

BOARD OF EDUCATION
(Official)

December 11, 2014
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on December 11, 2014 at 7:00 p.m., in the Monsignor João Antão School No. 31, 1014 South Elmora Avenue, Elizabeth, New Jersey.

Board President Tony Monteiro presented the following statement at 7:40 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, December 8, 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 December 11, 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 (arr. 7:43 p.m.), González, Neron, Perreira (arr. 9:25 p.m.), Rodriguez, Trujillo, Monteiro – 9

Absent: None

Superintendent of Schools Olga Hugelmeyer, 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.

Mr. Francisco González gave the invocation.

Colors were presented during the Flag Ceremony by members of the Admiral William F. Halsey, Jr. Leadership Academy Marine Corps Junior R.O.T.C., followed by the Pledge of Allegiance led by Liliya Ruzayeva, sixth grade student at Winfield Scott School No. 2.

The *Star Spangled Banner* by Francis Scott Key was performed by students in the William F. Halloran Jazz Choir.

The Pledge of Ethics was led by Jaden McDaniel, fifth grade student at Winfield Scott School No. 2.

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

Mr. Monteiro introduced students from the Winfield Scott School No. 2 Intermediate Choir who performed *Candy Cane Twist* by Andy Beck, words by Brian Fisher and Andy Beck. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro introduced students from the Winfield Scott School No. 2 Concert Choir and Percussion Ensemble who performed *Get It Together, Harambee!* by Will Schmid. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro introduced students from the William F. Halloran School No. 22 Jazz Choir who performed *O Christmas Tree*, a traditional German song, author unknown. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro introduced students from the William F. Halloran School No. 22 Jazz Ensemble who performed Blues March by Benny Golson. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Trujillo thanked Phillips 66 Bayway Refinery for their continued support of the Process Technology Program at Thomas A. Edison Career and Technical Academy. Mr. Trujillo introduced Public Relations Manager Nancy Sadlon from Phillips 66 Bayway Refinery who presented a donation to the Process Technology program at Thomas A. Edison Career and Technical Academy. Mr. Trujillo stated that this donation will serve to provide educational opportunities for our students to lead them to rewarding careers.

Public Relations Manager Nancy Sadlon from Phillips 66 Bayway Refinery stated that the refinery is a 13 acre site that employs 1,400 people and another 25,000 people through indirect contracts. Mrs. Sadlon stated that they are thrilled to work with this school district and see so much bright talent being developed here. Mrs. Sadlon stated that she hopes that they will come back and work at the refinery. Mrs. Sadlon stated that the refinery provides over 60% of the gas needs for the State of New Jersey and has a diversity of jobs and a diverse group of people. Mrs. Sadlon stated that the refinery has been in existence 106 years and right now they are known as Phillips 66 Bayway Refinery and are proud to be part of this community and proud to support this community. Mrs. Sadlon presented a check on behalf of Phillips 66 Bayway Refinery for \$7,485.00 to continue the Process Technology Program.

Mr. Trujillo and Board members thanked Mrs. Sadlon and Phillips 66 Bayway Refinery for their generous donation and presented her with a plaque of commemoration.

Mr. Monteiro stated that we chose to have our meeting in this school tonight to celebrate the excellent academic achievement of William F. Halloran School No. 22 for being named a National Blue Ribbon School. Mr. Monteiro introduced Board member Francisco González to present this award to William F. Halloran School No. 22.

Mr. González stated that he is proud and honored to recognize William F. Halloran School No. 22 for being named a National Blue Ribbon School by the U.S. Department of Education. Mr. González stated that this is the second time in the last eight years that the school has earned this prestigious designation, which is a testament to the kind of leadership and instruction that is being provided by the educators and staff of the school in addition to the hard work and dedication to excellence that the students are applying. Mr. González and Board members congratulated the entire William F. Halloran School community and presented a banner commemorating this outstanding achievement to Principal Mike Webb.

Mr. Monteiro recognized Tracy Espiritu, teacher at Dr. Albert Einstein Academy School No. 29, who was selected as a recipient of the 2014-2015 Milken Educator Award. Mr. Monteiro

stated that the Milken Award recognizes elementary and secondary school teachers, principals, and specialists who provide exemplary educational accomplishments beyond the classroom and provide models of excellence for the profession. Mr. Monteiro stated that Tracy Espiritu is one of 40 chosen from across the country and the only one in the State of New Jersey to receive this prestigious award. Mr. Monteiro stated that we are very proud being the Number One Urban School District in the State of New Jersey and having the Number One Educator in the State of New Jersey right here in the City of Elizabeth.

Tracy Espiritu thanked the Board and stated that receiving the Milken Educator Award is an emotionally humbling honor. Mrs. Espiritu stated that winning this award is a validation that hard work does not go unnoticed and she attributes this award to the amazing support system that she has. Mrs. Espiritu stated that she has learned many things in her years of teaching that can be applied to not just students but to anyone such as putting yourself in your student's shoes and it will help you find a way to reach them; the most challenging students will make you a better teacher if you don't give up on them; the students who insist they don't want to learn and say they don't care are really saying show me how they can learn; praising good effort goes a long way even with the smallest effort; the quietest students who are doing what they are expected to do need recognition, too; you can't put a price tag on those rewarding times when former students come back and tell you they are majoring in science or engineering because of you, that award is priceless; and lastly, achievement is rarely accomplished in solitude. Mrs. Espiritu thanked her family and friends for their support and EPS and Dr. Albert Einstein School No. 29 family for being such a great team to work with and with every success that they accomplished as a team it inspired her to believe that there was nothing that they could not do no matter how ambitious. Mrs. Espiritu thanked her students who trusted her with their most important asset, their future. Mrs. Espiritu thanked the Elizabeth Board of Education for giving her the opportunity to find her passion in teaching and now she believes she has found her niche in life, being an educator.

Mr. Monteiro introduced a video of the Milken Educator Award presentation to Mrs. Espiritu. Mr. Monteiro and Board members congratulated Tracy Espiritu and presented her with a plaque of commemoration.

Mrs. Castillo-Ospina stated that the Elizabeth High School Universal Positive Behavior Support in Schools (PBSIS) Teams have been recognized by the State Department of Education for establishing the structure and implementing the program's application to create an environment to support the social-behavioral needs of students within each of their respective schools. Mrs. Castillo-Ospina stated that the New Jersey Positive Behavior Support in Schools (PBSIS) is an informative and application system to build capacity to support the social-behavioral needs of all students including those with disabilities. Mrs. Castillo-Ospina recognized the Elizabeth High School Universal Positive Behavior Support in Schools (PBSIS) Team at Thomas Edison Career and Technical Academy including Fatimah Bey, Donald Dulorie, Olayinka Akinsuyi, Faye Best, Todd Lecher, Janice Torpey, Javier Valencia, and Chanel Williams. Mrs. Castillo-Ospina and Board members congratulated the PBSIS team members and presented each with a plaque of commemoration.

Mr. Rodriguez recognized the Elizabeth High School Universal Positive Behavior Support in Schools (PBSIS) Team at Admiral William F. Halsey, Jr. Leadership Academy including Jeffrey Roszkowski, Adrian Bennett, Valerie Burgos, Megan Marx, Mel Endick, Anamaria Llanos, Ned Long, Nancy Ravaioli, and Celal Tuncer. Mr. Rodriguez and Board members congratulated the PBSIS team members and presented each with a plaque of commemoration.

Mr. Neron recognized the Elizabeth High School Universal Positive Behavior Support in Schools (PBSIS) Team at Thomas Jefferson Arts Academy including Michael Ojeda, Cheryl Ann Popielarski, Kristy Kumar, Alexandra Mickens, Timothy Millheim, Donald Steup, and Mona

Wanis. Mr. Neron and Board members congratulated the PBSIS team members and presented each with a plaque of commemoration.

Mr. Monteiro introduced a video presentation showing Board member Francisco González throughout his ten years as a Board member. Mr. Monteiro recognized Board member Francisco González whose last Board meeting is tonight after ten years of service on the Board of Education. Mr. Monteiro stated that Board member Francisco González is an individual who has passion, dedication, and has gone above and beyond the call of duty throughout his many years of committed and dedicated service as a member of the Elizabeth Board of Education in support of the children of the Elizabeth Public Schools achieving excellence and realizing their dreams.

Mr. Fajardo congratulated Francisco González and stated that if you want to know what a Board of Education person should be, Francisco González is it. Mr. Fajardo stated that Francisco González is a true, dedicated person for the children of the City of Elizabeth. Mr. Fajardo stated that if there ever was a model made for a Board of Education member then Francisco González is it because he is dedicated, honest, and he is here for the children. Mr. Fajardo stated that he is so proud to have run with Francisco González a number of times and he knows that the people of the City of Elizabeth and the children of the City of Elizabeth will miss him because he is a genuine person. Mr. Fajardo stated that he has been friends with Francisco González for many, many years and he is a single father of three wonderful children. Mr. Fajardo stated that his children are tremendous because Francisco was a tremendous role model for his children. Mr. Fajardo stated that the people of the City of Elizabeth owe him a tremendous gratitude. Mr. Fajardo stated that he remembers when teachers didn't want to stay here and the teachers used to leave the district because they were not making enough money and getting enough benefits. Mr. Fajardo stated that Francisco González was one of the instrumental individuals in making sure that we put this district on the right course and the progress that we have made today. Mr. Fajardo stated that we are standing in a brand new school, Monsignor João Antão School No. 31, that Francisco Gonzalez worked very hard to have it built in addition to many other schools. Mr. Fajardo stated that he knows that he speaks for Francisco as well when he says they are not saying goodbye and they shall return. Mr. Fajardo stated God Bless You, my friend and wished the best to him.

Mrs. Castillo-Ospina thanked Francisco González and stated that because of Francisco González she was able to serve on the Union County Educational Services Commission Board. Mrs. Castillo-Ospina stated that when you think about single parents you would never think that a father would be a father like Francisco González. Mrs. Castillo-Ospina stated that he is a role model to all of us, parents that are single parents, and they can do it. Mrs. Castillo-Ospina stated God Bless You and thanked him.

Mr. González stated that he has served almost ten years on the Board and he always wanted to make a difference. Mr. González stated that he started to get involved with the PTA first at the junior high school and then at the high school. Mr. Gonzalez stated that when his last child graduated high school he wanted to continue to be involved and try to make a difference and he was blessed enough to be approached to see if he wanted to run for the Board of Education. Mr. González stated that being a Board member is something that he does not regret and he has received more than he has given. Mr. González stated that he has learned more about leadership, about people, to be compassionate, and to be humble listening to people. Mr. González stated that when he was Board President in 2008 he started having office hours once a week for people to come and see him and he has continued with the office hours. Mr. González stated that he is extremely proud of the progress that we have achieved over the past ten years with all of the schools we have built and he is extremely proud to have served. Mr. González stated that he thinks so highly of our teachers because of what they do day in and day out for the children in the City of Elizabeth and there is no way to repay them but he thanks them for what they do for our children because they care. Mr. González stated that he has tremendous admiration when he sees a teacher in action because they make a difference. Mr. González stated

that two teachers made a tremendous difference in his life and years later he went back and thanked them for making a difference. Mr. González thanked all the teachers because they are the ones that make a difference in the lives of the children. Mr. González thanked the Board members, administration, team members, and support staff for their help over the years.

Mr. Monteiro and Board members thanked Francisco González for his many years of dedicated service and presented him with an Excellent Service Award.

A motion was made by Mr. Fajardo, seconded by Mr. Trujillo, to have this Excellent Service Award be presented as a resolution and be part of the agenda.

The motion was carried by the following vote:

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

Abstain: Mr. Gonzalez – 1

Mr. Monteiro stated that in following in the footsteps of Mr. González and being inspired by Mr. González, he has made a personal decision not to seek another term as Board President for next year. Mr. Monteiro stated that it is clear by the talent we have here on this school board that passing the gavel to any one of these people the district will not skip a beat and the progress here in Elizabeth will certainly continue for many years to come. Mr. Monteiro stated that having served as President for the past two years has been one incredible journey that he will never forget and all the accolades and the great achievements that happen here in Elizabeth is certainly a part of it. Mr. Monteiro stated that there really is something to be said about family both at home and at work and all of you who work so incredibly hard to make this district what it is we can never thank you enough. Mr. Monteiro stated that his grandmother always said, “With faith all is possible, with hope you can do all the work, and with love everything is beautiful.” Mr. Monteiro thanked Superintendent Olga Hugelmeyer and his colleagues on the Board. Mr. Monteiro thanked the principals, vice principals, directors, and supervisors for attending tonight and presented each with a token of his appreciation for all of their hard work and dedication.

Resolution – School Board Recognition Month

The resolution was read by Assistant Board Secretary Donald Goncalves.

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

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo (abstain- R.F.), González, Neron, Rodriguez, Trujillo, Monteiro – 8

Negative: None

Superintendent of Schools Olga Hugelmeyer and Assistant Board Secretary Donald Goncalves presented plaques of commemoration to the Board members.

Mr. Monteiro thanked Superintendent of Schools Olga Hugelmeyer and Assistant Board Secretary Donald Goncalves on behalf of the Board of Education for the wonderful plaques.

Mr. Monteiro stated that School Business Administrator Harold E. Kennedy, Jr. is not with us tonight because of a death in his family and extended condolences on behalf of the Board of Education.

Mr. Fajardo stated that this is the first time that Mr. Kennedy ever missed a meeting.

The Board went into recess at 9:08 p.m.

The Board returned from recess at 9:16 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, Rosa Moreno, to address the Board.

Rosa Moreno, 17 Clover Street, requested parental help for preparation of the PARCC.

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

Kenneth Steward, student, was joined by his classmates and spoke in support of a teacher.

Mr. Monteiro thanked him and his classmates for coming tonight and commented that it takes courage to come before the Board to speak. Mr. Monteiro stated that they will be discussing the matter in private session tonight. Mr. Monteiro called upon the next public participant, Elisha Williams, to address the Board.

Elisha Williams, 619 Magnolia Avenue, spoke in support of a teacher.

Mr. Monteiro thanked her for her comments and stated that personnel matters cannot be discussed in public. Mr. Monteiro stated that all matters that come before the Elizabeth Board of Education are taken very seriously. Since there were no other citizens signed in to address the Board, Mr. Monteiro declared this portion of the public meeting closed.

Mr. Neron thanked the youth for stepping up for something that they are passionate about and as the Board President stated he is unaware of what the personal matters are so he can't speak about it. Mr. Neron doesn't want them to get discouraged and whenever they feel something passionate in their heart they should always step up, speak up, and stand proud and organized. Mr. Neron stated that he is happy to see our children stepping up and organizing around something positive and that they are concerned about their education. Mr. Neron stated that he stands behind them to give them the best possible education they can get. Mr. Neron stated that we will discuss this as a Board. Mr. Neron stated that he wants them to stay encouraged and don't be discouraged by not being able to get an answer tonight because we don't know what the situation is. Mr. Neron stated that they should believe in what they are passionate about, follow their dreams because the sky is the limit, and don't let anyone stop you in whatever you want to pursue in life. Mr. Neron commended them for coming to speak.

Ms. Bathelus congratulated the youth and stated that standing up for what they believe in is something that she respects and she is sure that every one of her colleagues on the dais respects them for standing up for their teacher, standing up for their rights, and standing up for what they believe in. Ms. Bathelus stated that they should continue to do that and they will get to where they need to go. Ms. Bathelus stated that they will discuss this in private and hopes that they will be able to make a decision. Ms. Bathelus thanked them and stated that she hopes the decision is in their favor.

Mr. Rodriguez addressed the concerns of Rosa Moreno and stated that being a fellow educator he does not agree with the speed that the PARCC exam is being implemented. Mr.

Rodriguez stated that later tonight he is going to present a resolution and hopefully his colleagues will support it in terms of sending a letter to the State Board of Education to see if they can delay the implementation of PARCC. Mr. Rodriguez stated that he personally believes, and he is not speaking for any of his colleagues, that it is too fast and there are many issues with it. Mr. Rodriguez stated that one of the biggest issues he sees already is that it is not going to be in Spanish and it is only going to be in English which will disproportionately affect urban school districts like ourselves. Mr. Rodriguez stated that it is something that is very serious that we will definitely be speaking about the preparation. Mr. Rodriguez stated that at last month's meeting we were discussing how we could do something to present the exam to the parents and the public and we already have been talking about how we can help the community understand the new exam, how difficult it is, and how it is going to be. Mr. Rodriguez stated that it is not really a debate about whether it is a good test or not but at this point it is about seeing if, in his personal opinion, we can delay the implementation until at least our district and the other 608 districts can catch up a little bit. Mr. Rodriguez stated that it is not simply adding the exam it is a lot of money that has to go into technology being ready and for our students to be able to succeed on a computer-based exam they have to be using computers every day. Mr. Rodriguez stated that he can't be giving a pen to a student once a month and then expect them to have a writing exam at the end. Mr. Rodriguez stated that it is something that every district in the State is struggling with and hopefully we can lend our voice as a Board of Education if his colleagues support this tonight to tell the State Board of Education to delay the process. Mr. Rodriguez stated that we are not the only school district having issues and we are actually quite ahead of the curve and yet there are still some major issues.

Mr. Rodriguez commented on the concern about the teacher and, as our President stated, the issue is a personnel matter so we cannot comment on in public. Mr. Rodriguez stated that we can promise you that we will debate it in private, the facts will be considered, and it will probably be a very spirited debate. Mr. Rodriguez stated that then there will be a vote and however that vote goes, as in any democracy, whether you like the way it went or not you have to respect that decision. Mr. Rodriguez stated that he can promise that it will be debated and taken very seriously. Mr. Rodriguez stated that he is an educator, Mrs. Castillo-Ospina is an educator, and everyone here puts students first so we will debate it passionately and have a vote later in public. Mr. Rodriguez thanked them for coming up and speaking out and stated that he has been in their position where you come up sometimes alone and sometimes in a group. Mr. Rodriguez stated that they do appreciate it and it is a very serious matter but it puts a smile on his face to see that they have the courage to step up against a government authority or even a board of education. Mr. Rodriguez stated that as his colleagues, Ms. Bathelus and Mr. Neron, stated to not be discouraged, don't stop and keep speaking up.

Mr. Trujillo commended the young man and stated that it is important that our youth continue to participate in these meetings and after all it is their education that is at stake here. Mr. Trujillo stated that he hopes that his children when they get older have the same courage and he encourages them to speak up and have a voice. Mr. Trujillo stated that it took a lot of courage for them to come here and maybe next time more of them will want to speak. Mr. Trujillo stated that it is important and he hopes to see them at other meetings too. Mr. Trujillo stated that as a father he understands the mother's concern when there is a change in the classroom it can be difficult especially on the child. Mr. Trujillo stated that it is a concern he has heard before and it is not the first time and is an unfortunate situation when it happens. Mr. Trujillo stated that it happens often in a district this size and we try to limit it. Mr. Trujillo stated that he is sure the Superintendent is aware of that impact when she makes her recommendations for whatever reason. Mr. Trujillo stated that having worked with Mrs. Hugelmeyer for several years he knows that she does take that into consideration and the children's needs are first and foremost in her decisions and recommendations.

Mr. Trujillo responded to Mrs. Moreno who spoke about PARCC and as Mr. Rodriguez stated that this is an issue statewide and is not unique to the City of Elizabeth. Mr. Trujillo stated that what is unique is that we have an incredible staff throughout the district and we have assembled an incredible amount of professionals throughout the district who are going to be able

to rise to the challenge no matter what it is. Mr. Trujillo stated that he is fully confident that the people in this room and throughout the district will get the job done. Mr. Trujillo stated that as a father with two children in this school district who will be affected as well he has full confidence and they have his full support that they will get the job done so, rest easy, we are going to get it done.

Mr. González stated that with regards to PARCC he knows that it is something new and he was able to spend six months in Trenton as a consultant doing PARCC readiness and technology readiness. Mr. González stated that one of the things he is proud that we have done here in Elizabeth is to have the foresight to get our network up to speed a couple of years ago and this year we instituted a laptop for every student from 3rd grade through high school. Mr. González stated that we also have MAP testing for grades K-8 and it is PARCC-like so the students are getting exposed to what the PARCC test is going to look like. Mr. González stated that last year we were one of the districts in New Jersey that participated in the PARCC trials so we had acquired tremendous experience in what it is to provide the PARCC test to our students. Mr. González stated that our technology department was able to monitor and be able to do tweaking to our network to make sure that we are ready. Mr. González stated from that point of view he feels confident that we are preparing our students. Mr. González stated that he knows different schools have done individual programs to make parents aware about PARCC. Mr. González stated that it is related to the core curriculum standards that have been adopted by more than 40 states so it is something that is making our children better but like many new things there are bumps in the road when you start. Mr. González stated that when it comes to the technology and when it comes to having our children ready we are doing everything to make sure when that time comes in April to have the test given to our students our students will do well. Mr. González stated that there is always more information that we can provide but he feels that we have done remarkably well to get us ready. Mr. González stated that although he will not be part of the Board at that time he is looking forward to see how the district does with PARCC.

Mr. Perreira responded to Rosa Moreno's concerns for PARCC and stated that it is something very important to us and he has two boys that also attend the district schools. Mr. Perreira stated that it is unfortunate because sometimes the ideas and the things that are told to us by the Department of Education from the state and maybe federal level are initiatives that they deem necessary for our state or our country to be able to go to the next level in education and unfortunately sometimes all change is not good. Mr. Perreira stated that we probably are one of the districts that is best prepared at least in regards to technology and what we have been able to have ready for the children prior to this even being an initiative. Mr. Perreira stated that he is happy to see parents taking the initiative to bring this as a discussion. Mr. Perreira stated that if there is something that you feel that we are not doing either as a Board, as a district, or even at a school level he urges them to please contact us in private if they want and they can discuss how to handle it. Mr. Perreira stated that if there is a PTA at the school level they should try having the conversation as a PTA and see what initiatives between them, the principal, and everyone at the school level would be able to put together to have nights where you can have parents meet and learn about this test. Mr. Perreira stated that Superintendent Olga Hugelmeyer can provide insight as to what the district is doing aside from what is being done in the classroom.

Mrs. Castillo-Ospina stated that in regards to PARCC not only is the district taking care of the general education population but also the special education. Mrs. Castillo-Ospina stated that every district has to put accommodations and modifications for PARCC according to each IEP for language arts, mathematics, and science testing.

Mrs. Hugelmeyer thanked the students from School No. 20 who came here tonight and demonstrated their passion and loyalty for their classroom teacher.

Mrs. Hugelmeyer responded to the concerns of Mrs. Moreno about PARCC. Mrs. Hugelmeyer stated that she is presenting this a little differently from a curricular perspective and then she will echo the sentiments of our Board with regard to the advancement in the area of

technology. Mrs. Hugelmeyer stated that in 2012 the district received Race to the Top funds made available through the federal government and provided through the state and we were able to demonstrate that we had aligned all of our curricula for language arts, mathematics, and science to the common core standards as the common core standards were being rolled out. Mrs. Hugelmeyer stated that in addition to that we used the funds from the Race to the Top to be able to have outside evaluators look at our curricula and ensure that we were properly aligned to the common core standards. Mrs. Hugelmeyer stated that we took it one step further and began to revise all of our assessments to ensure that they were aligned to the common core standards and proceed in the same manner by having all of our benchmark assessments properly evaluated to ensure that the proper alignment was taking place. Mrs. Hugelmeyer stated that was from the curricular prospective which stems back to 2012 that we have been preparing our students for this moment. Mrs. Hugelmeyer stated that the technology perspective is where we have undertaken the initiative of moving our assessments from paper and pencil onto an online system. Mrs. Hugelmeyer stated that we became a pilot district last year in an initiative in which the State Department of Education chose only two districts in the State of New Jersey, Elizabeth being one of them, to be able to pilot the EdConnect NJ. Mrs. Hugelmeyer stated that it is an opportunity that our students now have where they are taking the assessments online versus paper and pencil. Mrs. Hugelmeyer stated that combined with that, as our Board stated, we also have moved toward ensuring that we are having all assessments in language arts and mathematics taken on the district's computers. Mrs. Hugelmeyer stated that we supported all of our students in grades 3 through 12 by providing an individual laptop to each student so we could ensure that it wasn't just an opportunity that was provided to students in one particular instructional period of the day by visiting their computer lab but they were using their laptops from the beginning of the day right through to the end of the day thereby familiarizing themselves with this new environment. Mrs. Hugelmeyer stated that in terms of PARCC preparation we are moving towards being prepared for that first week in March when it is administered and it is a tremendous learning curve for our students. Mrs. Hugelmeyer stated that Mr. Rodriguez is right with regard to the frustration in terms of the fact that the assessment is not provided in the native language so that is one of the challenges that we will be facing. Mrs. Hugelmeyer stated that she feels very confident that we are learning a great deal with regard to our teachers as they implement the curriculum and are able to further support and provide the best education for our students so they will fare well in the month of March. Mrs. Hugelmeyer stated that she hopes this will provide some background with regard to the preparation for PARCC. Mrs. Hugelmeyer stated that it first starts with the curriculum and in terms of ensuring that our children are college and career ready by providing them with appropriate content that is aligned to PARCC. Mrs. Hugelmeyer stated that the teachers will often refer to PARCC-like items which is something that students have grown accustomed to hearing in the classroom to help them to be able to distinguish the way in which they are approaching a problem compared to the way they did previously. Mrs. Hugelmeyer stated that she will be happy to share further information with regard to the progress we are making in this area.

Mr. Monteiro thanked Superintendent Hugelmeyer for the informative explanation.

Mr. Monteiro congratulated the Elizabeth High School Football Team who performed admirably and came up a little short in their State Championship Playoff Game at MetLife Stadium and it all came down to the last two minutes of the game. Mr. Monteiro stated that it is a once in a lifetime opportunity to play at MetLife stadium and congratulated the team which would be recognized at a later date.

Assistant Board Secretary Donald Goncalves introduced Amedeo Luongo, Partner, and Laury Mercado, Manager, from Mendonca & Partners, LLC, who presented the independent audit report for the district. Mrs. Mercado read, reviewed and discussed the findings, comments and recommendations of the audit report for the 2013-2014 school year and reported that the District received an unmodified opinion.

Mr. Fajardo stated that he wants to make sure that people here and at home understand the financial affairs of the school district of the City of Elizabeth. Mr. Fajardo asked Mrs. Mercado if all the affairs of the school district of the City of Elizabeth are being managed properly, if all funds are accounted for, and if all programs are being conducted in the way prescribed by law.

Mrs. Mercado responded yes.

Mr. Monteiro thanked them for the report.

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, V.K., J.T., D.L., Y.Q., K.C., N.G., M.F., I.P., D.S., L.S., S.S., G.V., J.A., and M.H.; Reorganization – Revised Job Description; Kean University; Harassment, Intimidation, and Bullying results; and Workers' Compensation matters, specifically J.B., L.G., L.M., and K.B. The Board will reconvene in public to take formal action.

A motion was made by Mr. Fajardo, seconded by Mr. González, to go into private session at 9:55 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron, Perreira, Rodriguez, Trujillo, Monteiro – 9

Negative: None

Mr. Trujillo excused himself from the meeting at 11:15 p.m.

The Board reconvened in public at 11:50 p.m. to continue with the meeting and take formal action.

A motion was made by Mr. Rodriguez, seconded by Mrs. Castillo-Ospina, that the minutes of the meeting of November 20, 2014 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

Secretary and Treasurer's Report for the Month of October 2014

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, Perreira, Rodriguez, Monteiro – 8

Negative: None

Personnel Report – Leaves of Absence, etc.

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

The motion was carried by the following vote:

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

Abstain: Ms. Bathelus – 1

Negative: None

Tuition Report

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

The motion was carried by the following vote:

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

Negative: None

Supplemental Tuition Report

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

The motion was carried by the following vote:

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

Negative: None

Superintendent's Report – Considerations

A motion was made by Mr. Fajardo, 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. González, seconded by Mrs. Castillo-Ospina, that the requests be approved as recommended except with a waiver of all fees for requests from Frank Mazza Civic Association, Children's Specialized Hospital, and At Heart's Length.

Ms. Bathelus stated that she thought our practice was to approve for the following month and the request for At Heart's Length has several dates for the entire year for 2015. Ms. Bathelus stated that it is a practice that we changed and we decided several meetings ago that we were only going to be approving things for the following month. Ms. Bathelus stated that she wants to make sure that is something that we are still doing because if we are then this should not be here.

Mr. Perreira asked if it is a program like the Elizabeth PAL because they are requesting beginning January 5, 2015 for basketball program.

Ms. Bathelus stated that we always approve for the next month and January is the next month so all of the others are for the next month.

Mr. Perreira stated that the request from PAL is for January 5 through June 19, 2015 so they can plan for the program.

Mr. Monteiro stated that his understanding in regard to some of the community organizations is that some are basketball clinics or programs for children and they set a schedule for months ahead. Mr. Monteiro stated that he asked this in the committee meetings so he understands the difficulty for one month at a time when they already set up the schedules. Mr. Monteiro stated that it is like the Elmora Little League when they already set up the baseball schedule for the three months of the summer and it would be difficult to set a game one day and then come back with a schedule for the next month. Mr. Monteiro stated that what Ms. Bathelus was referring to in the past was the Councilmen asking to do a neighborhood meeting next month rather than setting up twelve meetings for the year and the problem is that you don't know if the

facilities are going to be needed. Mr. Monteiro stated that these organizations are having their leagues for indoor soccer or basketball clinics it is difficult to make a schedule.

Mr. Rodriguez asked if the Elizabeth PAL, Frank Mazza Civic Association, and At Heart's Length are charging a fee to their participants.

Mr. Monteiro commented that it is his understanding that the organizations cannot charge fees and asked Mr. Lehman to look into that.

Mr. Lehman responded that he will look into it.

Mr. Rodriguez stated that he knows that soccer leagues and football leagues have to charge for uniforms and that's different.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus (abstain- At Heart's Length Request No. 6), Mrs. Castillo-Ospina, Messrs. Fajardo, Gonzalez, Neron (negative- At Heart's Length Request Nos. 5, 6), Perreira (abstain- At Heart's Length Request No. 5), Rodriguez (abstain- Elizabeth PAL, Frank Mazza Civic Association, At Heart's Length Request Nos. 5, 6), Monteiro – 8

Negative: None

Supplemental Superintendent's Report – Use of Facilities

A motion was made by Mr. Fajardo, seconded by Mrs. Castillo-Ospina 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

Superintendent's Report – Field Trips

A motion was made by Ms. Bathelus, seconded by Mr. Perreira, 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

Superintendent of Schools Olga Hugelmeyer stated that her report includes highlights from InsideEPS beginning with the article *EPS Teacher Earns Milken Educator Award* recognizing Tracy Espiritu. Mrs. Hugelmeyer stated that Tracy Espiritu was one of up to 40 recipients across the country chosen to receive this honor during the 2014-2015 school year and is the sole recipient in New Jersey. Mrs. Hugelmeyer stated that the Elizabeth Public Schools salutes this exemplary teacher.

Mrs. Hugelmeyer stated that the next article is *Positive Behavior Support in Schools (PBSIS)* and the goal of PBSIS is to build capacity within schools to support the social-behavioral needs of all students. Mrs. Hugelmeyer stated that implemented well, PBSIS can reduce behavior incidents that interfere with learning and ultimately reduce the need for referral to special education. Mrs. Hugelmeyer stated that as part of New Jersey's PBSIS initiative, schools make a two-year commitment to participate in training and technical assistance on current, research-validated practices to create environments that encourage and support pro-social student behavior at the school-wide, classroom, and individual student levels. Mrs. Hugelmeyer stated that this year PBSIS has been used in priority and focus schools to support the work of the Department of

Education's Regional Achievement Centers (RACs). Mrs. Hugelmeyer stated that the NJDOE recently met with the District's Steering Committee to discuss the progress made by our schools and she is very proud to announce that Thomas A. Edison Career and Technical Academy, William F. Halsey, Jr. Leadership Academy, and Thomas Jefferson Arts Academy have been recognized for having built capacity among school personnel to create proactive and positive school systems. Mrs. Hugelmeyer stated that both the principals and their respective planning teams have done an outstanding job in increasing available instructional time, encouraging and supporting pro-social student behavior, using a continuum of function-based problem solving to address behavior and conduct issues, and creating environments conducive to including students with disabilities and behavior support needs.

Mrs. Hugelmeyer stated that the next article is *The Traveling Guitar Foundation Gives Back to EPS*. Mrs. Hugelmeyer stated that rock/metal guitarist Damon Marks and his not-for-profit Traveling Guitar Foundation along with sponsors Schecter Guitars, Mogami Cable, Guitar Center, EMG Pickups, and Mesa Boogie donated 25 electric guitars and bass guitars, instrument cables, and various percussion instruments to schools located in Elizabeth, New Jersey. Mrs. Hugelmeyer stated that the Traveling Guitar Foundation (TGF) returned to Elizabeth, the hometown of guitarist and founder Damon Marks, to inspire students through music education and made generous donations of brand new Schecter guitars, percussion instruments provided by Guitar Center, Vic Firth and Conn-Selmer and Mogami instrument cables to four music programs at Elizabeth Public Schools. Mrs. Hugelmeyer stated that Damon Marks developed his love of music while a student in our district. Mrs. Hugelmeyer stated that the special events performance workshop with the donation of musical supplies was held at Thomas Jefferson Arts Academy, John E. Dwyer Technology Academy, Elizabeth High School, and Jerome Dunn Academy School No. 9.

Mrs. Hugelmeyer stated that the next section of Inside EPS is a new component to our report and highlights the technology initiatives that are currently taking place in our classrooms and is an opportunity for teachers to be able to share the great practices and how it is that they are implementing innovative practices in their classrooms. Mrs. Hugelmeyer quoted a submission by Beverly Jones from Terence C. Reilly School No. 7, "In my 8th grade social studies classes at School No. 7, I have developed a student-centered project focusing on Genocide Awareness. Last year, using the MacBook Air laptops, students were able to utilize the technology to create interactive websites, iMovies, iBooks, and musical compositions to promote awareness and action in support of genocide prevention. Students then published their work to the internet, our school, and specific classes." Mrs. Hugelmeyer quoted Steven Sabet from Thomas Jefferson Arts Academy, "Our creative arts strands have collaborated in music, visual arts, dance, media arts, and music technology to create videos that highlight our work. Both of these videos were featured at the TI:ME Music Technology Expo at Rowan University. One of the videos received the Gold Prize and Best in Show Award." Mrs. Hugelmeyer quoted a submission from Andrea Pereira at George Washington School No. 1, "Using our Mindstorms Robotics in conjunction with the students' new laptops, the kids have come up with some creative programming, from basic movement of the robot to making a 21st century Etch-A-Sketch!" Mrs. Hugelmeyer quoted a submission from Carol Litchfield at Nicholas Murray Butler School No. 23, "I created my own class website to help the kids and parents stay informed. It has a message board as well as all the homework and done class work. It even has email to reach out to me or others in the class." Mrs. Hugelmeyer quoted a submission from music teacher Jake Kulik at John Marshall School No. 20, "I recently concluded a 4 week project with my 8th grade classes that allowed them to compose/arrange their own musical composition without having a musical background. The attachment will provide all the details but they basically went to www.soundation.com and created 4 audio tracks featuring 2 rhythm, one pad, and one melodic track. They were all engaged, excited, and enjoyed the creative and critique processes involved." Mrs. Hugelmeyer stated that some of the technology applications in the classroom include Silver Burdett Making Music, QuaverMusic, GarageBand, ProTools, SmartMusic, Soundation, Noteflight, Stage Write, Virtual Stage Manager, and San Francisco Symphony. Mrs. Hugelmeyer stated that this curriculum builds students' knowledge and skills within and across grade levels and engages all students in the music making process. Mrs. Hugelmeyer stated that this report highlights a

number of the innovative practices and each month we will include additional practices as an opportunity for our teachers to showcase the great work and the use of their laptops in their classrooms. Mrs. Hugelmeyer stated that this concludes the InsideEPS report.

Mr. Monteiro thanked Superintendent Hugelmeyer for her informative report. Mr. Monteiro commented that we are so excited to have the Educator of the Year in our district, in our hometown of Elizabeth and it is a tremendous recognition and honor for everything that goes on here.

Authorizations Report – Authorization to Apply, etc.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron (abstain- Student Spaceflight Experiments Program, NJ Poetry Out Loud Competition, Home Box Office, Inc., Parent Seminar, Elizabeth Public Schools Coat Drive, Hispanic Association of Colleges and Universities, Colomb Thomas-Petit Wellness Presentations), Perreira, Rodriguez, Monteiro – 8

Negative: None

Mr. Rodriguez thanked the Bayway Refinery for two donations tonight for Process Technology and the Bayway Good Neighbor Fund.

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: Ms. Bathelus (abstain- Jasinski, MARC Attorneys at Law), Mrs. Castillo-Ospina, Messrs. Fajardo, González, Neron (abstain- Jasinski, MARC Attorneys at Law), Perreira, Rodriguez – 7

Abstain: Mr. Monteiro – 1

Negative: None

Supplemental Finance and Accounting Report – Transfer of Funds

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

The motion was carried by the following vote:

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

Negative: None

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

Negative: None

Supplemental Award of Contracts Report

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

The motion was carried by the following vote:

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

Negative: None

Miscellaneous Communication

None.

Claims List

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 (abstain- City of Elizabeth Dept. of Neighborhood Services), Perreira (abstain- Candelario Trujillo), Rodriguez – 7

Abstain: Mr. Monteiro – 1

Negative: None

Resolution – Dr. Martin Luther King, Jr.

Mr. Neron read the resolution.

A motion was made by Mr. Neron, seconded by Ms. Bathelus, 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 – Eugenio Maria de Hostos

Mr. Rodriguez read the resolution.

A motion was made by Mr. Rodriguez, 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 – José Julián Martí

Mr. González read the resolution.

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Juan Pablo Duarte

Mr. Perreira read the resolution.

A motion was made by Mr. Perreira, seconded by Ms. Bathelus, 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 – Requisition for Taxes

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, Perreira, Rodriguez, Monteiro – 7

Abstain: Mr. Neron – 1

Negative: None

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

3327 Policy Relations with Vendors

6171.5 Policy Parental Involvement

Resolution – New and Revised Policies

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, Perreira, Rodriguez, Monteiro – 7

Abstain: Mr. Neron – 1

Negative: None

Supplemental Personnel Report – Transfers

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

The motion was carried by the following vote:

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

Negative: None

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

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

The motion was carried by the following vote:

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

Negative: None

Mr. Rodriguez congratulated Anti-Bullying Coordinator Eunice Couselo on her retirement.

Mr. Monteiro thanked Anti-Bullying Coordinator Eunice Couselo for all her years of service.

Resolution – Reorganization – Revised Job Description - Computer Literacy Teacher

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 – Settlement of Workers' Compensation Claim No. 2012-15469 – L.M.

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 No. 2013-12513 – J.B.

A motion was made by Mr. Perreira, seconded by Mr. Fajardo, 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 – Administrative Leave with pay effective December 12, 2014 and Termination effective January 1, 2015 – G.V.

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

Abstain: Ms. Bathelus – 1

Negative: None

Resolution – Administrative Leave with pay effective October 1, 2014 – L.S.

A motion was made by Mr. Perreira, seconded by Mr. Fajardo, 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 – Administrative Leave with pay effective December 12, 2014 and Termination effective January 1, 2015 – S.S.

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, Perreira, Monteiro – 5

Abstain: Ms. Bathelus, Mr. Neron – 2

Negative: Mr. Rodriguez – 1

Resolution – Administrative Leave with pay effective December 12, 2014 and Termination effective January 1, 2015 – J.S.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: Mrs. Castillo-Ospina, Messrs. Fajardo, González, Perreira, Monteiro – 5

Abstain: Ms. Bathelus – 1

Negative: Messrs. Neron, Rodriguez – 2

Resolution – Settlement Agreement – M.F.

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

The motion was carried by the following vote:

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

Abstain: Mr. Fajardo – 1

Negative: None

Resolution – Settlement Agreement – I.P.

A motion was made by Mr. Rodriguez, 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 – Settlement Agreement – D.S.

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 – Settlement Agreement – J.T.

A motion was made by Mr. Rodriguez, 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 – Settlement Agreement – N.G.

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 – 7

Abstain: Mr. Monteiro – 1

Negative: None

Resolution – Settlement Agreement – K.C.

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 – Settlement Agreement – Y.Q.

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 – Settlement Agreement – D.L.

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 – Settlement Agreement – V.L.

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 – Administrative Leave with pay effective December 12, 2014 and Termination effective January 1, 2015 – M.H.

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, Monteiro – 6

Negative: Messrs. Neron, Rodriguez – 2

Mr. Rodriguez stated that he wants the record to reflect the reason for his vote and it is not that he does not agree with the ultimate end of this but he just thought there would be a better way.

Resolution – Kean University Spending

Mr. Monteiro read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Fajardo, González, Perreira, Rodriguez, Monteiro – 6

Abstain: Ms. Bathelus, Mr. Neron – 2

Negative: None

Mr. Rodriguez stated that he is currently a student at Kean University going for his Master's in Special Education and to him, when he learned about this, it was a slap in the face for him. Mr. Rodriguez stated that while he doesn't agree with every single word in this he does agree in principle to this resolution.

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

Mr. Rodriguez made a motion requesting a letter be sent to the New Jersey Department of Education, New Jersey Board of Education, the Representatives of the 20th Legislative District, and to all County Superintendents to plead with these agencies to delay the implementation of the PARCC Assessment this year. Mr. Rodriguez stated that there are many flaws to the PARCC Assessment and one major flaw that he believes is going to impact our district, disproportionately, is that the test is not offered in Spanish. Mr. Rodriguez stated that since we are 60% Hispanic in this district and our student population is overwhelmingly Hispanic he thinks it is going to be a big disservice to our students especially. Mr. Rodriguez stated that he would like to include in the letter if they could delay the assessment for at least a year. Mr. Rodriguez stated that he hopes his colleagues will support this motion. Mr. Rodriguez stated that asking for the one year delay would allow us to study the assessments and perhaps iron out any bugs and especially to be able to offer this exam at least in Spanish and it would be great to offer them in other native languages.

A motion was made by Mr. Rodriguez, seconded by Mr. Perreira, that a letter be sent to the New Jersey Department of Education, New Jersey Board of Education, the Representatives of the 20th Legislative District, and to all County Superintendents asking for delay of the implementation of the PARCC Assessment for one more year.

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. Perreira asked if we were still recognizing employees who are retiring and whether it is subsequent meetings after their retirement. Mr. Perreira stated that if we have not then we need to keep abreast of that and have them come to the Board meeting if possible to be recognized.

Mrs. Hugelmeyer stated that she receives a statement of assurance from the Director of Personnel every month following the Board meeting. Mrs. Hugelmeyer stated that the statement of assurance accounts for the appropriate letters having gone out and the listing of the personnel that received the letters.

Mr. Perreira stated that he wants to make sure to invite the employees retiring to a Board meeting to be recognized in public.

Mr. Perreira stated that this week an initiative, The Hour of Code, was going on across the world. Mr. Perreira stated that it is an initiative based on computer programming and making it more accessible to everyone and just to know how important it is, how it relates to our day to day lives, and how it is used in industry and many of the things we do. Mr. Perreira asked if in our curriculum at the high school level, especially our technology high schools, we are assuring that we are providing coding and it is one of the programs that is being offered. Mr. Perreira stated that he knows there are certain things we are doing that are like coding but he wants to make sure that it is something that is beneficial. Mr. Perreira stated that he sees some of the programs for coding that we are doing at the lower levels and wants to be sure we are following through at the high school level.

Mr. Fajardo stated that it is his understanding today that there was a hearing in Trenton and our attorney was there. Mr. Fajardo stated that he understands that Senator Lesniak attacked our employees, in particular, an attendance officer. Mr. Fajardo stated that this attack was unfair, uncalled for, not becoming of a gentleman, and attacks an individual just because the individual happens to be his sister. Mr. Fajardo stated that what he knows for a fact is that this individual works very, very hard with the children of the City of Elizabeth. Mr. Fajardo stated that Senator Lesniak went on as far as saying that he referred to her as a relative of a Board member that went around and perhaps didn't do anything. Mr. Fajardo stated that his sister goes to between 700 and 800 homes every year to make sure that children are attending school including prekindergarten. Mr. Fajardo stated that the Senator indicated that it was not necessary to be done for prekindergarten. Mr. Fajardo stated that you could see that he is not only ignorant but he is also a bully. Mr. Fajardo stated that he takes great offense that he goes out of his way to try to attack someone who works so hard, maintains daily logs of home visits, reports to building administrators on a daily basis, has been investigated by everybody under the sun, and is proven that she is an effective employee of the district, issues legal notices upon principal request to parents/guardians for children who do not go to school. Mr. Fajardo stated that it is our job to make sure that children go to school even prekindergarten. Mr. Fajardo stated that she collects cases for the principal/administrators and these individuals are required to use their own vehicle, pay for their own maintenance of the vehicle, pay for their own insurance of the vehicle, and the district so generously gives them \$30.00 a month for gas. Mr. Fajardo stated that Senator Lesniak has the audacity to attack a member of his family and employee of this Board of Education who does an exemplary job with the children of the City of Elizabeth. Mr. Fajardo stated that his sister goes to houses at 8:00, 9:00, 10:00 in the evening because she cannot find people at home during her work hours so she goes out of her way to find out why parents are not sending their children to school. Mr. Fajardo stated that when she goes to their home at 3:00 or 4:00 in the afternoon they are not home because they are working or who knows where they are. Mr. Fajardo stated that she goes back and back three or four times sometimes until she gets hold of them at 7:00, 8:00, or 9:00 in the evening, to very, very dangerous neighborhoods. Mr. Fajardo stated that on a few occasions he accompanied her because of the dangerous neighborhoods in the City of Elizabeth and he stayed in the car while she went inside to do her work for the Board of Education. Mr. Fajardo stated that he found that to be uncalled for that a Senator, a powerful individual, behaves like a bully. Mr. Fajardo made a motion that this job description be sent to the Senator and, if it is allowed to be sent, how many cases this individual attends to on a yearly basis, how much they get paid for gas for the use of their vehicle, and to report how effective their work is and if it has an impact on the different schools that they work with in making sure that attendance goes up every year instead of going down. Mr. Fajardo stated that it was a very sad day to pick on a woman the way that the Senator did and he is not surprised. Mr. Fajardo stated that he is not talking about this from a point of view that so far he has not won this election and he is not speaking from that perspective. Mr. Fajardo stated that he is speaking from the perspective that Senator Lesniak has no respect whatsoever to a woman, to a family, and to an employee of this Elizabeth Board of Education. Mr. Fajardo stated that this is the individual who represents us in Trenton. Mr. Fajardo stated that he is making a formal motion that we send him a letter asking for his apology on behalf of this individual, telling him what the work description is, how much they make a year, how many cases they do a year. Mr. Fajardo stated that this accusation has been reviewed by many agencies and always has been found to be in proper order.

A motion was made by Mr. Fajardo, seconded by Mr. Perreira, to send a letter to Senator Lesniak from this Board of Education asking for an apology of the erroneous statements he alleged at the Judiciary Committee Meeting this morning in Trenton.

Mr. Fajardo stated that he would also like to have this sent to the New Jersey Senate, Judiciary Committee, and the Commissioner of Education since he was there to hear this totally uncalled for untruth.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Fajardo, González, Perreira, Monteiro – 5
Negative: Ms. Bathelus, Messrs. Neron, Rodriguez – 3

Mr. Fajardo thanked the Board for standing up to bullies and to those members who, for whatever reason, do not support a woman who works very hard it reflects upon themselves and not upon his family.

Ms. Bathelus stated that she would like to give some information on the record regarding what has been going on in Ferguson in regards to Michael Brown as well as Eric Gartner. Ms. Bathelus stated that she has been doing work with her sorority and wanted to give the community some information if they needed to go and look for some support or some resources for them. Ms. Bathelus stated that if they want to support a federal investigation in Ferguson and sign a petition please go to ColorofChange.org. Ms. Bathelus stated that she encourages people to talk to their families and community about what to do when they are stopped by a police officer and how to properly handle and diffuse a situation and they can go to www.aclu.org. Ms. Bathelus stated that New Jersey citizens can ask to hold the police officers accountable in the palms of their hands and there is a new app, PoliceTape, which is a SmartPhone application from the ACLU of New Jersey to allow people to securely and discreetly record and store interactions with police officers. Ms. Bathelus stated that legal information can be provided about citizens' rights when interacting with police officers. Ms. Bathelus stated that the application is OpenWatch and it can be downloaded. Ms. Bathelus stated that if you would like to join rallies or marches for peaceful campaigning and peaceful protesting across the state you can partner with your local ACLU, NAACP, National Urban League, and related civil rights leagues to hold programs and discussions around support of the violence reduction. Ms. Bathelus stated that this Saturday, December 13, 2014 there is going to be a march on Washington and it is free. Ms. Bathelus stated that if you would like to go to Washington we are going to be also with Reverend Al Sharpton and you can reach out to Salaam Ismael. Ms. Bathelus stated that let's take the opportunity to unite, uplift, and love one another and for us to get through what we are going through across our nation.

Mr. Rodriguez wished the faculty and staff happy holidays and commented that this time of year can be very stressful in and out of classrooms. Mr. Rodriguez wished everyone happy, healthy holidays and for the district staff that has time off to enjoy that time off.

Mr. Monteiro wished everyone one a happy, healthy, and prosperous holiday season and new year ahead. Mr. Monteiro recognized some of our own members of the Elizabeth Board of Education who are doing wonderful things in the community. Mr. Monteiro stated that Mr. Trujillo is doing a Toy Drive that he has collection points throughout the City and advertised it on FaceBook if you are looking on how you can help. Mr. Monteiro stated that some Board members are working with At Heart's Length for the December to Remember and are going throughout the community with the same intent to help underprivileged families in need with food and toys.

Mr. Monteiro stated that some up here on this dais will not be returning and wished Francisco González so much success and love for so much that he has brought to this Board. Mr. Monteiro stated that he has been blessed and has learned a great deal from Francisco González. Mr. Monteiro stated that his mother always said it's nice to be important but it's more important to be nice. Mr. Monteiro stated that Francisco Gonzalez embodies all of that. Mr. Monteiro stated that it has been a tremendous honor to serve two years as Board President. Mr. Monteiro stated that it's never about the destination and it is always about the journey and the wonderful people that he has met along the way and this district is so blessed to have so many of you to be part of this district and see this incredible transformation. Mr. Monteiro stated that he is so happy that it is so important that we are so committed and passionate in making this the best district in the country regardless of our differences. Mr. Monteiro wished everyone joy, peace and love.

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