

BOARD OF EDUCATION  
(Official)

January 23, 2014  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on January 23, 2014 at 7:00 p.m., in Benjamin Franklin School No. 13, 248 Ripley Place, Elizabeth, New Jersey.

Prior to the start of the scheduled meeting Board President Tony Monteiro welcomed everyone to Benjamin Franklin School No. 13 and thanked Principal Yalitza Torres and the staff for allowing us to have our meeting here. Mr. Monteiro stated that we are continuing to have the Board meetings in different schools throughout the City of Elizabeth to encourage participation by parents and community members and not to hold them in just one location.

Board President Tony Monteiro presented the following statement at 7:25 p.m.

“Ladies and Gentlemen, good evening. This is a regularly scheduled meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to Worrall Community Newspapers, The Star Ledger and Cablevision of Elizabeth on Wednesday, January 15, 2014. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth.”

“I wish to extend a warm welcome to everyone present and to our television viewers to this January 23, 2014 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

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

“There will be a public portion for citizens to address the Board. Participants for the public portion must sign in one hour prior to the advertised start of the meeting so that they may have the opportunity to speak. The sign-in sheet states the name, address, telephone number and reason that the person wants to comment, whether it is an agenda item or a general education comment.”

Present: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González (arr. 7:30 p.m.), Nazco (arr. 8:05 p.m.), Neron, Rodriguez, Trujillo, Monteiro – 8  
Absent: Mr. Perreira – 1

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

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

The Pledge of Allegiance was led by staff members from Benjamin Franklin School No. 13.

The *Star Spangled Banner* by Francis Scott Key was performed by Nicole Pepe, music teacher at Benjamin Franklin School No. 13.

The Pledge of Ethics was led by staff members from Benjamin Franklin School No. 13.

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

Mr. Monteiro introduced students from Benjamin Franklin School No. 13 Choir who performed *God Bless the USA* by Lee Greenwood. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro introduced students from Juan Pablo Duarte-José Julián Martí School No. 28 Choir who performed a folk song *Keep Your Eyes on the Prize*, author unknown. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro introduced Principal of Juan Pablo Duarte-José Julian Martí School No. 28 Sulisnet Jimenez, Vice Principal Nancy Georgette and Vice Principal Jelsie Basso.

Mr. Monteiro recognized Elizabeth City Councilman Carlos Torres who was in attendance.

Mr. Monteiro introduced Damien McCree, seventh grade student at Benjamin Franklin School No. 13 who recited the speech *I Have a Dream* by Dr. Martin Luther King, Jr. Mr. Monteiro thanked him for the wonderful performance.

Mr. Neron asked for applause one more time for Damien and stated that it is not easy to get on the mike and do what he just did and just know that we as adults every time before we speak we also get nervous so it's ok. Mr. Neron stated that Damien did a great job.

Mr. Monteiro introduced D'Andre Castanheira, sixth grade student at Benjamin Franklin School No. 13 who recited a biography of Benjamin Franklin. Mr. Monteiro thanked him for the wonderful performance.

Mr. Monteiro thanked everyone for coming out tonight on this very cold night and stated that there is great energy taking place in the Elizabeth Public Schools. Mr. Monteiro stated that none of this could be possible without the participation, encouragement, and support from the parents here tonight and thanked everyone for coming on behalf of the Board of Education. Mr. Monteiro stated that when we do our Board of Education meetings throughout the City of Elizabeth we find it incredibly important to take time from our meeting to recognize truly important people and extraordinary people such as the parents here in this school and in all the schools throughout the City of Elizabeth.

Mr. Monteiro introduced Principal of Benjamin Franklin School No. 13 Yalitza Torres.

Ms. Torres thanked everyone for being here and thanked the Board for having the Board meetings at schools throughout the district. Ms. Torres stated that it is a pleasure for her and her staff to host the Board meeting at Benjamin Franklin School No. 13 and they were really honored that the Board took the opportunity to come to their school.

Mr. Monteiro stated that we had our Board of Education meetings usually at Donald Stewart Center for Early Childhood Education and we couldn't be happier that we are taking our meetings across to all the schools throughout the City of Elizabeth and we are going to continue

to do that. Mr. Monteiro stated that we have listened to what the principals and staff have been telling us to explore all the different avenues to be an engaged Board of Education. Mr. Monteiro stated that he couldn't be prouder of his colleagues who work day in and day out and he couldn't be prouder of the teachers. Mr. Monteiro stated that we need to give credit where credit is due to the teachers who work so hard day in and day out to make all of this possible.

Mr. Monteiro stated that he was born and raised in Elizabethport only a few blocks from here and that Mr. Trujillo lives not far from here and is raising his family here. Mr. Monteiro introduced one of the senior Board members, Mr. Trujillo, to present the parent recognition awards.

Mr. Trujillo stated that this is important business because we have the educators, the Board of Education, and most important the parents. Mr. Trujillo stated that the children see this kind of support and get excited, they believe in what we are doing and want to do better and make everyone happy. Mr. Trujillo stated that together we're going to do the best we can and move this district forward. Mr. Trujillo commended Ms. Torres and her staff for doing an excellent job and Mrs. Jimenez and her staff at School No. 28 which has a special place in his heart because his children attend school there. Mr. Trujillo stated that he has seen School No. 28 come such a long way and the chorus was incredible and he is really proud of them. Mr. Trujillo stated that it says a lot about what is going on in the Elizabethport and it says that we are important, too. Mr. Trujillo stated that Ms. Torres alluded to the fact that the Board of Education meetings are sometimes held in the academies and schools like this are just as important. Mr. Trujillo stated that the schools need our support and whenever you have the opportunity to come and get together and show the children we support them it is important. Mr. Trujillo stated that it is hard, it is cold, everyone is busy, doing homework with their children, and that everyone should take the opportunity if they can. Mr. Trujillo spoke the message in Spanish for the Spanish speaking community.

Mr. Trujillo stated that not all the parents are on this list to be recognized and several could not make it tonight. Mr. Trujillo stated that it is important to recognize the parents because they are the third partner along with the teachers. Mr. Trujillo stated that a good education starts at home and a balanced education starts at home. Mr. Trujillo stated the teachers do a great job and they send the children home and we have to continue to work at home. Mr. Trujillo stated that some of these parents have gone above and beyond in their support to Benjamin Franklin School No. 13 making the magic that happens here possible. Mr. Trujillo recognized parents for volunteering their time to support events during school and after school and who have gone above and beyond in their support to the Benjamin Franklin School No. 13 learning community including Michelle Cruz, Sarita Vanegas, Iliana Medina, Zoobi Agshan, Lee Mercado, Marisol and Charles Pacheco, and Jennifer Green. Mr. Trujillo and Board members congratulated the parents and presented each with a plaque of commemoration.

Mr. Trujillo introduced his colleague Mr. Neron to recognize Trinitas Regional Medical Center.

Mr. Neron stated that he is one of the newest Board members and commended everyone for being here and supporting our children because this is why we do this. Mr. Neron recognized Trinitas Regional Medical Center for being a good neighbor for the courtesy extended to us on three separate occasions in providing us parking facilities to help our district in hosting the New Jersey State Police as well as the Port Authority commencement ceremonies. Mr. Neron and Board members presented a plaque of commemoration for outstanding community service to Douglas Harris, Vice President of Marketing and Public Relations at Trinitas Regional Medical Center, who accepted on behalf of Trinitas Regional Medical Center.

Mr. Douglas Harris thanked the Board on behalf of Trinitas Regional Medical Center and stated that Trinitas is delighted to partner with the Elizabeth Public Schools. Mr. Harris stated that over the last 30 years they have exposed over 1,000 students from Elizabeth to various health careers and health career programs and just in the last two summers we have had a record number

of students in the medical mentoring program and nursing camp during the summer. Mr. Harris stated that he was overwhelmed to see the children performing tonight and he couldn't help but think that in this group there are future nurses and doctors and the Trinitas Regional Medical Center really wants to continue to participate in their education.

Mr. Monteiro introduced another of our newest Board members Mr. Rodriguez to recognize the schools and staff members who were instrumental in helping relocate over 3,000 students during the water main break.

Mr. Rodriguez stated that two weeks ago during the first cold freeze of this long winter an Elizabeth water main broke and several of our schools were affected by the lack of water. Mr. Rodriguez stated that students and team members required prompt relocation to alternate school locations which had full water services and the move of over 3,000 students was successfully completed with the assistance of several key departments and several host schools. Mr. Rodriguez stated that we are proud to recognize the tremendous efforts in maintaining proper functioning of facilities, making space available for incoming students, safely transporting students to and from locations, and feeding those children and team members who had to be relocated in a brief timespan. Mr. Rodriguez recognized the following schools and departments including William F. Halloran School No. 22 @ 31, Dr. Orlando Edreira Academy School No. 26, Dr. Albert Einstein Academy School No. 29, Ronald Reagan Academy School No. 30, Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52, John E. Dwyer Technology Academy, Admiral William F. Halsey, Jr. Leadership Academy, Director of Plant, Property, and Equipment Luis Couto, Director of Transportation Lester Dominguez, and Director of Food and Nutrition Services Jamie Leavitt. Mr. Rodriguez and Board members congratulated the directors and principals of the schools and presented each with a plaque of commemoration.

Mr. Monteiro introduced senior Board member Mr. González who recognized the Panasonic Foundation and the Next Level of Work.

Mr. González stated that the Next Level of Work will be presented by Andrew Gelber, Senior Consultant of the Panasonic Foundation, and Olga Hugelmeyer, Superintendent of Schools. Mr. González stated that the mission of the Elizabeth Public Schools is to provide excellent educational experiences and services to inspire every student to think, to learn, to achieve, and to care. Mr. González stated that ensuring that every child achieves excellence can be accomplished through high expectations, excellence in everything and equity for all. Mr. González stated that the Board of Education welcomes Andrew Gelber, Senior Consultant of the Panasonic Foundation and Olga Hugelmeyer, Superintendent of Schools, to share with you how our district will move forward in achieving our goals with a presentation entitled, The Next Level of Work. Mr. González stated that he has worked with Andrew Gelber as the Board representative to the Panasonic Foundation Partnership. Mr. González stated that the work that the Panasonic Foundation has done is fantastic and they really make sure that our administration, cabinet members, and staff members are in command so that our district moves forward. Mr. González stated that we have a ten year partnership which is a long time and he is glad and very proud that they have so much trust in our district to have a long term commitment in funding and professional expertise. Mr. González stated that it is his pleasure to introduce Andrew Gelber, Senior Consultant of the Panasonic Foundation and our Superintendent of Schools Olga Hugelmeyer who has been a leader in the work of the Panasonic Foundation making sure everything gets done on time and hopefully now will be passed on to one of the Assistant Superintendents.

Superintendent of Schools Olga Hugelmeyer stated that she has the pleasure of presenting to the Board of Education our Next Level of Work: Equity, Expectation, and Excellence. Mrs. Hugelmeyer stated that in our district when we do Instructional Rounds we help our schools figure out their next level of work and in a similar fashion this evening we are drawing on our experiences of the past several years in order to chart what needs to be done for our district, our

next level of work. Mrs. Hugelmeyer stated that our next level of work is about 3 E's – equity, expectations, and excellence and in many ways the Elizabeth Public Schools has been strongly pursuing excellence and high expectations for several years. Mrs. Hugelmeyer stated that this presentation will demonstrate how we will continue our focus on those two E's while increasing our attention to the third E – Equity.

Mrs. Hugelmeyer stated that she is beginning with a firm pledge that we can make to every child in our school system which is the pledge of giving each child a fair chance to develop fully his or her talents and to succeed and be college and career ready. Mrs. Hugelmeyer quoted from the authors James Scheurich and Linda Skrla of *Leadership for Equity and Excellence: Creating High Achievement Classrooms, Schools and Districts*, “Good Leaders committed to excellence and equity find a way for all students to achieve high levels of academic success, regardless of any student’s race, ethnicity, culture, neighborhood, income of parents, or home language.”

Mrs. Hugelmeyer stated that the Elizabeth Public Schools is declaring its commitment to equity and excellence for all students. Mrs. Hugelmeyer stated that we will be able to tell the story of our good leaders that will strive for excellence to be achieved through high standards. Mrs. Hugelmeyer stated that good leaders that will ensure that all students grow to reach their highest potential year after year and are college ready as high school graduates. Mrs. Hugelmeyer stated that it is critical that we foster an organization and culture of high expectations for all students and this requires the commitment of all of our team members including our teachers, administrators, parents, our board, and our community.

Mrs. Hugelmeyer stated that tonight she is going to explain how we defined excellence and that it is important that we share the work accomplished over the last decade to be able to understand the direction in which we are leading our organization. Mrs. Hugelmeyer asked how does the Elizabeth Public Schools build a loving and caring organization and stated that we began with a firm belief in our guiding principles, the first being love. Mrs. Hugelmeyer stated that the first step was to define the expectations for our school community similar to the expectations that we would have for our own children. Mrs. Hugelmeyer stated that the Pledge of Ethics is recited every morning in our schools and also at all of our board meetings. Mrs. Hugelmeyer stated that our school board members understand why it is necessary to redesign urban districts and what their role in the process should be. Mrs. Hugelmeyer stated that together we have worked to be agents for change and developed the core beliefs and commitments for our organization following an extensive training with the Broad Foundation.

Mrs. Hugelmeyer stated that our school data is indicative of the fact that we outperform other large urban districts in New Jersey and our district has performed well against other large urban districts in the State in a variety of metrics. Mrs. Hugelmeyer stated that it is because of this district’s leadership that our urban school system is the best in the State of New Jersey. Mrs. Hugelmeyer stated that we are striving to become the best in the nation. Mrs. Hugelmeyer stated that we owe this success to the hard work and dedication of our school leaders, our teachers, and our children. Mrs. Hugelmeyer stated that we believe that to be a high-achieving district it is important to have a mission that is genuinely and widely shared, lived, and aligned to the school district’s policies and practices. Mrs. Hugelmeyer stated that our mission statement drives everything that we do and our mission statement is that the Elizabeth Public Schools will provide excellent educational experiences and services to inspire every student to think, to learn, to achieve, and to care. Mrs. Hugelmeyer stated that there has been a great deal of thought put into the configuration of our schools from the design of our early childhood centers that offer a dual language program to eliminating the middle schools to create PreK-8 environments where our students can serve as leaders and mentors for our elementary students to the redesign of our high school to create six themed academies. Mrs. Hugelmeyer stated that there are 3 early childhood centers, 25 PreK-8 schools, and 6 high schools. Mrs. Hugelmeyer stated that within the 25 elementary schools 2 are gifted and talented schools, 4 are magnet schools, and 19 neighborhood schools. Mrs. Hugelmeyer stated that our contract providers include 9 early childhood providers, 4 alternative education schools, and 75 out of district schools. Mrs. Hugelmeyer stated that the demographics for the Elizabeth Public Schools include 67.8% Hispanic, 21.7% Black, 8.4% Caucasian, 1.9% Asian, and the remaining is Pacific Islander.

Mrs. Hugelmeier stated that we asked ourselves how the Elizabeth Public Schools can build a laser-like focus on teaching and learning. Mrs. Hugelmeier stated that a laser-like focus on teaching and learning is our second guiding principle. Mrs. Hugelmeier stated that the quality of instruction is the Board's immediate priority and moving an organization from its current state to its desired future is defined as a theory of action.

Mrs. Hugelmeier stated that managed instruction is our theory of action and it is a method of rapidly advancing student achievement across all categories by tying several fundamental teaching and learning strategies together in a way that ensures each strategy supports the other and does not occur in isolation. Mrs. Hugelmeier stated that our theory of action is a standards aligned system that places student achievement at the center of everything we do. Mrs. Hugelmeier stated that there are seven essential elements of managed instruction beginning with a curriculum that is coherent and aligned. Mrs. Hugelmeier stated that the second element is that periodic formative and summative assessments of student achievement must be conducted to drive continuous improvement. Mrs. Hugelmeier stated that the third element is interventions where schools identify students who are at risk for poor learning outcomes, provide evidence based interventions, monitor student progress, and adjust the intensity and nature of the interventions based on each student's responsiveness. Mrs. Hugelmeier stated that the fourth element is a commitment to continuous professional development and a commitment to having a shared understanding of learning and collective inquiry. Mrs. Hugelmeier stated that the fifth element is human resources with two priorities for improving teaching and learning including increasing the number of highly effective teachers and ensuring that all teachers work in learning environments that support their ability to be highly effective. Mrs. Hugelmeier stated that the sixth element in managed instruction is our student information system that provides a detailed view into each student's performance so teachers will be better able to deliver customized education plans. Mrs. Hugelmeier stated that the seventh element in managed instruction is accountability with our mission to dramatically improve student achievement in urban public education through better governance, management, labor relations, and competition.

Mrs. Hugelmeier asked how the Elizabeth Public Schools can build leadership and stated that we begin with the road the Elizabeth Public Schools has taken in 2005 with the development of our five year Keys to Excellence Strategic Plan for 2005-2010, the opening of Dr. Martin Luther King, Jr. Center for Early Childhood Education School No. 52 with a dual language program, and we also instituted Algebra I for all eighth grade students. Mrs. Hugelmeier stated that in 2006 we opened School No. 29 as a magnet school with S.T.E.A.M. theme, we also opened School No. 30 leadership academy, the introduction of school uniforms, introduction of PowerSchool data system as our student information system, and the introduction of our theory of action managed instruction. Mrs. Hugelmeier stated that in 2007 we had the introduction of our 3 L's Love, Laser-like Focus on Teaching and Learning, and Leadership, the Reform Governance In Action<sup>®</sup> selected the Elizabeth Public Schools for governance training with the Broad Foundation, and this was the beginning of our School Board adopting its policy on Management Oversight. Mrs. Hugelmeier stated that in 2008 the Blueprint for Excellence was adopted, the Elizabeth Public Schools was selected to partner with the Panasonic Foundation, the Elizabeth Public Schools made a commitment to increase access to technology for all students and began a multi-year initiative to add computers to classrooms and install StarBoards, and Hamilton Preparatory Academy opened for grades 9-12 with the AVID program supporting students. Mrs. Hugelmeier stated that in 2009 Terence C. Reilly School No. 7 opened as a gifted and talented school which was an opportunity to expand our gifted and talented program, the Elizabeth leaders engaged in Instructional Rounds, and Excellent Choices program offers high school choices to theme-based academies.

Mrs. Hugelmeier stated that in 2010 we launched the Blueprint for Excellence 2 which provided the opportunity to expand our preschool classes and also offer extended day to our six lowest performing schools, Keys to Excellence 2, Strategic Plan 2011-2016, and the adoption of the Danielson Framework for Teaching as our teacher evaluation tool. Mrs. Hugelmeier stated that beginning in 2011 all of our K-8 schools offer extended day, all PreK classrooms are bilingual, and the Danielson Framework for Teaching adopted the use of iObservation as its web-based model. Mrs. Hugelmeier stated that in 2012 we adopted the Marzano School Leadership

model for principal evaluations, the NJDOE awards Race to the Top Phase 3 funds to the district and this enabled our district to further our work in aligning curriculum and benchmark assessments to the Common Core State Standards. Mrs. Hugelmeier stated that this takes us to our current year, 2013, and we opened School No. 8 iPrep as a magnet school with the Teach to One Initiative, School No. 21 reopened serving students in grades PreK-8, and this brings us to our most recent news that we are celebrating School No. 7 being selected as a Distinguished Title I School which is the only school in the State of New Jersey to be recognized, and also the Center for Time and Learning is conducting a study on Extended Day at the Elizabeth Public Schools.

Mrs. Hugelmeier stated that now we move into the Elizabeth Public Schools story on expectations. Mrs. Hugelmeier stated that one of the most widely cited studies on closing the achievement gap is Doug Reeves, '90/90/90 Schools' research which asserted more than a decade ago that schools can and routinely do get all or nearly all students to meet standard, despite extremely high poverty rates. Mrs. Hugelmeier stated that Doug Reeves says that 40 years of research have shown that "when teachers and administrators expect more, they get more; when they expect less, they get less." The key is having clear, rigorous grade-level standards and ensuring that teachers' unit and lesson plans are aligned with those expectations.

Mrs. Hugelmeier stated that there is a gap that exists between what is expected to be accomplished and what actually occurs in classrooms every day. Mrs. Hugelmeier stated that about ten years ago Harvard professor of educational leadership Richard Elmore worked with a group of Connecticut superintendents to create a program to bridge this gap. Mrs. Hugelmeier stated that Instructional Rounds is a process adapted from the medical rounds that doctors use in hospitals. Instructional Rounds help educators look closely at what is happening in classrooms in a systematic, purposeful, and focused way. Mrs. Hugelmeier stated that we are fortunate to have Dr. Tom Fowler-Finn, an experienced consultant and former Superintendent from Cambridge, Massachusetts who has worked closely with the Harvard team that pioneered Instructional Rounds leading the professional development for all administrators and various cohorts of teachers in our district.

Mrs. Hugelmeier stated that the Elizabeth story begins with the partners that have worked with the Elizabeth Public Schools to define the high expectations for our students. Mrs. Hugelmeier stated that no longer is the district or school alone responsible for the academic success and the healthy development of youth. Mrs. Hugelmeier stated that the responsibility for these achievements is owned by all partnerships, not just by educators and our current partnerships have helped move our district forward.

Mrs. Hugelmeier stated that the Elizabeth Public Schools is fortunate to be in its 6<sup>th</sup> year of a partnership with the Panasonic Foundation. Mrs. Hugelmeier stated that the Panasonic Foundation "partners with public school districts and their communities to break the links between race, poverty, and educational achievement in order to realize academic and social success for all students: ALL MEANS ALL"

Mrs. Hugelmeier stated that in the New Jersey School Performance Report issued by the NJDOE Algebra I course taking is highlighted as an indicator of college and career readiness because it remains one of the most significant early predictors that a student is capable of rigorous coursework and is on track to graduate from high school and attend post-secondary education. Mrs. Hugelmeier stated that we have Algebra I in all of our eighth grades and we also have as part of our high expectations for Elizabeth Public Schools our high school requirements and our policy is based on 160 credits to graduate and 60 hours of community service. Mrs. Hugelmeier stated that at this time the State requires 120 credits to graduate and our district feels that we need to exceed that for our students to be better prepared for post-secondary education. Mrs. Hugelmeier stated that another example of high expectation is the AVID program in the Elizabeth Public Schools. Mrs. Hugelmeier stated that AVID is a research-based instructional model that encourages students to prepare for and participate in a challenging college preparatory curriculum and in addition to enrolling in Honors and Advanced Placement level courses students receive academic support through a specially designed AVID elective taught by AVID-trained instructors. Mrs. Hugelmeier stated that AVID is not only in Hamilton Preparatory Academy but also in our middle schools in School Nos. 2, 6, 8, 12, 13, 15, 16, 18, 28, and in ninth and tenth grade at Jefferson, Dwyer, Halsey, and Edison. Mrs. Hugelmeier stated that currently the focus of our

Governor, Elizabeth has held a high regard for the extended day model and in a report published this past week the Center for Time and Learning and the Wallace Foundation will be conducting a webinar to further examine our district's extended day model. Mrs. Hugelmeier stated that extended day is provided to all K-12 schools helping to extend learning time by 90 minutes for K-8 and 105 minutes for 9-12 daily. Mrs., Hugelmeier stated that Elizabeth's first International Baccalaureate World Schools share a common philosophy which is a commitment to high quality, challenging, international education that is important for our students and stated that we are proud to have School No. 26 as our International Baccalaureate School.

Mrs. Hugelmeier stated that now we come to the Elizabeth Public Schools story on Equity and at the beginning of the presentation she stated our pledge to our Board and our community which is the pledge of giving each child a fair chance to develop fully his or her talents and to succeed to be college and career ready. Mrs. Hugelmeier stated that equity driven, achievement focused districts that have proven their success district wide have transformed their districts based on three equity beliefs. Mrs. Hugelmeier stated that the first belief is that all children regardless of their race and socio-economic status differences have the capability to learn and succeed at equally high academic levels. Mrs. Hugelmeier stated the second belief that it is the responsibility of all of the adults in the district to insure that all of the children succeed academically. Mrs. Hugelmeier stated that the third belief is that equitable and excellent classroom learning is the primary focus of district operations. Mrs. Hugelmeier stated that some of the ways the Elizabeth Public Schools is putting these beliefs into practice including a commitment to Equitable Student Learning defined as Student Centered Learning Time and we are committed to planning learning experiences that address student needs, build on student academic interests allowing for inquiry and exploration into college and career areas. Mrs. Hugelmeier stated that another is innovation schools by creating blended learning environments referred to as a hybrid innovation that is sustaining innovation relative to the traditional classroom and this hybrid form is an attempt to deliver the best of both worlds with the advantages of online learning combined with all the benefits of the traditional classroom. Mrs. Hugelmeier stated that another example is equity of access by providing our students opportunities to engage with their peers out of school time through the use of our iLeap facilities that are equipped with the latest technology and open to students through 11:00 p.m. to build on their learning as well as one-to-one technology. Mrs. Hugelmeier stated that another example of our firm commitment to our equity belief is our central office transformation and our intent is to develop a set of common equity practices regarding the district's commitment to the achievement success of all children. Mrs. Hugelmeier stated that specific processes, practices, programs, actions, and structures, focused equity practices, are being instituted to achieve success for all students including learning focused partnerships with our schools, assistance to the central office-school partnership, reorganizing and reculturing every central office unit to support the partnerships and improvement in teaching and learning which is our focus, stewardship of the overall transformation process, and evidence use throughout to support continual improvement.

Mrs. Hugelmeier stated that we are using research to achieve additional equity and in order to support the work of putting our beliefs into practice we are reading detailed accounts of the ways in which unexpected schools, those with high poverty and high minority student populations, have dramatically boosted student achievement and we began this year with Karin Chenoweth's *It's Being Done* and we will be reading Pedro Noguera's *Unfinished Business: Closing the Racial Achievement Gap in our Schools*. Mrs. Hugelmeier stated that this past October we formed our Equity and Excellence task force that is comprised of both instructional and operations team members and together we are investing time in reading about what either researchers or successful superintendents have accomplished to promote equity and close the gaps.

Mrs. Hugelmeier stated that Our Next Level of Work is focused on three areas Theory of Action, Panasonic Foundation Partnership, and the Strategic Plan. Mrs. Hugelmeier quoted from *The Case for Equity*, "Equity requires the intentional examination of systemic policies and practices that even if they have the appearance of fairness, may in effect serve to marginalize some and perpetuate disparities." Mrs. Hugelmeier stated that the Theory of Action Managed Instruction is a very important component of our journey to excellence and at the same time we

must recognize that theories of action can and must be modified over time based on changing circumstances, experience, and research. Mrs. Hugelmeyer stated that therefore part of our next level of work for 2014-2016 is to revisit and revise our theory of action and our intent is to work with Julian Trevino, consultant for the Broad Foundation on transitioning from managed instruction to managed performance empowerment. Mrs. Hugelmeyer stated that managed performance empowerment is referred to as a balanced theory of action where the school lies on the autonomy continuum from being managed to being empowered is based on student performance.

Mrs. Hugelmeyer stated that the Panasonic Foundation is an important key in our Next Level of Work and it became clear to us six years ago that this work is neither easy nor simple and it requires strongly held values, clear intent, considerable talent and energy, and a variety of external partners. Mrs. Hugelmeyer stated that our district is fortunate to have been selected by the Panasonic Foundation to engage in a national discussion and form part of the reform agenda and genuinely promote college readiness for all of our students. Mrs. Hugelmeyer stated that the Panasonic Foundation is a corporation that has leveraged its foundations' philanthropic arms to provide districts such as ours the ability to work with accomplished senior consultants such as Mr. Andrew Gelber committed to closing the educational attainment gap and promote a college-going culture. Mrs. Hugelmeyer introduced Mr. Andrew Gelber, Senior Consultant of the Panasonic Foundation.

Mr. Andrew Gelber thanked Mrs. Hugelmeyer and stated that he is excited to be here for Equity, Expectations, and Excellence. Mr. Gelber stated that one of the slides tonight was about the mission of our foundation to break the links between race, poverty and educational achievement in order to realize academic and social success for all students and ALL MEANS ALL. Mr. Gelber stated that he wanted to say it another way, strongly but without being rude, that there are still too many places in the United States where if he knows the income level of the student, the home language of the student, the racial grouping of the student, or other demographic factors he can unfortunately predict just how they are doing academically in school and in too many places that is still true. Mr. Gelber stated that if that were true in Elizabeth you wouldn't have the record of achievement that you already have. Mr. Gelber stated that Elizabeth has been doing something right for a lot of students for quite some time now. Mr. Gelber stated that the trick, the magic, the place we are in the journey is to now make that happen for all students and that is why we talk about ALL MEANS ALL so that all Elizabeth students are able to reach the best of what he calls the promise of America's education and so it accomplishes for all students what it is supposed to. Mr. Gelber stated that if you keep in mind the mission and what he just said with the school board, superintendent, leadership, and school leadership keeping their focus on the mission and that is the main thing. Mr. Gelber stated that the next thing is to understand what the commitments are that the Elizabeth Public Schools and the Panasonic Foundation make to one another so that we are able to help people do their work. Mr. Gelber stated that the Panasonic Foundation does not give grants of money to the Elizabeth Public Schools but it gives actual hands on advice and assistance from people like me. Mr. Gelber stated that it does not cost the Elizabeth Public Schools a penny and over the ten years of our partnership through events and activities the Panasonic Foundation will probably have given, in kind, the equivalent of about one million dollars. Mr. Gelber stated that partnership means that the Elizabeth Public Schools cares about the same things that we care about and the Elizabeth Public Schools believes that we have something to offer for the work in Equity, Excellence, and Expectations. Mr. Gelber stated that each year they have a document to determine how they are going to work together on behalf of the Elizabeth Public Schools and we call that document our Achievable Results. Mr. Gelber stated that they agree with the Elizabeth Public Schools that it is a valuable goal to ensure that our schools and our school system are pursuing, supporting, and achieving both academic excellence and systemic equity. Mr. Gelber stated that each year working with an overall goal we decide on strategies that we are going to use, we agree on indicators of success which is another way of asking how will we know if we are succeeding, and the specific commitment that Panasonic Foundation will make as to how they can help. Mr. Gelber stated that for the next two years 2014 to 2016 they will be working with all levels of staff

on strategies and the first strategy is to help principals in their daily work as leaders get better and better to help enhance teaching. Mr. Gelber stated that the second strategy is that assistant superintendents, directors, and supervisors are able to help principals in their work. Mr. Gelber stated that the third strategy is a new focus to enhance the capacity of central office to become more effective in supporting the work of the schools. Mr. Gelber stated that the next strategy is to build the capacity of the Board for robust, informed engagement with the district's teaching and learning agenda which is the core business. Mr. Gelber stated that the fifth strategy is to use the implementation of the Common Core State Standards as the anchor for a system-wide examination of equity that results in an increase in student achievement across all subgroups. Mr. Gelber stated that the last strategy is to revise the Theory of Action for greater alignment with our next level of work. Mr. Gelber stated that the Elizabeth Public Schools and the Panasonic Foundation have agreed that there are indicators of success for each strategy to monitor along the way. Mr. Gelber stated that there are Panasonic Foundation supports for each strategy that they have agreed to be helpful to this work. Mr. Gelber stated that the Panasonic Foundation will be returning in the Spring to explain in more detail what this body of work is all about with the Elizabeth Public Schools for Equity, Excellence, and Expectations.

Mrs. Hugelmeyer thanked Mr. Gelber for coming and sharing the work of the Panasonic Foundation. Mrs. Hugelmeyer stated that the final portion of our Next Level of Work is the Strategic Plan for 2016 through 2021. Mrs. Hugelmeyer stated that our Elizabeth Public Schools Strategic Plan always defines and guides our efforts at every level of the system from the classroom to the Board room. Mrs. Hugelmeyer stated that our upcoming challenge will be to incorporate our next level of work with focus and passion into our 2016-2021 Strategic Plan.

Mrs. Hugelmeyer stated that it truly is an honor to serve this community. Mrs. Hugelmeyer thanked Mr. Andrew Gelber for supporting us and helping us with this critical work that we have ahead of us and gave a special thank you to the Board of Education.

Mr. Monteiro thanked Superintendent Olga Hugelmeyer and Mr. Andrew Gelber for the informative presentation.

Mr. Monteiro requested a short recess.

Mr. Rodriguez asked for the public speaking to be held before recess.

Mr. Monteiro stated that there would be a short recess and right after we will do the public speaking.

The Board went into recess at 9:10 p.m. and reconvened in public session at 9:20 p.m.

Board President Monteiro presented the following public participation statement.

“At this time, the microphones are open for public comment to those who have signed in prior to this session. I shall call individuals to the microphones based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to sixty minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. The following rules for public participants shall apply: time limits will be strictly enforced, no personal attacks on individuals, no vulgar or indecent language, a person may address the Board no more than once during a single meeting, speakers should refrain from naming individuals, and comments or questions posed during public participation will not be debated. As a reminder, this is a meeting of the Board in public, not a meeting of the public.”

Mr. Monteiro called upon the first public participant, Jineeh Holmes, to address the Board.

Jineeh Holmes, 83 First Street, stated that there are a few issues she would like addressed including bullying, suspensions, gifted and talented at every school, and all schools should have uniforms.

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

James Carey, 212 Inslee Place, read the Anti-Bullying Bill that Governor Christie signed and asked how many HIB were reported in 2012-2013. Mr. Carey spoke about an HIB case and asked the Board to find out more about the case.

Mr. Monteiro thanked him for his comments.

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

Mr. Rodriguez stated that he shares the same concerns as Ms. Holmes about the suspension rate and it is something he will be looking into and that the suspension while it is a valuable tool it is discipline that needs to be used very sparingly especially for children who are at higher risks especially outside of school. Mr. Rodriguez responded to Mr. Carey and stated that we have a Bullying Coordinator in the district and they report to us every meeting and he is new so he may not have gone over the case. Mr. Rodriguez stated that he sees, especially as a teacher, that bullying is a 24 hour thing and something that when we went to school didn't happen because when we went home we had a safe area to go to and now a lot of bullying extends to online activities and it is not as easy to say take down Facebook, Twitter, Instagram, because it's part of their social interaction and is part of the world. Mr. Rodriguez stated that he does see it and his heart goes out to these children and it's horrible but there are certain procedures that we have to take and sadly sometimes it does have to go up the chain of the ladder before we get to it. Mr. Rodriguez stated that it is something that he takes seriously and his colleagues do also.

Mr. Neron stated that his heartfelt sympathies to the family and with the next level of work we are looking to support our teachers, support our principals and to change the tone and the atmosphere within the school. Mr. Neron stated that please be assured that when you bring attention to these issues that we make sure something is done about it and that he can't let this go on when we know about it. Mr. Neron stated that it is a State mandate to follow all the rules and regulations and to make sure it is enforced and the Bullying Coordinator is not just a position that is here and to have things happen and not be addressed, so please know it's accountable.

Mr. González stated that he wants to clarify that we have an Anti-Bullying Coordinator in the district, Eunice Couselo, and every school has an Anti-bullying Specialist and they are all listed on our website. Mr. González explained the procedure that is in place that follows exactly anytime a student reports an incident. Mr. González stated that Ms. Couselo comes to every Board meeting to go over all the cases that have been filed for the month with resolutions and they are based on the law and the determination is made whether it is bullying according to the definition based on all the facts. Mr. González stated that parents have the option if they are not satisfied with the result to ask for a hearing to state their case before a committee. Mr. González explained the parental hearing process. Mr. González stated that he feels for the child and the parents and we follow every rule and regulation and do not allow bullying.

Mr. Trujillo stated that he can speak to this personally because he has two children attending schools in the district and recently his daughter was the alleged victim of a bully and what was perceived to be bullying. Mr. Trujillo stated that it is very uncomfortable and he can see how as a parent how you would feel and personally he felt powerless because there really is not much you can do except advocate on behalf of your child. Mr. Trujillo stated that he can assure you that there is a process and the complaint does not fall on deaf ears. Mr. Trujillo stated

that once it is brought up there is an investigation done and people take it seriously. Mr. Trujillo stated that this is a very large district with a lot of very different situations and some are more severe than others and we treat them all very seriously and they are all investigated. Mr. Trujillo stated that we receive a report regularly as his colleague mentioned and a lot of work goes into it. Mr. Trujillo stated that it is hard especially for a parent and as a father he knows eventually that his daughter has to work through this at home and with the people in school and it is a process. Mr. Trujillo stated that when there is a bully not only is there a child who is bullied but the bully is also a victim because this child is acting out and there is a problem that needs to be resolved and that child for some reason feels that they have to do this to other children and they need help as well and it is a tough situation. Mr. Trujillo stated that the State adopted this law and it is very strict and very time consuming but it is the best we have right now. Mr. Trujillo asked if we could do better, absolutely, and we always want to do better. Mr. Trujillo stated that he trusts this school district with his children, the most precious things in his life, and with all sincerity he trusts the professionals to do the right thing by our children. Mr. Trujillo stated that if for some reason along the way the ball was dropped someone will be held accountable so to all those parents have the patience to follow through because you're the biggest advocate for your child and no one can advocate more than they can. Mr. Trujillo stated that as a father you have the obligation to take care of your child and at the end of the day the objective is that the child gets the best education possible in a secure safe environment around loving caring individuals that so many teachers are in this district. Mr. Trujillo stated that we have some of the best and brightest teachers who really love what they do and incredible individuals here who really love our children.

Ms. Bathelus stated that she agrees with what her colleagues said. Ms. Bathelus suggested a positive affirmation for the girl to believe and tell herself every day that she is beautiful and if she continues to do that every day she will believe it. Ms. Bathelus stated that it is not easy to go to school and face what you are facing every day but know that when you are saying that and have positive people around telling you that you will believe it and it will manifest into something good. Ms. Bathelus stated that she has a positive affirmation for herself as well and believes it and she wants the girl to tell herself something positive every day.

Mr. Monteiro stated that for the record we take every bullying incident that happens in the district very seriously and that is clear. Mr. Monteiro stated that we have a Board policy that addresses all the Federal and all the State requirements and we have extensive professional development for all of our educators so they can recognize what is taking place. Mr. Monteiro stated that we have a seasoned Anti-Bullying Coordinator, 34 Anti-School Bullying Specialists and we investigate all incidents. Mr. Monteiro stated that a little later in the meeting we are going to create another committee, an Anti-Bullying Task Force Committee. Mr. Monteiro stated that the committee shall provide management oversight for matters pertaining to analysis of data trend lines as it pertains to HIB, review of effectiveness of intervention programs related to HIB matters, review of practices and strategies addressing confirmed HIB cases, and review of law and professional development requirements and opportunities. Mr. Monteiro stated that the function of the committee shall be fact finding, deliberative and advisory but not administrative. Mr. Monteiro stated that the committee assists the board in fulfilling its oversight responsibility and may only make recommendations to the board and has no authority to act on behalf of the board as a whole. Mr. Monteiro stated that another step we are taking as a Board is creating a High School Dropout Task Force Committee and we will be discussing this in detail later in the meeting. Mr. Monteiro stated that we are being very proactive with over 25,000 students our heart goes out to every single child who has come across bullying and we take it very seriously.

A motion was made by Mr. Trujillo, seconded by Mr. González, that the minutes of the meetings of December 23 and 27, 2013 be accepted.

Mr. Rodriguez stated that at the December 23, 2013 meeting there were two new positions created, Director of Transportation and Assistant Director of Transportation and upon recommendation of the Superintendent of Schools there were three people appointed to these positions. Mr. Rodriguez asked if since these were new positions were these jobs posted.

Mr. Lehman stated that he does not believe that they were posted but on advice from outside counsel they did not have to be.

Mr. Rodriguez stated that the three positions have \$293,000 worth of salary and would have been nice to be posted.

Mr. Lehman stated that it resulted in a significant cost savings to the district over what was the staffing level before.

Mr. Rodriguez stated that the agenda said a Director of Transportation and an Assistant Director of Transportation yet we put in place one Director of Transportation and two Assistant Directors of Transportation. Mr. Rodriguez stated that there were only two positions created but we hired three people.

Mrs. Hugelmeyer explained that the posting is for the title of the position and is not indicative of the number of positions. Mrs. Hugelmeyer stated that the title of the position is created and along with a job description.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Trujillo, Monteiro – 6

Abstain: Messrs. Neron, Rodriguez – 2

Negative: None

Mr. Neron stated that he is abstaining as he was not part of the December 23 meeting. Mr. Neron requested copies of the contracts that were approved at that meeting.

Mr. Trujillo stated he does not have to see any contracts. Mr. Trujillo stated that he knows it is customary to send copies to the rest of the Board when the request is made by a colleague. Mr. Trujillo stated that he is not interested in seeing these contracts and he knows where he can view them so please don't send him a copy.

Mr. Rodriguez stated that he is abstaining because he was not part of the Board at that time.

#### Secretary and Treasurer's Report for the Month of November 2013

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Trujillo, Monteiro – 6

Abstain: Messrs. Neron, Rodriguez – 2

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Ms. Bathelus asked about the date of the reappointment of a social worker starting this Monday and asked if we are giving back pay from September until now.

Mrs. Hugelmeyer explained that she will not be required to be provided with back pay because the vacancy became available during the month of December due to a retirement at which point we were able to appoint one of our non-renewed social workers. Mrs. Hugelmeyer stated that upon the position becoming available we can then fill the position and no back pay is required.

Mr. Rodriguez congratulated three staff members on their retirements, Doris Moskowitz with 24.6 years, Diane Palame with 25.1 years, and Nancy Powers-Clifton with 31.2 years of service. Mr. Rodriguez asked about the out-of-state residence of an appointment.

Mr. Lehman explained the NJ First Act if you seek employment in New Jersey then you have one year to establish residency in the State of New Jersey. Mr. Lehman stated that if you were employed prior to the Act then you do not have to move.

Mr. Trujillo followed up on Mr. Rodriguez's comments on retirements and stated that it is important to recognize also the custodians and multi-purpose bus attendant who are also retiring and congratulated them. Mr. Trujillo stated that any teacher or leader in a school will tell you that these people play an important role in the day to day operations. Mr. Trujillo stated that they are not teachers but are support staff and deserve mentioning as well.

Ms. Bathelus stated that certain transfers have some names with a salary and others don't and asked if it is a promotion and why it is not consistent.

Mrs. Hugelmeyer explained that if there is a salary it means there is a change in salary. Mrs. Hugelmeyer stated that a transfer from School No. 26 with extended day and extended year to School No. 21 which is just extended day results in a change in salary.

Ms. Bathelus requested that moving forward provide the prior salary for the transfers.

Mr. Neron asked about the date of the change in salary.

Mrs. Hugelmeyer responded that she will certainly look into it.

Mr. Monteiro stated that in the past letters were sent to new hires and retirees and wants to make sure that is still continuing.

Mrs. Hugelmeyer stated that the practice is continuing and the Board will get copies of the letters.

Mr. Monteiro stated that we send letters to new hires and retirees congratulating them and wishing them the best and now we will get copies of them.

#### Tuition Report

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

Mr. Rodriguez stated that he has a concern about tuition being paid to Somerset Hills in Warren because it showed up in the news with nefarious dealings and the State cancelled its

contract with Somerset Hills. Mr. Rodriguez asked if there is a better option for students because some of the reports were quite shocking about the school.

Mrs. Castillo-Ospina explained that the decision for an out-of-district school is made by the parent and the child study team.

Mr. Neron asked if as a district we don't make any decisions as to what specialty school is selected.

Mrs. Castillo-Ospina explained the process.  
Discussion ensued.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- Somerset Hills), Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron (abstain- Somerset Hills), Rodriguez (abstain- Somerset Hills), Trujillo, Monteiro – 8

Negative: None

#### Superintendent's Report – Considerations

A motion was made by Mr. Nazco, seconded by Mr. Trujillo, that the requests be approved.

Ms. Bathelus asked if each Assistant Superintendent has a budget to send faculty in district away to training.

Mrs. Hugelmeyer explained the budgets for staff training.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

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

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, that the requests be approved with a waiver of fees.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo (abstain- request from Carlos Cedeno, negative- request from Nelson Gonzalez), Monteiro – 8

Negative: None

Mr. Monteiro stated that we are extending the courtesy of providing the waiver of fees once again and this is a way the Board extends an olive branch to our colleagues in City Council and sometimes it is not reciprocated. Mr. Monteiro stated that on two occasions he asked for use of City Hall for a town meeting. Mr. Monteiro requested Mr. Kennedy send another request for any day that is available in the month of February to use City Hall. Mr. Monteiro stated that we had done that already and asked Mr. Kennedy what was the reply.

Mr. Kennedy responded that was no reply.

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

#### Superintendent's Report – Field Trips

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

#### Superintendent's Report

Mrs. Hugelmeyer stated that her report includes highlights from InsideEPS beginning with the article *Speaking a Common Language on Evaluation* and four or five times each year identified schools across our school district host their instructional rounds network for a day dedicated to examining school-level practice. Mrs. Hugelmeyer stated that each network is broken up into six or eight teams of educators which may include teachers, school leaders, central office administrators, cabinet members, and the superintendent. Mrs. Hugelmeyer stated that before visiting the classrooms the teams discuss the observation strategies they will use and then stream out ready to visit classrooms in the K-8 school to collect evidence related to the instruction they will watch carefully. Mrs. Hugelmeyer stated that four classroom visits later the teams return to the library, write down pieces of evidence they collected from the classroom observations, identify what they learned about classroom discussions in the school, debate the patterns they discover, share their findings with the school leaders, and draft suggestions to improve the quality of questioning at the school and district level. Mrs. Hugelmeyer stated that every participant is engaged in a thoughtful discussion about teaching and learning and this is what makes instructional rounds so different from any other professional learning experience in the Elizabeth Public Schools. Mrs. Hugelmeyer stated that as such leadership networks, involving about 175 participants from teacher leaders and principals through the superintendent were phased in over three years and were facilitated by Thomas Fowler-Finn, an external consultant and author of the 2013 title *Leading Instructional Rounds in Education*. Mrs. Hugelmeyer stated that participation by Elizabeth's education leaders was non-negotiable. Mrs. Hugelmeyer stated that shortly after the first network formed the district realized that developing a common language around instruction would not be a simple task. Mrs. Hugelmeyer stated that leaders were asked to re-focus their attention away from the teacher to what the students were doing and saying and as we identified patterns in schools and across the district leaders at every level looked deeper into how their work affects instruction.

Mrs. Hugelmeyer stated that the next article is *Getting the Most Out of Rounds* and Thomas Fowler-Finn, author of *Leading Instructional Rounds in Education*, consults with district administrators in the Elizabeth Public Schools as they review evidence gathered during an instructional rounds visit. Mrs. Hugelmeyer stated that results depend on what network members do, individually and collectively, with what is learned through instructional rounds. Mrs. Hugelmeyer stated that they need to remember that this is not a test-score improvement program even though depending on goals and how the process is used, rounds can and often does contribute to test-score gains.

Mrs. Hugelmeyer stated that the next article is *EPS and AMPLIFY Announce Introduction of New Tablet at Dr. Orlando Edreira Academy School No. 26* with the deployment of more than 500 tablets to Dr. Orlando Edreira Academy School No. 26 as part of the school's one to one learning initiative. Mrs. Hugelmeyer stated that the devices will be used by 480 students and 45 teachers in all k-8 classes beginning early February 2014. Mrs. Hugelmeyer stated that Amplify CEO Joel Klein said "We are excited to help Dr. Orlando Edreira Academy School No. 26 with its transition to one to one education. Amplify is dedicated to re-imagining the way teachers teach and students learn. We're proud to have the Elizabeth Public Schools as a partner in that work." Mrs. Hugelmeyer stated that with the Amplify Tablet Package students gain a mobile learning device that is organized around their in-school courses and out of school interests and for teachers the tablet comes packed with a host of user friendly instructional tools to help plan lessons, prepare quizzes, send assignments, share multimedia resources, and easily manage all of their students' devices. Mrs. Hugelmeyer stated that to ensure that classrooms and schools have a successful tablet experience each teacher and principal receives high quality professional development and educators have access to ongoing customer support by phone and email as well as online community of fellow educators using the tablet across the country. Mrs. Hugelmeyer stated that it includes a web based enterprise device management platform designed for districts and schools that allows the administrators to provision, configure, lock, or wipe an entire fleet of devices over the air and also provides tools allowing districts and schools to enforce their own Internet policies, execute local content controls and provide safe at home browsing.

Mrs. Hugelmeyer stated that the next article is *Terence C. Reilly School No. 7 Has Been Selected as a National Title I Distinguished School*. Mrs. Hugelmeyer stated that the Elizabeth Public Schools is delighted to announce that Terence C. Reilly School No. 7 has been named a National Title I Distinguished School by the New Jersey State Department of Education and is one of 59 schools throughout the country being nationally recognized for exceptional student achievement in 2013. Mrs. Hugelmeyer stated that it is the only New Jersey school to receive this prestigious award in 2013. Mrs. Hugelmeyer stated that the National title I Distinguished Schools Program, sponsored by the National Title I Association, publicly recognizes qualifying Title I schools for the outstanding academic achievements of their students and it highlights the efforts of schools across the country making significant improvements for their students. Mrs. Hugelmeyer stated that to be named a National Title I Distinguished School, a school must demonstrate exceptional achievement in one of two categories which are exceptional student performance for two or more consecutive years and closing the achievement gap between students. Mrs. Hugelmeyer stated that Terence C. Reilly School No. 7 is being recognized for its hard work in helping economically disadvantaged children meet or exceed their Progress Targets for the 2011-2012 and 2012-2013 school years and under the leadership of Principal Jennifer Cedeno School No. 7 has successfully improved student performance and closed achievement gaps through a team approach that is well represented in the school's tight-knit learning community.

Mrs. Hugelmeyer stated that the next article is *Jumpstart for Early Childhood* and during the 2013-2014 school year the preschool students of Nicholas Murray Butler School No. 23 and Mabel G. Holmes School No. 5B will be participating in the Jumpstart literacy program. Mrs. Hugelmeyer stated that Jumpstart is a national education organization that provides a research-based literacy program by training college students to volunteer with preschool students in low-income neighborhoods. Mrs. Hugelmeyer stated that this proven curriculum helps children develop the language and literacy skills they need to be ready for kindergarten setting them on a path to close the achievement gap before it is too late.

Mrs. Hugelmeyer stated that the next article is *Providing New Vision – Google Glasses* and as a result of an initiative begun by a teacher at Dr. Orlando Edreira Academy School No. 26 students will have the opportunity to 'beta Google Glass' as part of a special project to see how this hardware can effectively be used in the classroom. Mrs. Hugelmeyer stated that some potential uses include the teacher can talk to 'Glass' and have data, text, or video pop up on

SmartBoards for instruction, teacher can be wearing ‘Glass’ and have information on the lesson plan directly on ‘Glass’ and use that information as a guide for instruction, teachers could potentially talk into ‘Glass’ and have information immediately translated into another language, and ‘Glass’ could also be used by students for presentation purposes, searches, virtual tutor, etc. Mrs. Hugelmeyer stated that there if more information on the [www.google.com/glass/start/how-it-feels/](http://www.google.com/glass/start/how-it-feels/) website.

Mrs. Hugelmeyer stated that the last article is *Inform Our Budgeting* and this year the 2014-2015 EPS budget process includes a needs assessment. Mrs. Hugelmeyer stated that the intent is to provide a well-planned and organized process that examines and gathers data about every aspect of a school’s program, practices, and population in an effort to acquire a thorough picture of a school’s strengths and weaknesses. Mrs. Hugelmeyer stated that we believe that this is an opportunity for our principals and vice principals to provide us with feedback on how finance resources are allocated to support achieving progress targets. Mrs. Hugelmeyer stated that everyone has been asked to work on this independently as it is important to get everyone’s unbiased and honest feedback. Mrs. Hugelmeyer stated that one of the Board members requested a needs assessment and she will provide it as well as the results from all of our schools. Mrs. Hugelmeyer thanked the Board and stated that this concludes InsideEPS.

Mr. Monteiro thanked Superintendent Hugelmeyer for her report. Mr. Monteiro congratulated Terence C. Reilly School No. 7 Principal Jennifer Cedeno, staff, and students on the tremendous achievement being a National Title One School. Mr. Monteiro stated that they are all making us proud here in the City of Elizabeth.

Authorizations Report – Authorization to Make Application, etc.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

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

Mr. Neron requested a meeting with the comptroller so he can properly educate him on the process of vouchers and how the finances work so he can understand this along with CPA Ana Mortola, Treasurer.

Mr. Monteiro asked Dr. Greene to make himself available to Mr. Neron and any Board member who wishes to speak with him.

Ms. Bathelus asked if there is a reason why we are paying \$168,000 for legal that legal service in one month.

Mr. Lehman explained that it is for fees earned on the invoice submitted and they are handling a number of matters for the district.

Mr. Rodriguez asked if this is normal or higher this month.

Mr. Lehman responded that it varies from month to month.

Ms. Bathelus asked if we have to use this service or can we use another.

Mr. Monteiro stated that perhaps you may want to ask counsel. Mr. Monteiro stated that all billing is detailed and no different than any school district of our size.

Mr. Lehman responded that there are detailed invoices and if she wants to call he will go over them with her.

Mr. Monteiro stated that Mr. Kennedy, Dr. Greene, and the legal team will make themselves available to anyone who would like to meet. Mr. Monteiro stated that everything we do is transparent and keep in mind that we are the fourth largest district in the State and fees for legal and special services are probably what other large districts are when you compare apples to apples.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- Schwartz Simon Edelstein & Celso, L.L.C.), Mrs. Castillo-Ospina, Messrs. González, Nazco, Trujillo – 5

Abstain: Messrs. Neron, Rodriguez, Monteiro – 3

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Trujillo, Monteiro – 6

Abstain: Messrs. Neron, Rodriguez – 2

Negative: None

#### Award of Contracts Report

Mr. Rodriguez asked about the amended contract with Kidstown.

Mr. Kennedy explained the amended contract for additional uniforms.

Mr. Trujillo asked if the change is due to increased enrollment.

Mr. Kennedy responded yes.

Mr. Monteiro made a motion to remove the contract with Chadon Development, LLC from the Award of Contracts Report and bring the matter to the Finance Committee.

A motion was made by Mr. Monteiro, seconded by Mr. Nazco, to remove Chadon Development, LLC from the Award of Contracts Report.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

A motion was made by Mr. Trujillo, seconded by Mr. González, that the amended Award of Contracts Report be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Trujillo, Monteiro – 6

Abstain: Messrs. Neron, Rodriguez – 2

Negative: None

#### Supplemental Award of Contracts Report – Change Orders

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

#### Miscellaneous Communication

None.

#### Claims List

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco (abstain-O.F.), Trujillo – 5

Abstain: Messrs. Neron, Rodriguez, Monteiro – 3

Negative: None

#### Resolution – African American Heritage Month

Ms. Bathelus read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

#### Resolution – Career and Technical Education Month

Mr. González read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

#### Resolution – Harriet Tubman

Mr. Neron read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Children’s Dental Health Month

Mr. Trujillo read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – National School Counseling Week

Mr. Rodriguez read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Authorizing the Procurement of Goods and Services through State Agency for the 2013-2014 School Year

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Resolution – Professional Services – Education Law Center

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

Mr. Rodriguez questioned why we are sending \$24,000 to the Education Law Center and asked are we not members of NJSBA where they will apprise us of the same thing.

Mr. González stated that the Education Law Center has been around a long time and are fighters for the Abbott districts and the amount is \$1.00 per child. Mr. González stated that they have helped us with funding with no fees.

Mr. Kennedy explained that NJ School Boards does not provide legal fees to the former Abbott, now SDA, districts so when it comes to advocating for our children, funding issues, and construction issues these kinds of services are provided by the Education Law Center.

Mr. Rodriguez stated that the Ed Law Center was actually instrumental in bringing the cost of Abbott that obviously helped us. Mr. Rodriguez stated that this is asking the City of Elizabeth to also chip in an equal amount which is a nice gesture that costs a lot of money.

Mr. Trujillo asked his colleagues to vote in the affirmative for this resolution. Mr. Trujillo stated that in his tenure he has dealt with the NJSBA and quite frankly they don’t entail

everything and when you start going to these trainings you are going to realize you are grouped with small districts with maybe 1,000 students and there will be very few people there who are going to understand the problems we face here as such a large district and there is a real disconnect. Mr. Trujillo stated that we have been able to partner with these attorneys for a long time and they gave us advice on where to stand in order to get more of this funding and the bulk of the money here comes from Abbott. Mr. Trujillo stated that this is not only a gesture it is a sign of support that we stand united with them and the other Abbott districts because we have unique problems. Mr. Trujillo asked his colleagues to support this and he does encourage the City to participate because the parents are residents of the City and are paying some kind of tax in the City. Mr. Trujillo stated that given the fact that they just raised our taxes it would be nice for them to give back to the students because we can all celebrate when our children are doing great but this is where we have to stand behind our children. Mr. Trujillo stated that these people do incredible work and they brought the lawsuit forward and it has been challenged many times and none of this would have been possible without the funding. Mr. Trujillo asked his colleagues to support this and stand together with the Education Law Center.

Mr. Neron asked the legal fees we are spending does any go to the Education Law Center.

Mr. Lehman explained that the Education Law Center is a nonprofit entity and have expertise in Abbott funding and have been fighting the battle for close to twenty years. Mr. Lehman stated that they not only represent us but most of the Abbott districts and it's because of this funding that we provide. Mr. Lehman stated that they provide not only litigation but constantly watch what the State is doing advocating for the former Abbott districts and this is inexpensive for the services we are provided.

Mr. Neron asked Mr. Lehman to make some time to educate him on the services of the Education Law Center.

Mr. Trujillo stated that it would be great if the Education Law Center could come back in again and they can explain to the new Board members what they do.

Mr. Rodriguez asked if the Ed Law Center currently provides these services for free and if we did not provide funding would they still help us.

Mr. Lehman responded they would not be our attorneys in the Abbott battles. Mr. Lehman stated that they represent us in various lawsuits that have occurred over the last twenty years involving Abbott.

Mr. Rodriguez asked if the resolution were to fail would they still represent us and have our interest.

Mr. Lehman stated that they would not have our interest but they would have the interest of their supporters which would not include us. Mr. Lehman stated that this is a fee.

Mr. Rodriguez stated that he didn't realize this was a fee and he thought it was a thank you.

Mr. Lehman stated that this is how they exist and that they are a nonprofit group of lawyers who have a special expertise.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- request for City of Elizabeth to support the resolution by matching the contribution), Mrs. Castillo-Ospina, Messrs. González, Nazco,

Rodriguez (negative- request for City of Elizabeth to support the resolution by matching the contribution), Trujillo, Monteiro – 7

Abstain: Mr. Neron – 1

Negative: None

Mr. Kennedy led the Board members in a reading of the following Code of Ethics for New Jersey School Board Members.

“In accordance with N.J.S.A.18A:12-24.1 the Board shall see that all members of the Board receive training in understanding and adhering to the Code of Ethics and shall discuss it annually at a regularly scheduled meeting. Each member shall sign documentation that he/she has received a copy of it and has read and understood it.

The members of the Board of Education recognize that they hold authority not as individuals but as members of the Board. In order to make a clear public statement of its philosophy of service to the students of the district the Board adopts the following Code of Ethics.

The Board members will uphold and enforce all laws, State Board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.

The Board members will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex or social standing.

The Board members will confine their Board action to policy making, planning and appraisal and will help to frame policies and plans only after the Board has consulted those who will be affected by them.

The Board members will carry out their responsibility, not to administer the schools, but together with their fellow Board members, to see that they are well run.

The Board members will recognize that authority rests with the Board of Education and will make no personal promises nor take any private action which may compromise the Board.

The Board members will refuse to surrender their independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.

The Board members will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. But in all other matters, the Board members will provide accurate information and, in concert with their fellow Board members, interpret to the staff the aspirations of the community for its schools.

The Board members will vote to appoint the best qualified personnel available after consideration of the recommendation of the Superintendent of Schools.

The Board Members will support and protect school personnel in proper performance of their duties and will refer all complaints to the Superintendent of Schools and will act on such complaints at public meetings only after failure of an administrative solution.”

Mr. Kennedy asked if there were any questions or comments and explained the acknowledgement of receipt that needs to be signed and submitted by each Board member.

Resolution – Code of Ethics Bylaw File Code 9271

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

The second reading of the following revised policy was done:

2131 Policy Chief School Administrator

Resolution – Revised Policy Chief School Administrator File Code No. 2131

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

Mr. Neron stated that this is a revised policy and asked what was changed.

Mrs. Hugelmeyer explained the revision by the State Department.

Mr. González explained that the draft for the first reading has the highlighted changes.

Mr. Kennedy stated that he has the first reading with revisions with him tonight.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

The President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically C.D., and L.W.; audit corrective action plan; special education matter M.S.; Harassment, Intimidation, and Bullying results; and workers' compensation cases, specifically, E.D., M.R., and D.G. The Board will reconvene in public to take formal action.

A motion was made by Mr. Trujillo, seconded by Mr. Nazco, to go into private session at 10:55 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Nazco, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

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

The Board reconvened in public at 1:00 a.m. to continue with the meeting and take formal action.

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

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Confidential Settlement Agreement and Resignation effective immediately – C.D.

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Acceptance of the Corrective Action Plan for the 2012-2013 School Year Audit

The audit recommendations, comments, and actions to be implemented were considered and discussed.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Trujillo,  
Monteiro – 5

Abstain: Messrs. Neron, Rodriguez – 2

Negative: None

Mr. Monteiro asked if there was any old business to discuss.

Ms. Bathelus stated that the Schedule of Board Meetings has a meeting scheduled for Wednesday, April 16 and asked if that is the correct date.

Mr. Kennedy responded that is the correct date.

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

Mr. Trujillo stated that he is concerned about a letter he received with his tax bill. Mr. Trujillo stated that as you know it is not the first time the administration and Mayor's Office has taken the opportunity to place with the tax bill their version of what the tax levy is and where it comes from and that it is important the fact that they continue to perpetuate an ongoing lie. Mr. Trujillo stated that he visited City Council on many occasions asking to please have a town hall meeting at City Hall which is a central place and appropriate venue. Mr. Trujillo stated that Mr. Monteiro asked for a letter to be sent again for the request. Mr. Trujillo stated that his concern is the mayor is using that avenue to defraud the taxpayers by misinforming them of the actual tax levy and how the mechanism works and what the portion is to the City versus the School District. Mr. Trujillo stated that many taxpayers want to know. Mr. Trujillo stated that there was a tax increase on the City portion and a sewer tax increase which was substantial. Mr. Trujillo stated that simply this is disingenuous to try and blame for political motive this Board for the whole tax increase and it just isn't so. Mr. Trujillo stated that they continue to accuse of exceeding the 2% cap which is mandated by the State despite the fact that we know to the contrary that it is not true and we have documentation from the State. Mr. Trujillo stated that all of our budgets here are open and everything is above board here. Mr. Trujillo stated that on the other hand and he is not saying that it is illegal for them to do this but he thinks it may be unethical and disingenuous for them to impose a temporary budget coinciding with the elections prior to and then hitting them over the head with the actual tax increase towards the end of the year knowing that soon come June there will be another budget they have to present and according to their own CFO if they don't get their house in order that's going to lead to another tax increase. Mr. Trujillo stated that what he really is concerned about is that he remembers years ago being accused of, on this Board, using a mailer to bring to the attention of the people the tax situation and we were fined as a district for that and he does not see the difference between what the Mayor did and what we did in the past. Mr. Trujillo stated that what is good for the goose is good for the gander and if he is genuinely trying to inform the public that is fine but he should have all the facts. Mr. Trujillo stated that he does not believe they are true the way he is presenting them in his packet and he is going to dig into this a little further and speak to counsel to see if there is something unethical or illegal about what he is doing because the taxpayers have the right to know. Mr. Trujillo stated that everything we do here is above board and if we don't pass our budget we end of taking teachers out of the classroom all the way down to the kitchen help and security guards. Mr. Trujillo stated that we have seen the cuts and it hurts to have to lose jobs and people we have trained and who love working here. Mr. Trujillo stated that budgets are very sensitive. Mr. Trujillo stated that he has a chart and all you can see is a trend of the substantial amount of increase over the years of City Administration and there is a pattern of on his election year there is no increase and it bumps up and up and this year is the same. Mr. Trujillo stated that another thing is the Elizabeth Board of Education has zero debt service and we don't owe any money. Mr. Trujillo stated that the taxpayers of this City own the schools out right. Mr. Trujillo stated that the City is actually in about \$130 million in debt and is being operated on a credit card and overspending. Mr. Trujillo stated that he was the only resident of the City at the budget meeting

at City Hall and he spoke and then was escorted by the police out of the meeting. Mr. Trujillo stated that right before they passed the budget they borrowed another \$1 million to fix the stairs that he had just walked up and down and they seemed fine to him but they have to spend \$1 million to fix them. Mr. Trujillo stated that those are his personal opinions. Mr. Trujillo stated that what he is asking is that we have this meeting and we have capable people here who can present our budget and he is prepared to defend our budget and where we spend our money. Mr. Trujillo stated that he hopes the City would do the same so the people would understand. Mr. Trujillo stated that lying to the people doesn't make it any better and you can repeat a lie all you want but eventually the truth is going to come out. Mr. Trujillo stated that the fact that they don't respond to our letter is because they don't want to have this conversation and it's not beneficial to them because they are perpetuating a lie to the taxpayers that this whole burden is on the Board of Education when it isn't. Mr. Trujillo stated that he is going to continue to pursue this until it comes to a resolution. Mr. Trujillo stated that he hopes someone here has the courage to stand with him on this because it needs to be done and the taxpayers need to know the truth because at the end of the day we are all affected by this.

Mr. Monteiro asked for any other new business.

Mr. Monteiro stated that as he mentioned earlier we are adding three additional committees, Anti-Bullying Task Force Committee, High School Drop Out Task Force Committee, and the Special Education Issues and Funding Committee. Mr. Monteiro stated that all three are very relevant to what is taking place in the district. Mr. Monteiro stated that he knows some members, like Mr. Perreira and Mr. Rodriguez, who are very passionate about the High School Drop Out and the only way to tackle these is head on in a committee where we can study further and review all the policies that we have here in the district.

Mr. Trujillo commended Mr. Monteiro and stated that this is another example of how we are willing to go above and beyond what is required of us. Mr. Trujillo stated that we have four standing committees where generally all the work is done and we are able to accomplish a lot. Mr. Trujillo stated that these are issues that a specific committee can actually do some specific work and benefit the district. Mr. Trujillo stated that the Anti-Bullying Committee can do a lot of work and have a lot of feedback. Mr. Trujillo stated that he speaks with the public a lot and with the professionals we have here we can come up with a lot of great ideas and find some best practices and perhaps add to our current policy that is mandated. Mr. Trujillo stated that Mr. Rodriguez and Mr. Perreira are very adamant about the high school dropout. Mr. Trujillo stated that if you speak to special education parents they are very passionate and very involved and some of the cases are extreme. Mr. Trujillo stated that special education is so broad and if we could just do some work on special education it would be great and this is what parents want. Mr. Trujillo commended Mr. Monteiro for doing this and asked his colleagues to make time for this because this is good work. Mr. Monteiro asked the Board to vote in the affirmative to adopt the committees.

Mr. Rodriguez also applauded Mr. Monteiro for making the committees because they are three major issues in the community. Mr. Rodriguez stated that he would like the pleasure of being included for the High School Drop Out and the Special Education committees because they are intertwined and that he would love to prioritize his time to spend on those two committees.

Mr. Neron stated that he is interested in the High School Drop Out Committee because that is the type of work he is in dealing with youth. Mr. Neron stated that this is very important and the retention of students in high school helps to lead to a pathway to college or career and he is all on board.

A motion was made by Mr. Monteiro, seconded by Mr. Trujillo, to create three ad hoc committees, Anti-Bullying Task Force Committee, High School Drop Out Task Force

Committee, and Special Education Issues and Funding Committee, to be in effect from this date and shall terminate as of the Reorganization Meeting 2015.

The motion was carried by the following vote:

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

Negative: None

Mr. Monteiro stated that years ago there were many committees and over the years they were consolidated into a few. Mr. Monteiro stated that there is no way to go to one committee and have all these issues in one meeting. Mr. Monteiro stated that we will find that we have more in common and try to move the district in the right direction and take it to where we need to get it. Mr. Monteiro stated that although there has been remarkable progress in the district over the last ten years there are still some things that need work and we are all too well aware of it. Mr. Monteiro thanked the Board members for their willingness to be involved.

Mr. Monteiro stated that the names of the committee members for the ad hoc committees would be provided next week.

Mr. Monteiro stated that the Elizabeth High School Marching Band will be performing at the Super Bowl Festivities.

Mr. Monteiro congratulated Soccer Head Coach Joseph Cortico who was recognized as the Union County Coach of the Year.

Mr. Neron thanked all the parents for coming to the meeting and all the performers. Mr. Neron congratulated all those retiring this year and thanked them for their service.

On a motion by Mr. Trujillo, seconded by Mr. Neron, the meeting was adjourned at 1:20 a.m.

The motion was carried by the following vote:

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

Negative: None

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