTH CARE

As recommended by Dorothy McMullen, Director of Special Services, that the Elizabeth Board of Education amend contract with Preferred Home Health Care, Brick, NJ, to provide nursing services for student K.T. during transportation, services are not needed, student is attending a neighborhood school, in accordance with N.J.S.A.18A:18A-3.

*Note: Original approval at the July 23, 2015 Board meeting.*

CONTRACT WITH GREATER NEWARK CONSERVANCY

As recommended by Theodore Panagopoulos, Principal of Terence C. Reilly School No. 7, that the Elizabeth Board of Education enter into contract with Greater Newark Conservancy, Newark, NJ, will bring their garden to the school to inspire students and cultivate their minds by offering hands-on inquiry based on the environmentally themed program, on January 11, 2016, from 9:30 a.m. to 11:30 a.m., there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH JASON MAGES

As recommended by Dr. Mari Celi Sanchez, Principal of Victor Mravlag School No. 21, that the Elizabeth Board of Education enter into contract with Jason Mages, South Amboy, NJ, contract with Jason Mages to speak to 7<sup>th</sup> and 8<sup>th</sup> grade AVID students about his career as a project engineer and his education in mechanical and civil engineering, on December 4, 2015, at 2:20 p.m. there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH KATIE HOLDEN

As recommended by Dr. Mari Celi Sanchez, Principal of Victor Mravlag School No. 21, that the Elizabeth Board of Education enter into contract with Katie Holden, Philadelphia, PA, to speak to the AVID elective classes regarding the career of an FBI agent, on December 11, 2015, at 2:00 p.m. there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

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Supplemental Award of Contracts Report  
Award of Contracts, etc.

Elizabeth, N.J., December 17, 2015

**BOARD OF EDUCATION:**

The Superintendent of Schools recommends approval of the following:

CONTRACT WITH VANTAGE LEARNING

As recommended by Aaron Goldblatt, Director of Student Services, that the Elizabeth Board of Education enter into contract with Vantage Learning, Yardley, PA, to Implement “MyAccess,” instructional writing program subscription, professional development coaching and mentoring, for grade 11 students, during the 2015-2016 school year, in an amount not to exceed \$19,325, in accordance with N.J.S.A.18A:18A-19.

CONTRACT WITH SHI

As recommended by Alberto Marsal, Chief Information Officer (Technology), that the Elizabeth Board of Education enter into contract with SHI, Somerset, NJ, to provide additional Commvault Enterprise back-up licenses, technical support and maintenance, under SHI’s state contract A-89851, in an amount not to exceed \$77,987.54, in accordance with N.J.S.A.18A:18A-5a(19).

CONTRACT WITH LOVING CARE AGENCY

As recommended by Dorothy McMullen, Director of Special Services, that the Elizabeth Board of Education enter into contract with Loving Care Agency, Hasbrouck Heights, NJ, to provide personal nursing services for student S.A. during the 2015-2016 school year, in an amount not to exceed 62,640.00, in accordance with N.J.S.A.18A:18A-5a(2).

CONTRACT WITH EMERALD HEALTHCARE SERVICES

As recommended by Dorothy McMullen, Director of Special Services, that the Elizabeth Board of Education enter into contract with Emerald Healthcare Services, Wayne, NJ, to provide supplemental nursing services at Jerome Dunn Academy of Mathematics, Technology and the Arts School No. 9, by registered nurses, December 15, 2015 through January 26, 2016, at a rate of \$50.00 per hour, in an amount not to exceed \$7,475.00 in accordance with N.J.S.A.18A:18A-5a(2).

CONTRACT WITH 10 HAIRY LEGS

As recommended by George Mikros, Principal, Alexander Hamilton Preparatory Academy, that the Elizabeth Board of Education enter into contract with 10 Hairy Legs Highland Park, NJ, to present a workshop entitled "Performance and Discussion," to demonstrate artistry with technical proficiency, musicality, stylistic, nuance, clarity choreographic intent and efficiency of movement through application of proper body mechanics, on February 10, 2016, from 8:21 a.m. to 10:50 a.m. cost of \$400.00 to be paid for by student activity account, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH UNIVERSITY DANCEWORKS

As recommended by George Mikros, Principal of Alexander Hamilton Preparatory Academy, that the Elizabeth Board of Education enter into contract with University DanceWorks New Brunswick, NJ, to present a workshop entitled "Master Class Performance," to educate students about American Modern Dance and dance from diverse cultures, on January 28, 2016, from 9:30 a.m. to 11:41 a.m. cost of \$300.00 to be paid for by student activity account, there is no cost to the Board, in accordance with N.J.S.A.18A:18A-3.

CONTRACT WITH NAI-NI CHEN DANCE CO.

As recommended by Howard Teitelbaum, Principal of Dr. Orlando Edreira Academy School No. 26, that the Elizabeth Board of Education enter into contract with Nai-Ni Chen Dance Co., Fort Lee, NJ, to conduct twenty (20) workshops, entitled "One World Many People," and four (4) planning sessions, for staff, and students, dress rehearsals, and final performance, January 1, 2016, through June 20, 2016, 2:00 p.m. Mondays and Wednesdays, in an amount not to exceed \$11,600.00, in accordance with N.J.S.A.18A:18A-3.



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Y**BOARD OF EDUCATION****RESOLUTION****REQUISITION FOR TAXES**

**RESOLVED**, that the amount of district taxes, exclusive of debt service requirements needed to meet the obligations of the Board for the next eight weeks is \$15,203,367.00 and that the City of Elizabeth is hereby requested to place in the hands of the Treasurer of School Moneys that amount within the next thirty days in accordance with the statutes relating thereto.

**BOARD OF EDUCATION**

**RESOLUTION**

**RECOMMENDED:** That the following revised exhibits be approved.

5141.4(X)	Exhibit	Child Protection and Permanency
6146(X)	Exhibit	Graduation Requirements

**Exhibit**

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**Procedures When Dealing With the Division of Child Protection and Permanency (DCP&P)**  
**(formerly the Division of Youth and Family Services, DYFS)**

The following Procedures are to be implemented immediately when dealing with possible incidents of child abuse and neglect:

**When a Faculty or Staff Member Suspects an Incident of Child Abuse:**

- 1. Call DCP&P (formerly known as DYFS) at their Child Abuse Hotline: 1-877-652-2873 (1-877-NJ ABUSE)**
- 2. Call the Elizabeth Police Department at (908) 558-2112**
- 3. Alert or notify the Building Administrator**

New regulations require **the caller to notify both agencies, DCP&P and the local Police Department**, when reporting a case of possible child abuse or neglect.

**When a DCP&P Worker Comes for the First Time About a Child(ren):**

1. Obtain a copy of the worker's ID card and the "Pursuant to Title IX" letter for your files
2. If number 1 above is obtained, provide access to the child(ren); appropriate staff must be present during the meeting

\*\*\*Please note that as long as you obtain copies as stated in number 1 above, you do not need to call central administration

**When a DCP&P Worker Comes Subsequent Times About that Same Child(ren):**

1. View the worker's ID card
2. Check your file to assure you have a copy of the ID card on file
3. If number 2 above is complete, provide access to the child(ren); appropriate staff must be present during the meeting
4. Please note the date and purpose of this subsequent visit in your file

\*\*\* Please note that as long as you have copies of the ID card in your file, you do not need to call central administration

**When You Receive a Written Request For Follow-up Information on a Child(ren):**

1. Assure that a “Pursuant to Title IX” letter arrives with the written follow-up request; if it does not arrive with the written follow-up request, ask the worker to submit one
2. If number 1 above is complete, provide the information requested to the worker

\*\*\* Please note that as long as you obtain a copy of the letter as stated in number 1 above, you do not need to call central administration.

**When a DCP&P Worker Requests Copies of Incident Reports/Documents as Part of an Investigation:**

1. Obtain a copy of the worker’s ID card and the “Pursuant to Title IX” letter for your files
2. If number (1) above is obtained, provide the requested report or document; make note of the document(s) provided, name of DCP&P worker reports were given to and note the date and time for your file copy

\*\*\*Please note that as long as you obtain copies as stated in number (1) above, you do not need to call central administration

**General Notes:**

- Please designate two appropriate staff in your building to deal with situations as listed above; these designees are in addition to yourself and other in-house administrators.
- Document all referrals to DCP&P on the individual student health record (form A-45), stating only the fact that the referral was made; the date and time; the name of the DCP&P staff member to whom the report was made.
- DCP&P files must be kept in a confidential location; these files must be kept in a separate, secure filing cabinet apart from students’ cums.
- If DCP&P has “care and custody” of a child or children, workers will provide you with a copy of the document giving custody to DCP&P for the student’s file.
- When DCP&P workers interview a child(ren), an administrator or your designee must be present during the meeting.

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For all reported DCP&P cases, a completed, typed copy of the **appropriate attached form** must be **FAXED** to your respective Assistant Superintendent, as well as to the Superintendent’s Office as follows:

- Calls to DCP&P reporting a suspected case of child abuse:  

<b>Jennifer Cedeno</b>	<b>Fax No. (908) 436-5019</b>
<b>Rafael Cortes</b>	<b>Fax No. (908) 436-5313</b>
<b>Linda Seniszyn</b>	<b>Fax No. (908) 436-5331</b>
<b>Superintendent’s Office</b>	<b>Fax No. (908) 436-6133</b>

- Calls to DCP&P reporting a suspected case of child abuse involving any EBOE Employee (Institutional DCP&P):

<b>Marvin Lehman</b>	<b>Fax No. (908) 436-5041</b>
<b>Jennifer Ceden</b>	<b>Fax No. (908) 436-5019</b>
<b>Rafael Cortes</b>	<b>Fax No. (908) 436-5313</b>
<b>Linda Seniszyn</b>	<b>Fax No. (908) 436-5331</b>
<b>Superintendent's Office</b>	<b>Fax No. (908) 436-6133</b>

Attachments

<b>Date:</b>	June 25, 2009
<b>First Reading:</b>	June 11, 2009
<b>Second Reading:</b>	June 25, 2009
<b>Revised:</b>	March 21, 2013
<b>First Reading:</b>	February 21, 2013
<b>Second Reading:</b>	March 21, 2013
<b>Revised:</b>	<b>December 17, 2015</b>
<b>First Reading:</b>	November 24, 2015
<b>Second Reading:</b>	December 17, 2015

Division of Child Protection and Permanency (DCP&P)/  
Elizabeth Police Department Documentation Form

**To be used when reporting an allegation of suspected child abuse not involving an EBOE employee.**

Each caller reporting a suspected case of child abuse or neglect must notify both DCP&P and the Elizabeth Police Department.

School \_\_\_\_\_ Person making call \_\_\_\_\_

Student's name \_\_\_\_\_ Student's I.D. Number \_\_\_\_\_

Brief description of incident

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**24/7 Child Abuse Hotline – 1- 877- NJ ABUSE**  
**1- 877-652-2873**

Name of DCP&P Screener \_\_\_\_\_

Date of call \_\_\_\_\_ Time of call \_\_\_\_\_

Recommendation of Screener

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**Elizabeth Police Department – (908) 558 – 2112**

Name of Dispatcher \_\_\_\_\_

Date of call \_\_\_\_\_ Time of call \_\_\_\_\_

Recommendation of Screener

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Division of Child Protection and Permanency (DCP&P)/  
Elizabeth Police Department Documentation Form

**To be used when reporting an allegation of suspected child abuse by an EBOE employee.**

Each caller reporting a suspected case of child abuse or neglect must notify both DCP&P and the Elizabeth Police Department.

EBOE employee name \_\_\_\_\_

School \_\_\_\_\_ Person making call \_\_\_\_\_

Student's name \_\_\_\_\_ Student's I.D. Number \_\_\_\_\_

Brief description of incident

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**24/7 Child Abuse Hotline – 1- 877- NJ ABUSE**  
**1- 877-652-2873**

Name of DCP&P Screener \_\_\_\_\_

Date of call \_\_\_\_\_ Time of call \_\_\_\_\_

Recommendation of Screener

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**Elizabeth Police Department – (908) 558 – 2112**

Name of Dispatcher \_\_\_\_\_

Date of call \_\_\_\_\_ Time of call \_\_\_\_\_

Recommendation of Screener

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**Exhibit**

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The New Jersey Department of Education, in collaboration with the Partnership for the Assessment of Readiness for College and Careers (PARCC), has implemented a suite of End-of-Course assessments. The End-of-Course Assessments include the following:

- ❖ English Language Arts: Grade 9, Grade 10, and Grade 11
- ❖ Mathematics: Algebra I, Geometry and Algebra II

The classes of 2016, 2017, 2018, and 2019 students will be able to satisfy the state requirement of demonstrating proficiency in English Language Arts and Mathematics in the following ways:

English Language Arts	Mathematics
PARCC ELA Grade 9 $\geq 750$ (Level 4) <i>or</i>	PARCC Algebra I $\geq 750$ (Level 4) <i>or</i>
PARCC ELA Grade 10 $\geq 750$ (Level 4) <i>or</i>	PARCC Geometry $\geq 725$ (Level 3) <i>or</i>
PARCC ELA Grade 11 $\geq 725$ (Level 3) <i>or</i>	PARCC Algebra II $\geq 725$ (Level 3) <i>or</i>
SAT Reading* $\geq 400$ <i>or</i>	SAT Math* $\geq 400$ <i>or</i>
ACT Reading or ACT PLAN Reading $\geq 16$ <i>or</i>	ACT or ACT PLAN Math $\geq 16$ <i>or</i>
Accuplacer Write Placer $\geq 6$ <i>or</i>	Accuplacer Elementary Algebra $\geq 76$ <i>or</i>
PSAT10 Reading or PSAT-NMSQT Reading** $\geq 40$ <i>or</i>	PSAT10 Math or PSAT/NMSQT Math** $\geq 40$ <i>or</i>
ACT Aspire Reading $\geq 422$ <i>or</i>	ACT Aspire Math $\geq 422$ <i>or</i>
ASVAB-AFQT Composite $\geq 31$ <i>or</i>	ASVAB-AFQT Composite $\geq 31$ <i>or</i>
Meet the Criteria of the NJDOE Portfolio Appeal	Meet the Criteria of the NJDOE Portfolio Appeal

Note: \* SAT taken prior to March 2016;

\*\* PSAT taken prior to October 2015.

The College Board will establish new 'cut scores' in December 2015 for the new PSAT and in May 2016 for the new SAT.

<b>Date:</b>	August 20, 2015
<b>First Reading:</b>	August 4, 2015
<b>Second Reading:</b>	August 20, 2015
<b>Revised:</b>	<b>December 17, 2015</b>
<b>First Reading:</b>	November 24, 2015
<b>Second Reading:</b>	December 17, 2015



**BOARD OF EDUCATION**

**RESOLUTION**

**RECOMMENDED:** That the following revised Policy be approved:

4112.8/4212.8      Policy:      Nepotism

Policy

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NEPOTISM

Definitions

For the purpose of this policy the following definitions shall apply:

“Nepotism” shall be defined as the showing of favoritism to an employee or candidate for employment based on the existence of a “conflicted relationship” with a Board member or Chief School Administrator.

“Conflicted relationship” includes but is not limited to an immediate family member, a relative, and any other relationship that create a justifiable impression that the public trust may be violated.

“Conflicted Board member/administrator” shall mean any Board member or administrator with a conflict of interest, regardless of the source of conflict as identified in the definitions below.

“Relative” shall be defined as an individual’s spouse, civil union partner, domestic partner, or the parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, of the individual or of the individual’s spouse, civil union partner or domestic partner, whether the relative is related to the individual or the individual’s spouse, civil union partner or domestic partner, by blood, marriage or adoption.

“Immediate family” shall be defined as board member or school administrator, their spouse, civil union partner, domestic partner, child, parent or sibling residing in the same household, whether related by blood, marriage or adoption.

“Other” when describing relationships between individuals and Board members or the Chief School Administrator includes but is not limited to in-law, cousin, cohabitating partner, and step daughter-in-law and any other personal or professional relationship that creates the justifiable impression that the public trust is being violated.

Employment and Supervision of a Relative

The Board of Education, in order to avoid both the reality and the appearance of conflict of interest in employment, will not initially appoint a relative of a Board Member or of the Chief School Administrator to any employment position in this district.

The Chief School Administrator shall not recommend to the Board for initial hire any relative of a Board member or of the Chief School Administrator, unless the person is subject to the exception below. Nor shall any person be considered for employment in any position in which he/she would come under the direct or indirect supervision of any relative. Where it is not feasible to eliminate such a direct or indirect supervisory relationship, appropriate screens and/or alternate supervision/reporting mechanisms shall be put in place.

No conflicted administrator shall supervise, or exercise authority over personnel matters in which the administrator has a conflict. No Board member shall deliberate or vote on a matter involving the member's conflicted relationship. Nor should the Board member be present for any confidential discussion of employment matters in which they have a conflict. Neither should the Board member receive confidential information pertaining to a matter in which they have a conflict.

Exceptions Regarding Employment

Persons who are employees of the Board on the date that this policy initially becomes effective or the date a relative becomes a Board member or Chief School Administrator shall not be prohibited from continuing to be employed in the district. This includes employees who must be renewed annually by the Board. The Chief School Administrator may recommend those employees for reemployment, transfer, promotion or removal.

A relative of a school Board member or Chief School Administrator may be initially employed by the district provided that the district has obtained the approval from the Executive County Superintendent of Schools. Such approval shall be granted only upon demonstration by the school district that it conducted a thorough search for candidates and that the proposed candidate is the only qualified and available person for the position. Per Diem substitutes and student employees may be excluded from the initial hiring aspects of this nepotism policy.

Participation in Employment Related Matters

Conflicted Board members may not participate in employment matters concerning the Chief School Administrator, principal or any administrator or supervisor(s) in the chain of command between the employee and Chief School Administrator.

Prohibited activities for conflicted Board members include hiring of the selection agency, criteria, job description, voting to advertise for applicants, search committee, vote to hire and any evaluation and contract discussion post-hire.

Conflicted Board members may not be present in closed session when discussions regarding the administrators take place and should not be privy to executive session materials until such time as the minutes are made available to the general public.

Board Member/Chief School Administrator Participation in Negotiations

A. In-District Bargaining Units

When a Board member or school administrator is in a conflicted relationship which prohibits participation in collective negotiations, that Board member or school administrator shall not participate in any way in negotiations. This includes, but is not limited to, setting negotiation parameters, being a member of the negotiating team, receiving negotiation updates, voting on the proposed agreement and post contract participation in grievances. Nor shall that Board member or school administrator be present with the Board in closed session when negotiation strategies are being discussed. A school administrator may provide technical information that is necessary to the collective bargaining process when no one else can provide that information.

Board members or the Chief School Administrator are similarly precluded from participation in negotiations with any bargaining unit whose members have supervisory authority over a family member or other conflicted connection.

**B. Out-of-District Similar Statewide Bargaining Units**

When a Board member or school administrator is in a conflicted relationship with an individual who is a member of an out-of-district similar statewide union with which the Board is negotiating, that Board member or school administrator shall not participate in any way in negotiations. This includes, but is not limited to, being a member of the negotiating team, and receiving confidential negotiations information updates prior to the Board's attaining a tentative memorandum of agreement with the bargaining unit, including salary guides and/or the total compensation package.

Once such tentative memorandum of agreement is established, including salary guides and/or the total package of money to be offered, the Board member or school administrator may fully participate in the process, including Board member voting, absent other conflicts. Prior to that time, the Board member or school administrator shall not be present with the Board in closed session when negotiation strategies are being discussed. However, a school administrator may provide technical information that is necessary to the collective bargaining process when no one else in the district can provide that information.

A school official who has a conflicted relationship with any employee of the district or an employee in another out-of-district similar statewide union as of the effective date of this policy shall declare such relationship to the Board immediately.

Doctrine of Necessity

When a quorum of the Board has conflicted interests, the doctrine of necessity may be invoked in order to allow conflicted Board members to participate in the negotiation process and vote. The doctrine of necessity may be invoked for the negotiation team or superintendent search committee only when the Board of Education has fewer non-conflicted Board members than are required, pursuant to statute, to take action. The Board shall only invoke the doctrine of necessity after consultation with the board attorney. When invoking the doctrine of necessity the Board shall state publically that it is invoking the doctrine of necessity with the reasons for doing so and the specific nature of the conflicts of interest. The Board shall read the resolution invoking the doctrine of necessity at a regularly scheduled public meeting, post the notice of the resolution for thirty (30) days and provide the School Ethics Commission with a copy of the resolution.

Implementation

The connections and relationships that create a conflict of interest for an individual Board member's participation in Board decision are subject to changes that result from commissioner rulings or changes in law. Therefore the Board shall consult with the board attorney as necessary and appropriate for guidance and clarification related to the implementation of this policy.

**Date:** March 16, 2006  
**Revised:** March 15, 2007  
**Revised:** March 19, 2008  
**First Reading:** February 21, 2008  
**Second Reading:** March 19, 2008  
**Revised:** August 21, 2008  
**First Reading:** July 17, 2008  
**Second Reading:** August 21, 2008  
**Revised:** June 25, 2009  
**First Reading:** June 11, 2009  
**Second Reading:** June 25, 2009  
**Revised:** June 24, 2010  
**First Reading:** June 10, 2010  
**Second Reading:** June 24, 2010  
**Revised:** **December 17, 2015**  
**First Reading:** October 15, 2015  
**Second Reading:** December 17, 2015

Legal References: N.J.S.A. 18A:11-1 General mandatory powers and duties  
N.J.S.A. 18A:12-2 Inconsistent interests or office  
 prohibited

N.J.S.A. 18A:12-21 et seq. School Ethics Act  
N.J.S.A. 18A:16-1 Officers and employees in general

N.J.S.A. 18A:27-4.1 Appointment, transfer, removal or renewal of  
 officers  
N.J.S.A. 52:13D-13, 21.2 and employees; exceptions  
N.J.A.C. 6A:4-1.1 et seq. State conflict of interest law  
N.J.A.C. 6A:23A-1.2 et seq. Appealable decisions  
N.J.A.C. 6A:23A-6.2 et seq. Fiscal accountability; definitions  
N.J.A.C. 6A:28-1.1 et seq. Fiscal accountability; nepotism  
 School Ethics Commission

In the Matter of the Election of Dorothy Bayless to the Board of Education of the  
 Lawrence Township School District, 1974 S.L.D. 603, reversing 1974 S.L.D. 595

Shirley Smiecinski v. Board of Education of the Township of Hanover, Morris County,  
 1975 S.L.D. 478

Scola v. Ringwood Bd. of Ed., 1978 S.L.D. 413

Salerno v. Old Bridge Board of Ed., 1984 S.L.D. (April 28)

Larsen v. Woodbridge Board of Ed., 1985 S.L.D. (March 18)

Scannella v. Scudillo, School Ethics Decision, Complaint No. C-14-93, (February 3, 1994)

Commissioner      In the Matter of Frank Pannucci, 2000 S.L.D. March 1, State Board Rev'g  
97 NJAR 2d (EDU) 339

School Ethics Commission, Advisory Opinion, A01-93  
School Ethics Commission, Advisory Opinion, A10-93  
School Ethics Commission, Advisory Opinion, A021-93  
School Ethics Commission, Advisory Opinion, A07-94  
School Ethics Commission, Advisory Opinion, A33-95  
School Ethics Commission, Advisory Opinion, A03-98  
School Ethics Commission, Advisory Opinion, A14-00  
School Ethics Commission, Advisory Opinion, A03-13  
School Ethics Commission, Advisory Opinion, A15-13  
School Ethics Commission, Advisory Opinion, A22-13  
School Ethics Commission, Advisory Opinion, A10-14  
School Ethics Commission, Advisory Opinion, A11-14  
School Ethics Commission, Advisory Opinion, A43-14  
School Ethics Commission, Advisory Opinion, A03-15  
School Ethics Commission, Advisory Opinion, A05-15

N.J. Department of Education 05-13-09 Broadcast # 1 "Nepotism Policy Clarification"

Cross References:	4111/4211	Recruitment, selection and hiring
	4119.21/4219.21	Conflict of interest
	9270	Conflict of interest

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## BOARD OF EDUCATION

## RESOLUTION

**RECOMMENDED:** That the following Leave of Absence without pay be granted, as below written:

Custodian

Ana P. Rodriguez, Custodian (No. 2587), School No. 5 – effective July 1, 2015 through July 31, 2015 (medical).

**RECOMMENDED:** That the following Return from a Leave of Absence be granted as below written:

Custodian

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Date</u>
Ana P. Rodriguez	Custodian (No. 2587) School No. 5 Account No. 11-000-260-110-05-00	\$60,090	8/3/15

**\*Subject to corrections**

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Y**BOARD OF EDUCATION****RESOLUTION****APPOINTMENT OF VICE PRINCIPAL**

Recommended: That Shawn Black be appointed as Vice Principal at Nicholas Murray Butler School No. 23, on a ten month basis, effective January 4, 2016 through June 30, 2016.  
Salary: \$91,300.00

\*Subject to corrections of errors and negotiations.



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Y**BOARD OF EDUCATION****RESOLUTION****APPOINTMENT OF VICE PRINCIPAL**

Recommended: That Minerva Spagnuolo be appointed as Vice Principal at Abraham Lincoln School No. 14, on a ten month basis, effective January 4, 2016 through June 30, 2016.  
Salary: \$92,900.00

\*Subject to corrections of errors and negotiations.