

BOARD OF EDUCATION
(Official)

November 21, 2013
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on November 21, 2013 at 7:00 p.m., in MultiPurpose Room, Donald Stewart Center for Early Childhood Education, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

Board President Tony Monteiro presented the following statement at 7:35 p.m.

“Ladies and Gentlemen, good evening. This is a regularly scheduled meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to Worrall Community Newspapers, The Star Ledger and Cablevision of Elizabeth on Friday, November 15, 2013. 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 21, 2013 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

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

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

Present: Ms. Bathelus (arr. 7:45 p.m.), Mr. Calella, Mrs. Castillo-Ospina (arr. 8:25 p.m.),
Messrs. Nazco, Padlo, Perreira, Monteiro – 7
Absent: Messrs. González, Trujillo – 2

Interim Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Family and Community Outreach Jerome Dunn, Assistant Board Secretary Donald Goncalves, Comptroller William Greene, Interim Board Counsel 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 Keyla Noel, eleventh grade student at Alexander Hamilton Preparatory Academy.

The *Star Spangled Banner* by Francis Scott Key was performed by the Elizabeth High School Marching Band.

The Pledge of Ethics was led by Maritza Rosa, eleventh grade student at Thomas Jefferson Arts Academy.

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

Mr. Monteiro introduced Jaqueline Crespo, eighth grade student at Elmora School No. 12, who performed *Set Fire to the Rain* by Adele and Fraser T. Smith. Mr. Monteiro thanked Jaqueline Crespo for the wonderful performance.

Mr. Monteiro introduced band members in our Elizabeth High School Marching Band who won their 3rd National Championship Title and performed selections from their Field Show Program which earned them their championship titles, *Descarga Cubana* featuring *A Night in Tunisia* by Dizzy Gillespie, *Tu Mi Delirio* by Caesar Portillo de la Luz, and *Tanga* by Paquito D'Rivera. Mr. Monteiro congratulated the band members, Band Directors Benjamin Schwartz and Wayne Dillon, Supervisor of Music Dennis Argul and thanked them for a wonderful performance.

Mr. Perreira congratulated the band and commented that he has been following them throughout the year and he is so proud of all of them. Mr. Perreira stated that this group of talented, dedicated young men and women and the professionals who lead them have achieved not only another undefeated season, not only 2013 State and National Championships but they have earned the distinct achievement of having accomplished this for three years in a row. Mr. Perreira stated that the Elizabeth High School Marching Band has won the U.S. Bands Group 5A State and National Champions which shows they are the best in the State of New Jersey and the best in America. Mr. Perreira and Board members congratulated them and presented them with the State and National Championship banner.

Mr. Perreira recognized Supervisor of Music Dennis Argul who is coordinating the efforts for the Elizabeth High School Marching Band which will be performing at the Super Bowl at Met Life Stadium on February 2, 2014. Mr. Perreira stated that this is an extraordinary opportunity for our students and they will remember this for the rest of their life.

Mr. Nazco stated that the Board of Education would like to recognize an individual member of this exceptional Marching Band, who in addition to contributing to the Marching Band's outstanding achievements, has also been selected for the individual honor as a guitarist for the 2013 U.S. Army All American Marching Band. Mr. Nazco introduced Elizabeth High School senior Jhon Mesa who will receive an all expenses paid trip to San Antonio, Texas this January to prepare for the nationally televised All American Bowl Football Halftime Show. Mr. Nazco stated that the U.S. Army All American marching Band recognizes the top 125 high school senior marching musicians and color guard members from across the country. Mr. Nazco and Board members congratulated Jhon Mesa and presented him with a certificate of excellence.

Mr. Monteiro stated that the unsung heroes behind the EHS Marching Band are the parents and chaperones and thanked them for being involved with their dedication of time given to the band and traveling with the band. Mr. Monteiro stated that it is an incredible moment for all the students here and how wonderful it is for our City to be recognized and honored for having talented young men and women. Mr. Monteiro thanked everyone who participates in the Elizabeth High School Marching Band.

Mr. Padlo recognized a group of dedicated team members from Elmora School No. 12 who along with family and friends are the First Annual OneFest'13 Softball Tournament

Champions. Mr. Padlo and Board members congratulated the team members and presented them with a championship trophy for Elmora School No. 12.

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, Marie Munn, to address the Board.

Marie Munn, 8 Country Club Lane, thanked the Board for taking time to recognize the Elizabeth High School Marching Band and thanked Band Directors Wayne Dillon and Ben Schwartz for their dedication and support. Mrs. Munn stated that the parents are very proud of their children and accomplishments and Board member Paul Perreira sent a letter to each band member congratulating them on their achievements. Mrs. Munn thanked the Board members for hearing their concerns and addressing them.

Mr. Monteiro thanked Mrs. Munn for her comments.

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

A motion was made by Mr. Perreira, seconded by Mr. Padlo, that the minutes of the meetings of October 17 and 24, 2013 be accepted.

Ms. Bathelus stated that normally our binders come about six to seven days prior to our meeting and this time she received it at her home one to two days ago. Ms. Bathelus stated that due to that she will not be able to vote accordingly on some of the matters in the binder because she did not have enough time to fully read it and comprehend what is going on to make an informative decision.

The motion was carried by the following vote:

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira,
Monteiro – 6
Abstain: Ms. Bathelus – 1
Negative: None

Secretary and Treasurer’s Report for the Month of September 2013

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

Ms. Bathelus stated that due to the lack of time she is abstaining.

The motion was carried by the following vote:

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira,
Monteiro – 6
Abstain: Ms. Bathelus – 1
Negative: None

Personnel Report – Leaves of Absence, etc.

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

Ms. Bathelus asked if the Director of Process Improvement is a new position.

Mrs. Hugelmeyer explained that the position was incorporated into the table of organization during the 2012 school year and we have been interviewing since the Spring of 2012 for this position.

Ms. Bathelus asked what the position entails.

Mrs. Hugelmeyer stated that she would provide the description.

The motion was carried by the following vote:

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco (abstain- J.C., J.B.),
Padlo, Perreira (abstain- L.R., C.C., G.D.), Monteiro – 6
Abstain: Ms. Bathelus – 1
Negative: None

Supplemental Personnel Report – Reappointment, 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: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira,
Monteiro – 6
Abstain: Ms. Bathelus – 1
Negative: None

Tuition Report

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo,
Perreira, Monteiro – 7
Negative: None

Superintendent's Report – Considerations

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo,
Perreira, Monteiro – 7
Negative: None

Superintendent's Report – Use of Facilities

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

Ms. Bathelus stated that she brought this to the attention of the Board last month in regards to any council member who requested any use of our facilities and for them to do it on a month to month basis. Ms. Bathelus stated that it was something we had discussed and we had approved at the August or September meeting and once again someone is requesting to use our facilities in January through March as well as April and May and we are approving it. Ms. Bathelus stated that she just asks that the Board stay consistent and if we are going to do it on a month to month basis then we do that and if we are going to do it for a whole year then we do the same thing.

Mr. Perreira commented that it was for council members who use it for their council actions and this request is from a civic association that happens to have the name of a councilman.

Ms. Bathelus commented that we are saying that if they are doing a community event then they can request the facility months in advance and if it is a block watch meeting then it needs to be on a month to month basis. Ms. Bathelus stated that she wants it to be clear because she is going to bring it to attention every month and if we are clear then she can just leave it alone. Ms. Bathelus asked the Board President if that is correct.

Mr. Monteiro stated that it is at the pleasure of the Board. Mr. Monteiro stated that it is a courtesy that the Board allows the facilities to be used. Mr. Monteiro stated that we have discussed this at length and as Ms. Bathelus is the builder of bridges here we have asked the City of Elizabeth several times to use town hall for a town meeting and every time we request it we get a response that the facilities are not available. Mr. Monteiro stated that we go above and beyond extending the courtesy here at the Elizabeth Board of Education to not only sitting council people but as well as community organizations and children's organizations and we have done that and continue to do that. Mr. Monteiro stated that the parameters we set are at the pleasure of the Board.

Ms. Bathelus stated that she wanted clarification and thanked him.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Supplemental Superintendent's Report – Use of Facilities

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Superintendent's Report – Field Trips

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Supplemental Superintendent's Report – Field Trips

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Superintendent's Report

Interim Superintendent of Schools Olga Hugelmeyer stated that her first report is the 2012-2013 Assessment of Teaching and Learning and introduced Directors Tracy Crosby, Rachel Goldberg, and Dorothy Hannigan-McMullen. Mrs. Hugelmeyer stated our vision that the Elizabeth Public Schools will be one of the best school systems in America. Mrs. Hugelmeyer stated that we continue to set our benchmarks high and we have been able to attain the status of being one of the best urban school districts in the State of New Jersey and we continue to strive to consider to be one of the nation's best. Mrs. Hugelmeyer stated our mission 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 quoted Eleanor Roosevelt, "The future belongs to those who believe in the beauty of their dreams." Mrs. Hugelmeyer stated that is what we believe in here at the Elizabeth Public Schools.

Mrs. Hugelmeyer stated that the data is reflective of the efforts of all of our teachers and students each and every day. Mrs. Hugelmeyer stated that this data measures what students know and what they can do in key subject areas at the preschool, elementary, middle, and high school levels. Mrs. Hugelmeyer stated that our district has set clear and measurable expectations for all of our students in all grades. Mrs. Hugelmeyer stated that our expectations are based on the beliefs that a quality education is a key factor in providing all children with opportunities for their future. Mrs. Hugelmeyer stated that it is not enough to simply complete school and receive credentials, students need critical knowledge and skills and that is what we are focused on. Mrs. Hugelmeyer stated that we are focused on ensuring that we are consistently improving the educational system. Mrs. Hugelmeyer stated that this evening our presentation will address a shift in the standards moving from the New Jersey Core Curriculum Content Standards to the quality implementation of the Common Core State Standards which is a necessary condition for providing all of our students with opportunities to be successful after high school.

Mrs. Hugelmeyer introduced Director of Early Childhood Education Tracy Crosby to present the EPS 2012-2013 Assessment of Teaching and Learning PreK through Grade 2 data.

Director of Early Childhood Education Tracy Crosby stated that the early childhood data reflects the quality of our preschool classrooms both in-district as well as our contracted community provider sites. Mrs. Crosby stated that the Early Childhood Environmental Rating Scale (ECERS-R) measures the preschool classroom environment including program structures, routines, and adult-child interactions. Mrs. Crosby stated that ECERS-R measures the classroom quality on a 7 point scale with 1 being low quality and 7 being high quality. Mrs. Crosby stated that during the 2012-2013 school year our preschool classrooms district-wide averaged 6.17 which is a 24% increase from 2005 and is reflective of a high quality preschool program. Mrs. Crosby stated that the next preschool classroom assessment is the Supports for Early Literacy Assessment (SELA). Mrs. Crosby stated that the SELA measures the quality of supports for young children's language and literacy development specifically focusing on print awareness, interest in reading and writing, oral language development and phonological awareness. Mrs. Crosby stated that the SELA is measured on a 5 point scale with 1 being low quality and 5 being high quality. Mrs. Crosby stated that during the 2012-2013 school year the district-wide average

for SELA was 4.32 which is a 25% increase from 2005 and is reflective of a high quality preschool program that supports language and literacy development. Mrs. Crosby stated that the Preschool Classroom Mathematics Inventory (PCMI) measures the quality of mathematics instruction in the preschool classroom focusing more specifically on classroom practices involving numeracy, geometry, measurement, problem solving, and other mathematical concepts. Mrs. Crosby stated that the PCMI is measured on a 5 point scale with 1 being low quality and 5 being high quality. Mrs. Crosby stated that during the 2012-2013 school year the district-wide average for PCMI was 4.67 which is a 69% increase from 2005 and is reflective of a high quality preschool program that supports mathematics instruction.

Mrs. Crosby stated that beginning in kindergarten through 2nd grade students are administered the TerraNova assessment which measures the proficiency of skills in the areas of reading/language arts and mathematics. Mrs. Crosby stated that a comparison of results from the 2012 to the 2013 kindergarten TerraNova reflects that the scores have remained relatively flat with 75% of students in the 41st percentile or above for reading and 86% of students in the 41st percentile or above for mathematics. Mrs. Crosby stated that the 41st percentile reflects proficiency on the TerraNova. Mrs. Crosby stated that a comparison of results from the 2012 to the 2013 first grade TerraNova reflects that our scores have remained relatively flat with 72% of students in the 41st percentile or above for reading and 82% of students in the 41st percentile or above for mathematics. Mrs. Crosby stated that a comparison of results from the 2012 to the 2013 second grade TerraNova reflects that our students have made gains in both reading and mathematics with 75% of students in the 41st percentile or above for reading and 84% of students in the 41st percentile or above for mathematics.

Director of Staff Development Rachel Goldberg stated that last week the New Jersey Department of Education released school data from across the State of New Jersey and the Christie Administration announced strong performance results of the first administration of the NJ ASK assessments largely aligned to the Common Core despite a shift to more rigorous test standards. Mrs. Goldberg quoted New Jersey Department of Education Commissioner Chris Cerf, "Today's results demonstrate that when you set a high bar, New Jersey teachers and students will meet it. The Common Core State Standards focus on critical thinking skills and challenge students to reason and apply their knowledge to the real world...I'm encouraged by these results, especially as we've seen other states struggle with more abrupt changes in their assessments."

Mrs. Goldberg explained that the Common Core State Standards define the knowledge and skills students should have within their K-12 education careers so that they will graduate high school able to succeed in entry-level, credit-bearing academic college courses and in workforce training programs. Mrs. Goldberg stated that the Common Core State Standards are aligned with college and work expectations; are clear, understandable and consistent; include rigorous content and application of knowledge through high-order skills; build upon strengths and lessons of current state standards; are informed by other top performing countries so that all students are prepared to succeed in our global economy and society; and are evidence based. Mrs. Goldberg quoted New Jersey Department of Education Commissioner Chris Cerf, "Our careful, deliberate transition over the past three years has led to stability, rather than upheaval, in student test scores."

Mrs. Goldberg stated that the data from the New Jersey Department of Education shows that scores across the state had slight increases and slight decreases in all grade levels in language arts and mathematics. Mrs. Goldberg stated that in the Elizabeth Public Schools from 2012 to 2013 there was a slight dip in grade 3 in language arts and mathematics, however, from 2009 to 2013 there has been a 6% increase in grade 3 language arts literacy. Mrs. Goldberg stated that in grade 4 there was a slight decrease in language arts and a slight increase in mathematics and since 2009 language arts literacy has remained stable and there has been an 18% increase in mathematics. Mrs. Goldberg stated that in grade 5 the small decrease in language arts literacy and the slight drop in mathematics are consistent with performance across the state but since 2008, language arts literacy has increased 4% and 1% in mathematics. Mrs. Goldberg stated that in grade 6 there is a slight drop in language arts literacy and a slight rise in mathematics and since

2008 grade 6 has seen tremendous increases despite the change in standards. Mrs. Goldberg stated that unlike the state, our grade 7 had a significant increase in language arts literacy and a slight increase in mathematics and since 2008 there has been an increase of 14% in language arts and an increase of 13% in mathematics. Mrs. Goldberg stated that grade 8 scores for language arts and mathematics have remained relatively flat for 2012-2013; however, there have been significant increases in both language arts and mathematics since 2008. Mrs. Goldberg stated that there were slight dips in science in grade 4 and grade 8, however both grade 4 and grade 8 science scores have increased significantly over the last six years.

Director of Special Services Dorothy Hannigan-McMullen stated that NJ PASS exams are administered to all grade 9 and grade 10 students to assess their mathematics and language arts skills and to prepare them to take the HSPA. Dr. Hannigan-McMullen stated that in grade 9 language arts and mathematics scores have increased significantly over the last six years. Dr. Hannigan-McMullen stated that in grade 10 the NJ PASS scores increased by 22% in language arts and 49% in mathematics. Dr. Hannigan-McMullen stated that in grade 11 the HSPA scores for language arts and mathematics have remained relatively flat; however the language arts and mathematics scores have increased significantly since 2008. Dr. Hannigan-McMullen stated that students have three opportunities to pass the HSPA and banking represents the number of students who pass after the second and third administration of the HSPA. Dr. Hannigan-McMullen stated that the HSPA grade 11 banking data for the 2012 cohort shows that language arts and mathematics scores have increased during each of three administrations of the HSPA. Dr. Hannigan-McMullen stated that our high school HSPA scores have increased significantly since 2005 with a 30% increase in mathematics and a 40% increase in language arts.

Dr. Hannigan-McMullen compared our data to similar urban districts in New Jersey and stated that District Factor Groups (DFG) were developed by the New Jersey Department of Education to compare student achievement between districts that have similar characteristics. Dr. Hannigan-McMullen stated that Elizabeth is in the DFG A and DFG A has 39 districts including Newark, Paterson, and Camden. Dr. Hannigan-McMullen stated that for the 2013 NJ ASK grade 3 the Elizabeth Public Schools outperform the DFG A in language arts by 10 points and mathematics by 8 points. Dr. Hannigan-McMullen stated that in grade 4 NJ ASK the Elizabeth Public Schools outperform the DFG A 11 points in language arts and 14 points in mathematics. Dr. Hannigan-McMullen stated that in grade 5 NJ ASK the Elizabeth Public Schools outperform the DFG A in both language arts and mathematics by 8 and 10 points. Dr. Hannigan-McMullen stated that in grade 6 NJ ASK the scores continue the trend outperforming DFG A in language arts by 10 points and mathematics by 14 points. Dr. Hannigan-McMullen stated that in grade 7 NJ ASK scores have also increased compared to DFG A by 13 points in language arts and 15 points in mathematics. Dr. Hannigan-McMullen stated that the trend continues in grade 8 outperforming DFG A in language arts by 12 points and mathematics by 13 points. Dr. Hannigan-McMullen stated that the grade 4 and grade 8 NJ ASK science scores outperformed DFG A by 7 points in grade 4 and 9 points in grade 8. Dr. Hannigan-McMullen stated that the 2013 HSPA grade 11 scores have also outperformed DFG A in language arts by 3 points and mathematics by 7 points. Dr. Hannigan-McMullen quoted Bill Bradley, "Leadership is unlocking people's potential to become better." Dr. Hannigan-McMullen stated that we believe that our rigorous standards are preparing our students to be college and career ready.

Interim Superintendent Hugelmeyer stated that the data that was presented tonight continues to reinforce the fact that our district, the Elizabeth Public Schools, continues to outperform our District Factor Group A. Mrs. Hugelmeyer stated that in addition while the challenges of the Common Core are being addressed we had a remarkable opportunity to be able to see how our teachers have in fact adjusted to the Common Core, how in fact they have grown professionally and have been able to instill in our students those rigorous standards that are critical and are reflected in our data. Mrs. Hugelmeyer stated that this was a challenging year and it was the first time the NJ ASK had incorporated these performance tests, opportunities for these students to be able to attempt a new assessment and a drastic change in how the test was structured in previous years. Mrs. Hugelmeyer stated that as you can see from the data presented

it shows that we are on par with the State Department with the results of all the other districts in the State of New Jersey. Mrs. Hugelmeyer thanked the teachers in all of the classrooms, the children for their hard work, the administrators because the leadership of the principals, vice principals, and instructional directors are what has helped us get to where we are today.

Mr. Monteiro thanked Interim Superintendent Olga Hugelmeyer and her team.

Mrs. Hugelmeyer stated that her last report includes highlights from InsideEPS beginning with the article *Commissioner Cerf Lauds Participation from Pilot Districts including Elizabeth Public Schools* and in a statement made by Commissioner Cerf in the Evaluation Pilot Advisory Committee 2013 Final Report Commissioner Cerf recognized participating districts and the involvement of individuals like Monica Martinez, Elizabeth's own Harvard Strategic Data Project Fellow and Director of Staff Development Rachel Goldberg for their efforts in participating in this advisory committee. Mrs. Hugelmeyer quoted Commissioner Cerf, "New Jersey is leading by example by involving those most impacted – teachers and school leaders – in the development of more meaningful evaluations and support structures. Ultimately, we all share the same goal: ensuring that every student in our state has access to a high-quality education and that every educator is given timely and meaningful feedback and opportunities for growth. Thanks to the hard work of our pilot participants and this advisory group, we know a lot more about the successes and challenges of improving evaluations in classrooms, schools, and districts." Mrs. Hugelmeyer stated that the "District Spotlight" shows how Elizabeth Public Schools ensured calibration and accuracy among its administrators. Mrs. Hugelmeyer stated that the State of New Jersey Department of Education in its efforts to promote accountability needs to ensure it is actively involved in promoting rater accuracy means that schools and district leaders can effectively use data to help promote observer accuracy and calibration and to determine whether administrators are on track to complete the required number of observations, identify outliers in terms of observers who consistently give higher or lower ratings, assess how close observer's ratings are to expert ratings and provide additional training or support as necessary, analyze the links between SGP data and observer ratings to see if observers effectively and accurately differentiate practice, and prompt observer reflection and analysis to improve their observation and feedback skills. Mrs. Hugelmeyer stated that the NJDOE's District Spotlight on Elizabeth Public Schools reports that administrators received initial training on the framework to ensure all observers understood what to look for and how to rate evidence and follow-up training based on observation and student assessment data. Mrs. Hugelmeyer stated that observers watched videos, collected evidence of what teachers and students said and did, paired evidence with competencies, and rated evidence according to the rubric. Mrs. Hugelmeyer stated that observer ratings were compared to experts' ratings of the same videos and if aligned observers were certified. Mrs. Hugelmeyer stated that observers regularly recalibrated using videos and discussed evidence and ratings. Mrs. Hugelmeyer stated that early on EPS shared data with each observer so they could see how their observation data compared to broader data at the school and district level. Mrs. Hugelmeyer stated that EPS used three measures of rater accuracy and reliability at the component level and overall across the framework to determine trends including percent match asking how many individual component scores matched the master score, score differential asking how far away was the observer's average of all components from the average of the master score, and variation asking how many observers scored the component the same or differently. Mrs. Hugelmeyer stated that the trend analysis led to specific professional development and upon identifying outliers, the district provided individual observers additional training and calibration. Mrs. Hugelmeyer stated that the district analyzed correlations between SGP data and each observer's ratings to verify whether observer results mirrored SGP results. Mrs. Hugelmeyer stated that the data correlated positively overall and observers who had the strongest correlations between teacher evaluation and SGP also scored higher in the certification process.

Mrs. Hugelmeyer stated that the next article is the *EPS Conducted the Annual College Fair* on November 13, 2013 and students district-wide from grades 6 to 12 were invited and encouraged to participate to learn about various post-secondary opportunities. Mrs. Hugelmeyer

stated that the EPS College Fair serves as a means to communicate to students and parents the importance of pursuing post-secondary education and during the fair students and parents learned about the various college and university options as well as financial aid opportunities and college requirements. Mrs. Hugelmeier stated that additionally our six high schools participated in the College Fair showcasing their unique themes and as a result provided students in grades 6-8 opportunity to explore potential options as they think about high school selection. Mrs. Hugelmeier stated that there was much positive feedback from the college representatives and many were extremely impressed with the seriousness and quality of the students' questions which ranged from program offerings to course requirements for specific majors to financial aid and scholarships. Mrs. Hugelmeier stated that other college representatives were overwhelmingly impressed with the large turnout of students. Mrs. Hugelmeier thanked those that helped to plan this successful event.

Mrs. Hugelmeier highlighted the article *HIB Goes High-Tech (and Eco-Friendly)* and stated that the Office of the Anti-Bullying Coordinator (ABC) has gone high-tech and as a result, eco-friendly. Mrs. Hugelmeier stated that since September all Harassment, Intimidation, and Bullying (HIB) reports are being completed electronically and the computer program known as HIBster allows district team members to report alleged HIB cases and input investigation information electronically. Mrs. Hugelmeier stated that Principals review and close cases on their desktops and through the computer the ABC re-examines forms for completion and ensure that allegations are substantiated. Mrs. Hugelmeier stated that the Superintendent accesses the reports, evaluates, and approves the actions taken and presents the cases to the Board. Mrs. Hugelmeier stated that as a result of the implementation of HIBster, team members have dramatically reduced the number of paper reports to one and the single report is given to Board members. Mrs. Hugelmeier stated that the next steps are creating a confidential portal through which Board members can access reports and this would make the HIB reporting process paper-free. Mrs. Hugelmeier stated that the Anti-Bullying Coordinator trained all school administrators, guidance counselors, and school social workers in the use of the HIBster software and the program encourages timely and thorough reporting and helps manage information required for State reports.

Mrs. Hugelmeier highlighted the next article, *Elizabeth Public Schools and the New Jersey State Police Provide New Coats to Students* and stated for the third year in a row the EPS students who are in need of a warm coat will be receiving one thanks to a collaborative effort between the New Jersey State Troopers, Elizabeth Public Schools, and the Principal-Supervisors Union as well as the EEA. Mrs. Hugelmeier stated that the Marshall C. Brown Chapter of the National Black State Trooper Coalition of the NJ State Police has been running the coat drive in the cities of Newark, Irvington, Camden, and Trenton for several years. Mrs. Hugelmeier stated that the Coalition uses donations from State Troopers, community members, local faith groups, and local businesses and then purchases new coats at a substantial discount from local Elizabeth businesses including KidsTown USA and Old Navy in the Jersey Gardens Mall. Mrs. Hugelmeier stated that representatives of the New Jersey State Police will join representatives from EPS in distributing the coats to students at their respective schools.

Mrs. Hugelmeier highlighted the *HACU Meeting* article and stated that critical issues in education and discussions on what should be considered a priority in 2014 were discussed in Chicago last month among institutions with large Hispanic populations such as Elizabeth. Mrs. Hugelmeier stated that Elizabeth Public Schools were a feature of some of the discussions as our district's strategic plan and student achievement data were presented to the Advisory Council for review. Mrs. Hugelmeier stated that the Hispanic Association of Colleges and Universities (HACU) represents more than 400 colleges and universities committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, and Spain. Mrs. Hugelmeier stated that HACU is the only national educational association that represents Hispanic-serving institutions (HSIs). Mrs. Hugelmeier stated that HACU plays an important role in helping to promote equity and excellence for all students and has led the effort to convince Congress to formally recognize campuses with high Hispanic enrollment as federally designated Hispanic-serving institutions and to begin targeting federal appropriations to those campuses. Mrs. Hugelmeier stated that everyone has a stake in HACU's crucial goals to promote the

development of member colleges and universities, to improve access to and the quality of post-secondary educational opportunities for Hispanic students, and to meet the needs of business, industry, and government through the development and sharing of resources, information, and expertise.

Mrs. Hugelmeyer highlighted the final article *EPS Enters Its Sixth Year of Partnership with the Panasonic Foundation* and stated that the most recent Panasonic Conference included a presentation by Elizabeth to attendees as well as educational specialists from the Panasonic Foundation to roll out its framework for the next level of work addressing equity within the Elizabeth Public Schools. Mrs. Hugelmeyer stated that in an effort to get feedback from teachers the district is going to introduce a webpage the week of November 25th which solicits comments and feedback on what is the true definition of equity, expectations, and excellence. Mrs. Hugelmeyer stated that valuable information will be used to inform our thinking on a plan to be announced at the December 12th Board meeting. Mrs. Hugelmeyer stated that the Panasonic Foundation partners with public school districts and their communities to break the links between race, poverty, and educational outcomes by improving the academic and social success of ALL STUDENTS: ALL MEANS ALL. Mrs. Hugelmeyer stated that their long-term services include substantial system analysis, leadership coaching and development, and strategic consulting on a wide range of district reform areas including instructional quality. Mrs. Hugelmeyer stated that since 1987 the Panasonic Foundation has worked in long-term partnership with large urban school districts in the United States to help them become what would be, in essence, new systems of equity and quality in which all students are educated to high levels, in every school, in every classroom, and regardless of background. Mrs. Hugelmeyer stated that Dr. Larry Leverett is the Executive Director of the Panasonic Foundation and he has both urban and suburban experiences as a classroom teacher, elementary principal, assistant superintendent, school board member and Assistant State Commissioner of Education along with 15 years as superintendent in 3 school districts including Plainfield and Englewood, New Jersey. Mrs. Hugelmeyer stated that this year's conference at the Panasonic Leadership Associates Program included *Education's Best Kept Secret, Meaningful Family Engagement*, Byron Garrett, Chairman of the National Family Engagement Alliance (NFEA). Mrs. Hugelmeyer stated that *The Common Core as Lever for Advancing Equity and Excellence* was also presented by Charlotte-Mecklenburg Public Schools. Mrs. Hugelmeyer stated that this district in North Carolina serves 143,000 students and is a district whose Theory of Action began with Managed Instruction. Mrs. Hugelmeyer stated that it has demonstrated success in closing the achievement gap. Mrs. Hugelmeyer thanked the Board and stated that this concludes InsideEPS.

Mr. Monteiro thanked Interim Superintendent Hugelmeyer for her report.

Authorizations Report – Authorization to Make Application, etc.

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

Ms. Bathelus stated that due to the lack of time needed to review she needs to abstain.

The motion was carried by the following vote:

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira,

Monteiro – 6

Abstain: Ms. Bathelus – 1

Negative: None

Supplemental Authorizations Report – Authorization to Participate, etc.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

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: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira – 5

Abstain: Ms. Bathelus, Mr. Monteiro – 2

Negative: None

Supplemental Finance and Accounting Report – Transfer of Funds

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Calella, Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Award of Contracts Report – Award of Contracts, etc.

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

The motion was carried by the following vote:

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 6

Abstain: Ms. Bathelus – 1

Negative: None

Supplemental Award of Contracts Report – Change Orders

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: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 6

Abstain: Ms. Bathelus – 1

Negative: None

2nd Supplemental Award of Contracts Report – Award of Contracts, etc.

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

The motion was carried by the following vote:

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 6

Abstain: Ms. Bathelus – 1

Negative: None

Miscellaneous Communication

None.

Claims List

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

The motion was carried by the following vote:

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira – 5

Abstain: Ms. Bathelus, Mr. Monteiro – 2

Negative: None

Resolution – Submission of Schematic Design Package

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

Ms. Bathelus asked if there was a copy of the design.

Mr. Kennedy explained that it is the same design that was presented at the last board meeting.

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Resolution – Payment for Unused Vacation Days

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

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Resolution – Payment for Unused Sick Days

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

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Resolution – Member Participation in Cooperative Pricing System County of Los Angeles, California

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

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Resolution – Member Participation in Cooperative Pricing System - Bergen County Cooperative Pricing System

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

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 6

Abstain: Ms. Bathelus – 1

Negative: None

Resolution – Authorizing the Procurement of Supplemental Special Education Services

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

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

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

2130	Policy	Principal Evaluation
2130(R)	Regulation	Principal Evaluation
4116	Policy	Evaluation of Teaching Staff Members
4116(R)	Regulation	Evaluation of Teaching Staff Members
6000.2	Policy	Accountability
6171.4	Policy	Special Education

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., S.I., and K.Q.; resolution for grievance matters; revised job description, administrator contracts, QSAC documents; General Liability Insurance Package; and Harassment, Intimidation, and Bullying results. The Board will reconvene in public to take formal action.

A motion was made by Mr. Padlo, seconded by Mr. Perreira, to go into private session at 9:25 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Nazco, Padlo, Perreira, Monteiro – 7

Negative: None

Mr. Nazco excused himself from the meeting at 9:45 p.m.

The Board reconvened in public at 10:25 p.m. to continue with the meeting and take formal action.

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Padlo, Perreira, Monteiro – 6

Negative: None

Resolution – Revised Job Description – Director of Process Improvement

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: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Padlo, Perreira, Monteiro – 5

Abstain: Ms. Bathelus – 1

Negative: None

Resolution – Continuation of the Comprehensive General Liability Insurance Package Policy with New Jersey School Boards Association Insurance Group

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Padlo, Perreira – 5

Abstain: Mr. Monteiro – 1

Negative: None

Resolution – Return to Work effective October 18, 2013 – K.Q.

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, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Padlo, Perreira, Monteiro – 6

Negative: None

Resolution – Termination Due to Abandonment of Position effective November 22, 2013 – S.I.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Padlo, Perreira, Monteiro – 6

Negative: None

Resolution – Confidential Settlement Agreements

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

The motion was carried by the following vote:

Affirmative: Mr. Calella, Mrs. Castillo-Ospina, Messrs. Padlo, Perreira, Monteiro – 5

Abstain: Ms. Bathelus – 1

Negative: None

School Business Administrator/Board Secretary Harold E. Kennedy, Jr. stated that the Elizabeth Board of Education is currently in the process of fulfilling compliance requirements under the New Jersey state monitoring system, the Quality Single Accountability Continuum (QSAC). Mr. Kennedy stated that under QSAC, the district will be assessed in the following five key areas, instruction and program, personnel, fiscal management, operations management, and governance. Mr. Kennedy stated that as required a district committee has completed a District Performance Review (DPR) for each of these five areas and at a meeting on October 17, 2013 the Board authorized setting November 21, 2013 as the date of a public meeting to afford the public an opportunity to comment on the completed QSAC DPRs.

Mr. Kennedy stated that accordingly, notice of this meeting was advertised in the Worrall Community Newspaper on Thursday, November 14, 2013 giving notice that the proposed responses to the QSAC DPRs and Statement of Assurance are posted on the District internet site and are on file and open to the examination of the public in the Office of the School Business Administrator/Board Secretary, 500 North Broad Street, Elizabeth, New Jersey on weekdays prior to the date of hearing between the hours of 8:30 a.m. and 4:00 p.m. Mr. Kennedy stated that notice was also given that the public shall have the opportunity to submit written comments prior to the meeting to the aforementioned address.

Mr. Kennedy asked for citizens who wished to comment on the completed QSAC DPRs to come forward. No dialogue transpired and no comments were made. Since no one wished to comment on the completed QSAC DPRs, Mr. Kennedy closed this session.

Resolution – New Jersey Quality Single Accountability Continuum (NJ QSAC) Documents for School Year 2013-2014

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, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Padlo, Perreira, Monteiro – 6

Negative: None

Interim Superintendent Olga Hugelmeyer welcomed everyone to the Public Hearing on School Violence and Vandalism for the Reporting Period 2 from January 1 through June 30, 2013. Mrs. Hugelmeyer stated that in January 2002, the New Jersey Legislature enacted laws concerning violence and vandalism and in accordance with these laws, all New Jersey public school districts must designate the week beginning with the third Monday in October as School Violence Awareness Week. Mrs. Hugelmeyer stated that during School Violence Awareness Week school districts are expected to organize activities including but not limited to inviting law enforcement officials to join members of the teaching staff in discussions to prevent school violence and provide age-appropriate opportunities for student discussion on conflict resolution, issues of student diversity, and tolerance. Mrs. Hugelmeyer stated that a resolution was put before the Board on Thursday, September 19, 2013 declaring the week of October 21-25, 2013 School Violence Awareness Week. Mrs. Hugelmeyer stated that each of our schools submitted a plan to the Office of the Assistant Superintendent for Schools that outlines the activities and programs that will be conducted during School Violence Awareness Week.

Mrs. Hugelmeyer stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46 two times each school year between September 1 and January 1, and between January 1 and June 30, the school board shall hold a public hearing at which the Chief School Administrator will report to the Board of Education and the public any acts of violence and vandalism which occurred in the public schools during the previous reporting period. Mrs. Hugelmeyer stated that the Violence and Vandalism report is divided into five categories including Count of Incidents by Reporting Category, Cost of Vandalism, Actions Taken, Offenders and Victims, and Program Provided Upon Disciplinary Action.

Mrs. Hugelmeyer stated that during the Reporting Period 2 between January 1, 2013 and June 30, 2013 there were 48 incidents of violence and 84 Harassment, Intimidation, and Bullying incidents, there were 26 acts of vandalism which includes fire alarm pulls, 24 incidents that involved weapons, and 51 cases of substance abuse. Mrs. Hugelmeyer stated that the total cost involved in vandalism incidents is no longer reported, the police were notified 24 times with no complaint taken and 31 times with a complaint filed, and there were 0 expulsions, 184 out-of-school suspensions, 61 other discipline actions which include parent conferences, counseling, and detention. Mrs. Hugelmeyer stated that the incidents involved the following offenders: 194 regular education students, 46 students with a disability, 2 students from another district, 1 non-incident, and 12 unknown. Mrs. Hugelmeyer stated that the incidents also involved the following victims: 107 regular education students, 16 students with a disability, 0 students from other districts, 0 incidents involving non-students, 21 incidents involving school personnel and 2 victims of violent criminal offenses. Mrs. Hugelmeyer stated that under the new category, Program Provided Upon Disciplinary Action, assignments, instruction and/or support services were given to 84 students, an in-district program provided for 0 students, home instruction given to 62 students and 0 students placed in an out-of-district program.

Mrs. Hugelmeyer asked if there is anyone who would like to comment on tonight's report. Since no dialogue transpired and no comments were made regarding the Chief School Administrator's presentation on violence and vandalism, Mrs. Hugelmeyer closed the public hearing.

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.

Mrs. Castillo-Ospina stated that the President of Colombia will be visiting our community and will be at the Ritz Theater in Elizabeth on December 3.

Mr. Monteiro commented that according to United Nations officials about 11 million people in the Philippines have been affected by Typhoon Haiyan and many have been left

homeless. Mr. Monteiro stated that the Elizabeth Public Schools learning community is joining in the effort to aid the Philippines in this dire time of need and is collecting canned, non-perishable food donations, bottled water, and new clothing. Mr. Monteiro thanked everyone who has been donating and asked everyone to keep the people of the Philippines in your prayers and thoughts.

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

On a motion by Mr. Perreira, seconded by Ms. Bathelus, the meeting was adjourned at 10:40 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mr. Calella, Mrs. Castillo-Ospina, Messrs. Padlo, Perreira, Monteiro – 6

Negative: None

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