

BOARD OF EDUCATION  
(Official)

November 20, 2014  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on November 20, 2014 at 7:00 p.m., in the MultiPurpose Room, Donald Stewart Center for Early Childhood Education, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

Board President Tony Monteiro presented the following statement at 7:30 p.m.

“Ladies and Gentlemen, good evening. This is a regularly scheduled meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to Worrall Community Newspapers, The Star Ledger and Cablevision of Elizabeth on Monday, November 17, 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 November 20, 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. Fajardo, González (arr. 9:30 p.m.), Neron, Perreira, Rodriguez, Monteiro – 8

Absent: Mr. Trujillo – 1

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Rafael Cortes, Assistant Superintendent for Schools Linda Seniszyn, Interim Assistant Superintendent for Teaching and Learning Jennifer Cedeno, 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 A. 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., followed by the Pledge of Allegiance led by Leslie Estevez, eighth grade student at Dr. Orlando Edreira Academy School No. 26.

The *Star Spangled Banner* by Francis Scott Key was performed by Nicole Estevao, twelfth grade student at Thomas Jefferson Arts Academy.

The Pledge of Ethics was led by Leslie Estevez, eighth grade student at Dr. Orlando Edreira Academy School No. 26.

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

Mr. Monteiro thanked the administrators, principals, vice principals, team members, and EEA President Rose Carreto for coming tonight.

Mr. Fajardo stated that he has the honor of recognizing two very important people, Ana Maria Amin who is the top vote getter in this past election and Maria Carvalho who is the third highest vote getter so far, who were present.

Mr. Monteiro introduced students from the Dr. Orlando Edreira Academy Jazz Band who performed *Fiesta del Tigre*, composed and arranged by Michael Story, *My Funny Valentine* by Richard Rodgers and Lorenz Hart and arranged by Dave Wolpe, and *Paco's Canon* arranged by George Shutack. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro introduced theater arts students from Thomas Jefferson Arts Academy who performed a scene from the play *You Can't Take It With You* by Moss Hart and George S. Kaufmann. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Perreira recognized Janiyah Fullwood, sixth grade student at Mabel G. Holmes School No. 5, who was selected as the winner of the City-wide essay contest entitled, *My Goals for 2014*. Mr. Perreira and Board members congratulated Janiyah Fullwood and presented her with a plaque of commemoration.

Mr. Rodriguez recognized team members Director of Transportation Lester Dominguez and Assistant Directors Joseph Padlo and Michael Rijo for their excellent services coordinating the transportation in a timely and well-organized manner for over 3,500 team members from all over the district to the Dunn Sports Center for the 2014-2015 Welcome Back Presentation. Mr. Rodriguez and Board members congratulated them and presented each with a plaque of commemoration.

Mr. Neron recognized ninth grade students who are members of the *Be The Change Club* at Elizabeth High School for their outstanding contribution to our community. Mr. Neron stated that they started the *We Scare Hunger* campaign and instead of trick or treating for candy they did so for non-perishable food items to be donated to needy families in Elizabeth and collected over 1,000 lbs. of canned goods. Mr. Neron and Board members congratulated them and presented each with a plaque of commemoration.

Mr. Monteiro stated that this past week Olga Hugelmeyer, Superintendent of the Elizabeth Public Schools, was selected with 99 other superintendents from across the country to attend a ConnectED Conference at the White House in recognition of the district's commitment to Future Ready schools. Mr. Monteiro introduced Mrs. Hugelmeyer who presented InsideEPS.

#### Superintendent's Report

Superintendent of Schools Olga Hugelmeyer stated that her report includes highlights from InsideEPS beginning with the article *White House ConnectED to the Future Convening – Elizabeth Amongst Top Districts in the Nation*. Mrs. Hugelmeyer stated that our vision is that Elizabeth will be one of the best school systems in America and we have attained that benchmark being recognized as one of the best school systems in America. Mrs. Hugelmeyer stated that Elizabeth Public Schools was chosen by the U.S. Department of Education to participate in the ConnectED Conference at the White House in recognition of the district's commitment to Future Ready schools. Mrs. Hugelmeyer stated that she and more than 100 other exemplary district leaders from across the United States were recognized for their leadership in helping transition

their districts to digital learning and the convening brought together leaders to share promising approaches for using technology to impact teaching and learning. Mrs. Hugelmeyer quoted Secretary of Education Arne Duncan, “School districts across the country are helping teachers harness the power of technology to create personal learning environments for all students. We want to make sure every child – whether he or she is in the inner-city, in a rural community, or on a Native American reservation – has access to knowledge and the chance to learn 24 hours a day, seven days a week.” Mrs. Hugelmeyer stated that the White House convening will be followed by twelve Future Ready Regional Summits designed to help districts create and implement district-wide action plans to fulfill their pledge to use technology to transform learning. Mrs. Hugelmeyer stated that the summits will be held over the next year and be open to all district leaders that sign the Future Ready Pledge. Mrs. Hugelmeyer stated that the U.S. Department of Education will release two new guides to help districts improve their technology infrastructure and refine their professional learning plans. Mrs. Hugelmeyer quoted Director of the Office of Educational Technology Richard Culatta, “Future Ready highlights the critical role of district leaders in setting a vision and creating the environment where educators and students access the tools, content, and expertise necessary to thrive in a connected world. Technology has the potential to transform education in America, allowing students to be more engaged, learn at their own pace, and to develop the knowledge and skills to be successful in the future and yet fewer than thirty percent of classrooms have the broadband internet to support today’s education technology needs.” Mrs. Hugelmeyer stated that starting in September 2014 Elizabeth Public Schools initiated a groundbreaking and transformative installation of their 1:1 computer initiative called *Leap to the Future* which is to provide every student in grades three through twelve the tools to access, create, and collaborate as thriving, 21<sup>st</sup> Century digital citizens. Mrs. Hugelmeyer stated that in June 2013 President Obama announced the ConnectED Initiative setting a goal of connecting 99 percent of students to high-speed internet within five years. Mrs. Hugelmeyer stated that model schools and districts across the country are using technology to create personalized learning environments and technology will play an increasingly crucial role in the future. Mrs. Hugelmeyer stated that the White House Convening participants were selected by a technical working group of superintendents who met to provide input on the pledge criteria and the review process. Mrs. Hugelmeyer stated that more than 800 nominees were then submitted from districts around the nation to participant and reviewers from the Office of Educational Technology screened and scored nominations using a rubric aligned to each pillar of the Future Ready Pledge. Mrs. Hugelmeyer stated that 100 superintendents were invited to participate in the White House Convening on November 19, 2014 and Elizabeth was one of those featured districts.

Mrs. Hugelmeyer stated that the next article is *President Obama: U.S. Needs to Bring Schools into 21<sup>st</sup> Century*. Mrs. Hugelmeyer stated that President Obama called on local school officials Wednesday to help meet his goal of bringing high-speed internet to virtually every American student within a few years to help them compete with counterparts in countries who already use technology to help them learn and quoted President Obama, “One of the things that we also need to do is to yank our schools into the 21<sup>st</sup> Century when it comes to technology. Currently less than forty percent of U.S. public schools have high-speed Internet connections in their classrooms. That’s not good, since we invented the Internet. By way of example, South Korea is replacing all textbooks with digital content and training teachers on how to use technology in the classroom. Singapore is outfitting every school with broadband that is forty times faster than the connection in the average American home. So we’re going to have to step up our game if we’re going to make sure that every child in America can go as far as their dreams and talents will take them.” Mrs. Hugelmeyer stated that in President Obama’s presence the superintendents signed a pledge using their tablet devices committing to get their classrooms connected. Mrs. Hugelmeyer stated that the Future Ready District Pledge affirms the commitment of the district to work with students, educators, families and members of our community to become Future Ready by engaging in a wide range of activities called the seven pillars. Mrs. Hugelmeyer stated that the first is fostering and leading a culture of digital learning within our schools and Future Ready district leadership teams work collaboratively to transform teaching and learning using the power of technology to help drive continuous improvement and work together to protect student privacy and to teach students to become responsible, engaged,

and contributing digital citizens. Mrs. Hugelmeyer stated that the second pillar is helping schools and families transition to high-speed connectivity and Future Ready districts conduct comprehensive diagnostic assessments of the district's technology infrastructure and develop a sustainable plan to ensure broadband classroom connectivity and wireless access. Mrs. Hugelmeyer stated that Future Ready districts work with community partners to leverage local, state, and federal resources to support home internet access outside of traditional school hours. Mrs. Hugelmeyer stated that the next pillar is empowering educators through professional learning opportunities and Future Ready districts strive to provide everyone with access to personalized learning opportunities and instructional experts that give teachers and leaders the individual support they need when they need it and provide tools to help teachers effectively leverage learning data to make better instructional decisions. Mrs. Hugelmeyer stated that the next pillar is accelerating progress toward universal access for all students to quality devices and Future Ready districts work with necessary stakeholders to ensure that all students and educators across the district have regular access to devices for learning and districts develop tools to support a robust infrastructure for managing and optimizing safe and effective use of technology so students have opportunities to be active learners, creating and sharing content, not just consuming it. Mrs. Hugelmeyer stated that another pillar is providing access to quality digital content and Future Ready districts align, curate, create, and consistently improve digital materials and apps used in the support of learning and districts use carefully selected high quality digital content that is aligned to college and career ready standards as an essential part of daily teaching and learning. Mrs. Hugelmeyer stated that teachers are able to share, discover, and adapt openly-licensed materials and teaching plans. Mrs. Hugelmeyer stated that the next pillar is offering digital tools to help students and families reach higher and Future Ready districts make digital resources available that help access expanded college, career, and citizenship opportunities. Mrs. Hugelmeyer stated that Future Ready districts promote ways to leverage technology to expand equity through digital activities such as completion of the FAFSA online, virtual counseling services, college scholarship search tools, and online advising access, all of which help to return America to the nation in the world with the highest college completion rate by 2020. Mrs. Hugelmeyer stated that the last pillar is mentoring other districts and helping them transition to digital learning and Future Ready districts work to design, implement, share their technology plans, join regional summits, participate in an online ConnectED Superintendents' Community of Practice, and publish their Future Ready technology plan at a site such as [www.MyDistrict.org/FutureReady](http://www.MyDistrict.org/FutureReady).

Mrs. Hugelmeyer stated that the next article is *Support for Schools as a Result of the ConnectED Initiative*. Mrs. Hugelmeyer stated that the White House "ConnectED to the Future" featured new commitments from private and non-profit partners and from the U.S. Department of Education to support educators as they transition to digital learning. Mrs. Hugelmeyer stated that the first commitment is support for state and local educational leaders and in partnership with the Alliance for Excellent Education the U.S. Department of Education will host twelve regional summits for Future Ready school districts to assist local educational leaders as they develop and implement action plans to use technology to personalize learning across their school districts. Mrs. Hugelmeyer stated that Secretary Duncan will also issue guidance to state and local superintendents, to support technology and digital learning as an allowable use of more than \$27 billion in federal funds under the Elementary and Secondary Education Act and the Individuals with Disabilities Education Act. Mrs. Hugelmeyer stated that the second commitment is access to virtual learning for teachers and students and EdX has committed to provide free online coursework from top universities including free course certificates to teachers and high school students in high-need schools. Mrs. Hugelmeyer stated that all students will have free access to all Advanced Placement level courses offered through EdX and in addition Coursera will provide no-cost online professional development at every school district over the next two years including opportunities for teachers to earn Coursera's completion certificates which may be used for continuing education credits. Mrs. Hugelmeyer stated that the company is partnering with leading schools of education to further expand its teacher professional offerings. Mrs. Hugelmeyer stated that another commitment is a Future Ready Technology Infrastructure Guide and the U.S. Department of Education will issue a new technical assistance guide that outlines

specific and tangible examples that will help schools improve their technological infrastructure by getting high-speed broadband internet connectivity to and throughout schools and choosing devices for learning and establishing policy and procedures for their use. Mrs. Hugelmeyer stated that the next commitment is a Future Ready Professional Learning Toolkit and the U.S. Department of Education will issue a new technical assistance toolkit that provides rubrics, checklists, and examples to assist district teams as they develop, refine, and evaluate professional learning plans that align with their capacity, learning goals, and standards of professional learning. Mrs. Hugelmeyer stated that in particular, the toolkit focuses on how districts can use technology to connect educators and provide tailored professional learning experiences. Mrs. Hugelmeyer stated that for more information please visit [Superintendents@Ed.Gov](mailto:Superintendents@Ed.Gov) and follow us on Twitter [@OfficeOfEdTech](https://twitter.com/OfficeOfEdTech) #FutureReady.

Mrs. Hugelmeyer stated that the next article is the *Next Steps in Becoming Future Ready*. Mrs. Hugelmeyer stated that throughout the course of the day we experienced inspiring videos that defined the Future Ready initiative which was followed by Ignite presentations that defined the strategies necessary to support Future Ready teaching and learning. Mrs. Hugelmeyer stated that the superintendents also engaged in a discussion on how to measure the progress and success of a Future Ready student. Mrs. Hugelmeyer stated that the day concluded with the opportunity to discuss our next steps and field questions both to Arne Duncan, Secretary of Education, and Richard Culatta, USDOE Director of Educational Technology. Mrs. Hugelmeyer stated that as superintendents we have committed to developing a Future Ready vision and building our Future Ready District Plan as a digital product for both our school community and to be shared with the USDOE Office of Educational Technology by posting on [Superintendents@ed.gov](mailto:Superintendents@ed.gov). Mrs. Hugelmeyer stated that we will ensure that our district team members and our students' voices are represented in the development of this plan. Mrs. Hugelmeyer stated that the President's expectations are that as educational leaders we will foster a culture of learning through technology across our schools, assist our students and their families in the transition to high-speed connectivity, provide our learners greater access to high-quality digital devices and content, and to provide teachers and principals the support needed to use technology in innovative ways.

Mrs. Hugelmeyer stated that this was an incredible opportunity and she was extremely humbled and honored to have been able to attend this summit and as a result throughout the course of the day we were encouraging our schools to post the great work that they are achieving. Mrs. Hugelmeyer stated that Inside EPS will be made available to everyone in our school community. Mrs. Hugelmeyer thanked the educational leaders and teachers who participated in the great work that is being accomplished here in Elizabeth. Mrs. Hugelmeyer stated that she can't thank our team enough because we have fabulous people who work very hard every day to be able to make the Elizabeth Public Schools what it is and thanked everyone. Mrs. Hugelmeyer stated that she is incredibly committed to continuing this work and to be able to continue showcasing the great work at the US Department of Education and White House.

Superintendent Olga Hugelmeyer introduced a video presentation from the opportunity that she had as a superintendent to sit with the President of the United States at the White House and to be inspired by his message.

Mr. Monteiro thanked Superintendent Olga Hugelmeyer for this extraordinary honor representing the Elizabeth Public Schools at the White House. Mr. Monteiro stated that this is an initiative throughout the country and over 800 superintendents were nominated and only 100 were chosen. Mr. Monteiro stated that it took the hard work of each and every team member and the credit goes to all the team members.

The Board went into recess at 8:40 p.m.

The Board reconvened in public session at 9:05 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, Maria Lorenz, to address the Board.

Maria Lorenz, 103 Murray Street, spoke about special needs children and a lack of communication for a meeting in Trenton. Ms. Lorenz stated that she is the Chairwoman of the Special Education Parent Advisory Council and the first meeting will be held tomorrow night at the Halsey Library.

Mr. Monteiro thanked her for her comments. Mr. Monteiro called upon the next public participant, Pia Carbajal, to address the Board.

Pia Carbajal, 19 Dehart Place, spoke about art classes that help special needs children express their feelings and asked if the children’s artwork could be displayed at the next Board meeting. Mrs. Carbajal stated that as a PTO mother there is so much each person can do to help and encouraged others to help. Mrs. Carbajal stated that the teachers and child study team do their best but it is the parents who have to work with their children.

Mr. Monteiro thanked her for her comments. Mr. Monteiro stated that the next public participant, Bithja Lerine, requested to address the Board in private. Since there were no other citizens signed in to address the Board, Mr. Monteiro declared this portion of the public meeting closed.

Mr. Fajardo congratulated Mrs. Carbajal for being such an outstanding mother and working so hard. Mr. Fajardo stated that he has seen Mrs. Carbajal year after year after year being involved and that is what makes the difference. Mr. Fajardo stated that people think that the school is responsible for everything that takes place in the education of a child. Mr. Fajardo stated that he has a theory that it is 50/50 and the school does 50% and the parents have to do the other 50%. Mr. Fajardo stated that he is sure that Mrs. Carbajal goes way beyond that to help her child. Mr. Fajardo stated that there is a very famous individual who says that people march in two groups, those that hate and destroy and those that love and build. Mr. Fajardo stated that Mrs. Carbajal is certainly one who loves and builds. Mr. Fajardo congratulated her and stated that she is certainly an asset to this school district.

Mr. Fajardo congratulated Superintendent Olga Hugelmeyer on the wonderful achievement and commented that it is not only an achievement for the Superintendent but also an achievement of the district without a doubt. Mr. Fajardo stated that Mrs. Hugelmeyer is a phenomenal Superintendent. Mr. Fajardo stated that he watched Olga Hugelmeyer grow in this district for twenty years as a teacher, supervisor, director, assistant superintendent and now as Superintendent.

Mr. Fajardo stated that the record should show clearly that we had a great, great superintendent and that for difficult situations we have been through in this district he went to another district. Mr. Fajardo stated that he called him and wished him the best and said that district should become the second best district but Elizabeth would always be No. 1 and he told him why. Mr. Fajardo stated that he told him that without a doubt he was a great general and he compares him to General Eisenhower. Mr. Fajardo stated that it took a General like General Patton to execute the plans and get the job done. Mr. Fajardo stated that throughout those years that was Olga Hugelmeyer who was everywhere and involved in every aspect of education in this district. Mr. Fajardo stated that he is so honored and proud to have been part of that and watch

her grow professionally like she has and now she went to the White House as one of 100 superintendents who were invited. Mr. Fajardo stated that there may be some people who may want to fill her shoes but it will never work. Mr. Fajardo stated that the education that she has goes beyond anybody else that he knows in education in this City and he had the honor to go to other cities in his years as a member of the Board of Education.

Mr. Fajardo stated that he remembers twenty years ago that in order for our children to get computer classes they had to go once or twice a month to the Mitchell Building for 2 hours and that was it and they never saw a computer again. Mr. Fajardo stated that here we had the City of Elizabeth that was so far behind in the stone age in technology and today we are one of the districts that is being used to teach what we have done to other districts in the State of New Jersey and that is a credit to Mrs. Hugelmeyer's leadership and all those people who work around her. Mr. Fajardo thanked Mrs. Hugelmeyer for putting our City on the map the way that she has.

Mr. Fajardo stated that he was so honored as he sat in the front row and watched the students play and perform in uniform. Mr. Fajardo stated that he has so much joy in his heart and no one can take that away from him. Mr. Fajardo stated that he has been honored with the blessings that he has received from the Lord throughout the years to have made a difference for the children of this City. Mr. Fajardo asked how many hours did we sit together planning this school that we are sitting in today. Mr. Fajardo stated that we have three schools like this in the City. Mr. Fajardo stated that the President of the United States said in his speech that every child in kindergarten or prekindergarten should start school in high technology. Mr. Fajardo stated that we do that in the City of Elizabeth and he believes that our model is copied by many, many other districts not only in the State of New Jersey but throughout the nation.

Mr. Fajardo stated that has seen students graduate from this high school and not be able to go to top schools because they didn't have paperwork and their parents were illegal. Mr. Fajardo stated that he remembers that the top student had to go to work at McDonald's because unfortunately the only school that she was able to go to was Union County College and she was not allowed to go to any other school because of her status. Mr. Fajardo stated that the President of the United States spoke earlier tonight and this is about education and should be part of the Board of Education minutes for the ages. Mr. Fajardo quoted the President of the United States of America, "Scripture tells us that we shall not oppress a stranger, for we know the heart of a stranger – we were strangers once, too. These people – our neighbors, our classmates, our friends – they did not come here in search of a free ride or an easy life. They came to work, and study, and serve in our military, and above all, contribute to America's success. I've seen the courage of students who, except for the circumstances of their birth, are as American as Malia or Sasha; students who bravely come out as undocumented in hopes they could make a difference in the country they love. I have seen the determination of immigrant fathers who worked two or three jobs without taking a dime from the government, and at risk any moment of losing it all, just to build a better life for their kids. Are we a nation that educates the world's best and brightest in our universities, only to send them home to create businesses in countries that compete against us? Or are we a nation that encourages them to stay and create jobs here, create businesses here, create industries right here in America?" Mr. Fajardo stated that he mentions this because there is a lot of animosity towards the Latino community in this town and he just went through it in the last three months. Mr. Fajardo stated that he wants the record to show that just like any other immigrant that has come to this country that we have come to earn our way. Mr. Fajardo stated that he is very proud to be a Latino.

Mr. Kennedy announced that effective with the December 11, 2014 Board meeting and going forward the Board agenda will be available on our website [www.epsnj.org](http://www.epsnj.org) at 6:00 p.m. on the day of the meeting. Mr. Kennedy explained that if you go to our website on our home page on your phone or computer there is a banner for the agenda and it is the exact same thing that we were handing out at the meetings. Mr. Kennedy stated that the district is becoming more technology savvy and on December 11<sup>th</sup> the agenda will be available online.

Mr. Monteiro asked if the agenda will only be available online or will there still be paper copies.

Mr. Kennedy explained that over the summer we announced that were heading toward having the agenda available online.

Mr. Monteiro stated that starting December 11<sup>th</sup> and going forward the agenda will only be available online.

A motion was made by Mr. Fajardo, seconded by Mrs. Castillo-Ospina, that the minutes of the meetings of October 17, 23, and 28, 2014 be accepted.

The motion was carried by the following vote:

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

Negative: None

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

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

The motion was carried by the following vote:

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

Negative: None

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

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

Mr. Neron stated that there a lot of transfers and asked for a clarification on the difference between a personal assistant and an autism assistant.

Mrs. Hugelmeyer explained the transfers and stated that a personal assistant is for a student and an autism assistant is for the class.

The motion was carried by the following vote:

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

Negative: None

Mr. Rodriguez congratulated all the faculty and staff members who are retiring, wished them a happy retirement, and thanked them for their years of service to our district and our students.

Mr. Monteiro stated that Anti-Bullying Coordinator Eunice Couselo is one of the retirees and wished her well. Mr. Monteiro stated that Dora Kuznitz is retiring with 37 years of service, Ann Marie Remus with 31 years of service, Nancy Monaco with 38 years of service, Amy Nirchio with 29 years of service, Josephine Sims with 26 years of service, and Diego Quintero with 25 years of service. Mr. Monteiro congratulated all of the retirees and wished them a happy and healthy retirement and stated that they have given so much of their lives to our district.

#### Tuition Report

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

The motion was carried by the following vote:

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

Negative: None



Mr. Fajardo stated that this district spends so much money in support of children with special needs and we do everything that we possibly can to make sure that we provide every student an equal opportunity to have a great education. Mr. Fajardo stated that on this tuition report it shows we have invested in our children and a fabulous, tremendous, conscientious effort is being done by this district.

#### Superintendent's Report – Considerations

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

The motion was carried by the following vote:

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

Negative: None

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

A motion was made by Mr. Perreira, seconded by Mr. González, that the requests be approved as recommended except with a waiver of all fees for requests from Rabbi Kanelsky of Bris Avrohom Center and Coalition to House the Homeless.

Mr. Neron stated that the community carnival has been held for many years and asked if there is a charge to the community and if it is open to all the residents of the City.

Mr. Kennedy responded that there is no charge to the community and it is open to all.

The motion was carried by the following vote:

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

Negative: None

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

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

The motion was carried by the following vote:

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

Negative: None

Mr. Fajardo asked if the request for use of the pool is to train State Police.

Mr. Kennedy explained that it is being used to train lifeguards.

Mr. Neron asked if it is open to residents and citizens of the State.

Mr. Kennedy explained that it is regional for National Park Service lifeguards and they need to train to become those lifeguards. Mr. Kennedy stated that they have been using the pool for 23 years.

#### Superintendent's Report – Field Trips

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

The motion was carried by the following vote:

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

Negative: None

Authorizations Report – Authorization to Make Application, etc.

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

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

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron (negative-Schwartz Simon Edelstein & Celso, LLC), Perreira, Monteiro (abstain- USA Architects) – 6

Negative: Ms. Bathelus, Mr. Rodriguez – 2

Supplemental Finance and Accounting Report – Transfer of Funds

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

The motion was carried by the following vote:

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

Negative: None

Award of Contracts Report

A motion was made by Mr. Fajardo, 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. Fajardo, González, Neron (abstain- City of Elizabeth Fire Department), Perreira, Rodriguez, Monteiro – 8

Negative: None

Supplemental Award of Contracts Report

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

The motion was carried by the following vote:

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

Abstain: Ms. Bathelus – 1

Negative: None

Miscellaneous Communication

None.

Claims List

Mr. Monteiro requested that the Claims List be held until after private session.

Resolution – 2014-2015 Contract for Interim Assistant Superintendent for Teaching and Learning

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

Mr. Neron stated that last time we approved the position and asked if we approved a contract prior.

Mr. Kennedy stated that the Board approved the position and explained the process for the review and approval of the contract by the Union County Superintendent of Schools in accordance with the parameters of the State before the Board is able to approve the terms of the contract.

Mr. Neron asked for a copy of the contract and a copy of the contracts for all the Cabinet members. Mr. Neron stated that is a request he requested when he first got elected. Mr. Neron stated that for the knowledge of the public the Board members approve all the positions in the Cabinet and all the different positions so it is very important that the Board members are aware of what the contracts state and what they are.

Mr. Kennedy responded yes and stated that his office policy is that what he gives to one Board member he gives to all Board members.

The motion was carried by the following vote:

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

Abstain: Mr. Fajardo – 1

Negative: None

Resolution – Amendment of Long Range Facilities Plan and PreDevelopment Application for School Nos. 1 and 9

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

Mr. Neron stated that this is an amendment of the Long Range Facilities Plan and asked if this was not included originally.

Mr. Kennedy responded yes and explained that when we created two schools, School Nos. 1 and 9, we have to submit a Pre-Development Application to the State to amend our plan.

Mr. Neron asked if this gives us pre-approval to begin the planning stages.

Mr. Kennedy explained that the planning stages are done because we opened the two new schools in September and this is to get the paperwork in order for the State.

The motion was carried by the following vote:

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

Negative: None

Resolution – Payment for Unused Vacation Days

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Payment for Unused Sick Days

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

Mr. Rodriguez asked if there are a minimum number of days needed for payment of sick days.

Mr. Kennedy explained the qualifications for sick day payments and the state statute.

The motion was carried by the following vote:

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

Negative: None

The second reading was done of the following revised policies and regulation:

3542.1	Policy	Wellness and Nutrition
3542.1(R)	Regulation	Wellness and Nutrition
4119.26	Policy	Electronic Communication by School Staff
4211	Policy	Recruitment, Selection and Hiring
5120	Policy	Assessment of Individual Needs
6142.4	Policy	Physical and Health

#### Resolution – Revised Policies and Regulation

Ms. Bathelus requested the resolution be tabled.

A motion was made by Ms. Bathelus, seconded by Mr. Neron, to table the resolution.

The motion to table the resolution was carried by the following vote:

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

Negative: None

#### Resolution – Authorization for the Procurement of Supplemental Special Education Services through Approved Professional Service Providers

A motion was made by Mr. Perreira, 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. Fajardo, González, Perreira, Rodriguez, Monteiro – 7

Abstain: Mr. Neron – 1

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, W.C., I.O., and C.F.; settlements, specifically, EEA/EBOE Group Settlements, R.A., C.S., R.S., and D.S.; new Parental Involvement Policy, revised Relations with Vendors Policy, RFP Substitute Services; NJ QSAC district improvement plan; bargaining unit, non-administrative and administrator contracts; general liability insurance renewal; interview; Harassment, Intimidation and Bullying results and Workers' Compensation Claims, specifically, E.E., V.F., R.S., and J.B. The Board will reconvene in public to take formal action.

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

The motion was carried by the following vote:

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

Negative: None

The Board reconvened in public at 1:35 a.m. to continue with the meeting and take formal action.

A motion was made by Ms. Bathelus, seconded by Mr. Perreira, to take off the table the Resolution for Revised Policies and Regulation.

The motion to take off the table was carried by the following vote:

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

Negative: None

#### Resolution – Revised Policies and Regulation

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- Recruitment, Selection, and Hiring Policy), Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

#### Claims List

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Perreira (abstain- Candelario Trujillo), Rodriguez, Monteiro – 8

Negative: None

#### Resolution – Appointment of Interim Supervisor of Math PreK-5 – Palak Shah

The resolution was read by Mr. Fajardo.

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

The motion was carried by the following vote:

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

Abstain: Ms. Bathelus – 1

Negative: None

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

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – Continuation of the Comprehensive General Liability Insurance Package Policy for 2014-2015

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

The motion was carried by the following vote:

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

Abstain: Mr. Monteiro – 1

Negative: None

Resolution – New Jersey Quality Single Accountability Continuum (QSAC) District Improvement Plan 2013-2014

A motion was made by Mr. Fajardo, 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. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

Resolution – Settlement of Workers' Compensation Claim Nos. 2013-16265, 16266 – V.F.

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Settlement of Workers' Compensation Claim No. 2013-2831 – E.E.

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

Resolution – Confidential Settlement Agreement – D.S.

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

Resolution – Confidential Settlement Agreement and Resignation – C.S.

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

Resolution – Employment Separation Agreement and Resignation effective November 1, 2014 – R.A.

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

Resolution – Unpaid Leave of Absence effective November 21, 2014 – W.C.

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

Resolution – Reimbursement of Salary – R.S.

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Perreira, Rodriguez, Monteiro – 8

Negative: None

Resolution – Appointment of Vice Principal – Christina Silveira Francisco

A motion was made by Mr. Perreira, 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. Fajardo, González, Neron, Rodriguez – 6

Abstain: Messrs. Perreira, Monteiro – 2

Negative: None

Resolution – 2014-2015 Contract – Supervising General Counsel/Board Attorney

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

The motion was carried by the following vote:

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

Negative: None

Resolution – 2014-2015 Contract – Assistant Board Secretary and Comptroller

A motion was made by Mr. Perreira, 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, Monteiro – 6

Abstain: Messrs. Fajardo, Perreira – 2

Negative: None

Resolution – 2014-2015 Contract – Confidential Administrative Secretaries

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

The motion was carried by the following vote:

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

Negative: None

Resolution – 2014-2015 Contract – Director of Personnel

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – 2014-2015 Contract – Senior Staffing Assistant

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – 2014-2015 Contract – Staffing Assistants

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – 2014-2015 Contract – Investigator

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – 2014-2015 Contract – Human Resources Confidential Secretaries

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – 2014-2015 Contract – Associate Counsels

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – 2014-2015 Memorandum of Agreement – Elizabeth Non-Certified Administrators' Association



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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – 2014-2015 Memorandum of Agreement – Elizabeth Directors’ Association

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

The motion was carried by the following vote:

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

Abstain: Messrs. Fajardo, Perreira – 2

Negative: None

#### Resolution – 2014-2015 Contract – Confidential Legal Secretaries

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

The motion was carried by the following vote:

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

Negative: None

The first reading was done of the following new and revised policies:

3327	Policy	Relations with Vendors
6171.5	Policy	Parental Involvement

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

Mr. Monteiro wished everyone a wonderful, safe and happy Thanksgiving.

On a motion by Mr. González, seconded by Ms. Bathelus, the meeting was adjourned at 2:05 a.m.

The motion was carried by the following vote:

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

Negative: None

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