

BOARD OF EDUCATION  
(Official)

February 13, 2020  
Elizabeth, New Jersey

The regular agenda meeting of the Board of Education was called to order on February 13, 2020 at 6:30 p.m. in the MultiPurpose Room, Donald Stewart Center for Early Childhood Education, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

Board President Diane Barbosa presented the following statement at 6:32 p.m.

“Ladies and Gentlemen, good evening. This is a regular agenda 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 The Star Ledger and Cablevision of Elizabeth on February 7, 2020. In addition, this notice is posted in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.”

“We want to welcome everyone present and our television viewers to this February 13, 2020 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. We also ask that you silence the sound on your electronic devices. Since it is legally mandated that these proceedings be accurately recorded, we may have to ask for order periodically should noise begin to interfere with our recording capabilities. We are pleased that you have taken time this evening to join us here for our Board of Education meeting. 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 may sign in up to the start of the public speaking so that they 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: Charlene Bathelus, Maria Carvalho, Iliana Chevres (arr. 6:38 p.m.), Nathalie Hernandez, Rosa Moreno-Ortega, Stephanie Pestana, Diane Barbosa – 7

Absent: Jerry Jacobs, Stanley Neron – 2

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Judy Finch Johnson, Assistant Superintendent for Teaching and Learning Jennifer Ceden, Assistant Superintendent for Schools Rafael Cortes, Chief of Operations Francisco Cuesta, Comptroller Rajeev Malhotra, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, Deputy Counsel Heather Ford, and members of the public were in attendance.

Pledge of Allegiance  
National Anthem  
Pledge of Ethics

Mrs. Barbosa introduced a video presentation of the Core Beliefs.

Mrs. Barbosa stated that tonight the management oversight presentation is on the Division of Curriculum and Instruction and introduced Director Aaron Goldblatt.

Director Aaron Goldblatt presented the management oversight of the Division of Curriculum and Instruction and presented a PowerPoint slide showing the organization chart of the division. Mr. Goldblatt introduced presenters Supervisor of Career and Technical Education Crystal A'Hearn, Supervisor of Guidance Anthony DiDonato, and Supervisor of Social Studies Bruce Elflein.

Mr. Goldblatt presented a PowerPoint slide showing the theory of action, "Our theory of action builds on our beliefs about how children learn, the conditions that best promote learning, and the policies, management systems, and culture that best promote the commitment and high performance of adults." Mr. Goldblatt stated that the Division of Curriculum and Instruction is focused on supporting the Superintendent's goal of college preparedness and is comprised of the departments of social studies, career and technical education, guidance, anti-bullying, and the welcome centers.

Mr. Goldblatt stated that the high school welcome center and the children's welcome center opened in August 2014 creating central areas for our Elizabeth families to enroll their children in our district. Mr. Goldblatt presented a PowerPoint slide showing data from January 1, 2019 through December 31, 2019 that the welcome centers registered 2,267 new students coming from 41 different countries and speaking 18 different languages. Mr. Goldblatt presented PowerPoint slides showing the enrollments by month, grade level, and by school. Mr. Goldblatt presented a PowerPoint slide and stated that the International Rescue Committee Partnership works with us ensuring refugee families are introduced into the Elizabeth Public Schools with care and respect.

Supervisor of Guidance Anthony DiDonato presented a PowerPoint slide and stated that the district mental health teams include 62 school counselors, 27 school-based social workers, 2 school climate and culture coaches, and a substance awareness coordinator. Mr. DiDonato stated that the mental health team members are committed to supporting all students' educational and personal success. Mr. DiDonato stated that the comprehensive program which includes strategic, timely, and personal interventions and customized educational experiences, are designed to ensure students have the essential skills for life-long learning, social awareness, and 21<sup>st</sup> Century leadership. Mr. DiDonato stated that the mental health teams also aim to serve as advocates for students, allies for teachers, and resources to all parents and guardians. Mr. DiDonato stated that the mental health teams are committed to ensuring the graduates of the Elizabeth Public Schools are the future leaders of our society. Mr. DiDonato presented a PowerPoint slide and stated that the School Anti-Bullying Specialists have had a combined total of 850 school-wide trainings and 440 programs. Mr. DiDonato stated that the Elizabeth Public Schools is the first school district in the nation to mandate Social Emotional Learning (SEL) and received the Harmony Power Award. Mr. DiDonato stated that the leading classroom lessons include mindfulness, emotional regulation, perseverance, and yoga. Mr. DiDonato presented a PowerPoint slide about the district crisis team and quoted Dr. Lucy Hernandez, school psychologist, "Our focus is to minimize impact of the trauma in order to maintain learning and socioemotional interactions." Mr. DiDonato quoted Jodi Berkowitz, substance awareness coordinator, "Providing support and resources to not only students but their families is the key to success."

Mr. Goldblatt stated that the college and career ready goals include that the Elizabeth students are graduating prepared to enter a post-secondary institution and are financially aware. Mr. Goldblatt presented a PowerPoint slide and stated that the newly opened Student Success Center is a partnership with Make the Road New Jersey and provides a peer-to-peer experience for students toward college enrollment and financial aid completion. Mr. Goldblatt presented a PowerPoint slide and stated that the partnership with the College Board includes advanced placement courses, SAT based assessments, College Board opportunity scholarships, and a partnership with Khan Academy. Mr. Goldblatt stated that we have partnerships with Naviance, Panorama, Trinitas Regional Medical Center, and Prevention Links. Mr. Goldblatt presented a PowerPoint slide showing the department initiatives including the College Fair, Junior Seminar, Senior Seminar, Parent Seminar, 6 Financial Aid Completion Nights, and Saturday SAT Preparation Days. Mr. Goldblatt stated that new for this year are district-wide Scholarship Nights, expanding the partnership with Panorama, and middle school College Seminar.

Supervisor of Career and Technical Education Crystal A'Hearn presented a PowerPoint slide showing the Career and Technical Education (CTE) Pathways and Goals. Ms. A'Hearn stated that the CTE Pathways include a three to four course pathway, career technical assessments, work-based learning experience, and advisory board. Ms. A'Hearn stated that the goals include quality programs that address career achievement and development, industry valued credentials, and industry and community partnerships. Ms. A'Hearn presented a PowerPoint slide showing the classes offered at Thomas A. Edison Career and Technical Academy including automotive technology, autobody collision, cosmetology, graphic design, commercial foods – culinary arts and baking, construction technology, and process technology. Ms. A'Hearn presented a PowerPoint slide showing the students who participated in the Skills USA National Competition. Ms. A'Hearn presented a PowerPoint slide showing the offerings at Admiral William F. Halsey, Jr. Health and Public Safety Academy including nursing assistant, unit coordinator, Allied Health in partnership with Rutgers University, EMT, JROTC, and public safety. Ms. A'Hearn presented a PowerPoint slide showing the activities of the Marine JROTC program. Ms. A'Hearn presented a PowerPoint slide showing the classes offered at Elizabeth High School-Frank J. Cicarell Academy including commercial photography, computer science, drama, dance, and music technology. Ms. A'Hearn presented a PowerPoint slide showing the programs offered at Thomas Jefferson Arts Academy including film and video production, graphic design, drama, dance, fashion merchandising, and music technology. Ms. A'Hearn presented a PowerPoint slide showing the classes offered at Alexander Hamilton Preparatory Academy including dance, drama, education, computer science, and global logistics. Ms. A'Hearn presented a PowerPoint slide showing that the NAF Track Certification includes to complete at least 4 NAF courses, complete a paid internship of 120 hours, and meet local high school graduation requirements. Ms. A'Hearn presented a PowerPoint presentation that showed the National Academy Foundation strands offered at J. Christian Bollwage Finance Academy including finance, computer science and global logistics. Ms. A'Hearn presented a PowerPoint presentation showing the NAF strands at John E. Dwyer Technology Academy including engineering, engineering electronics, computer science, web design, Cisco certification, music technology and commercial photography. Ms. A'Hearn presented a PowerPoint slide for Project Lead the Way and explained computer integrated manufacturing. Ms. A'Hearn stated that the career symposium will be held on Saturday, February 29, 2020.

Supervisor of Social Studies Bruce Elflein stated that the social studies department provides integrated study of the social studies and humanities to promote civic competence. Mr. Elflein presented a PowerPoint slide and stated that the primary purpose is to help our students make informed and reasoned decisions for the public good as citizens of a culturally diverse, democratic society in an interdependent world. Mr. Elflein presented a PowerPoint slide and stated that civic competence rests on a commitment to representative values and requires the abilities to use knowledge about one's community, nation, and world. Mr. Elflein presented a PowerPoint slide and explained developing global community. Mr. Elflein presented PowerPoint slides showing the social studies offerings in grades K-12 and stated that social studies in grades K-5 is about creating a sense of unity, the study of ancient world history in grade 6, United States History I in grade 7, United States History II in grade 8, world history in grade 9, United States History I in grade 10, United States History II in grade 11, and economics in grade 12. Mr. Elflein presented a PowerPoint slide and stated that the electives in social studies include African American Studies, American Legal Systems, American Government and Politics (AP), Criminal Justice I, Criminal Justice II, Human Geography (AP), Psychology, US History (AP), Women's Studies, and World History (AP). Mr. Elflein presented a PowerPoint slide and stated that the department initiatives include Amistad, the Holocaust, and Personal Finance.

Mr. Goldblatt presented a PowerPoint slide and stated that the division partnerships include AVID, Dual Enrollment, Future City, Historical Society of Elizabeth, Rotary Club of Elizabeth, HISPA, WE Schools, Gateway Chamber of Commerce, Elizabeth Public Library, Middle States Association, and the United States Census 2020. Mr. Goldblatt presented a PowerPoint slide on the Advancement Via Individual Determination (AVID) and quoted Superintendent of Schools Olga Hugelmeyer, "AVID continues to have a profound impact on the lives of students within the Elizabeth Public Schools. With a focus on collaboration,

organization, and critical thinking the AVID System enables students to be college and career ready by giving them the self-confidence essential in realizing a future of success.” Mr. Goldblatt presented a PowerPoint slide showing that 25 Elizabeth Public Schools are participating in AVID and 94% complete four-year college entrance requirements, 90% who apply are accepted into four-year colleges, and 85% persist into the second year of college. Mr. Goldblatt presented a PowerPoint slide and stated that the Elizabeth Public Schools has two AVID National Demonstration Sites, Elmora School No. 12 and John E. Dwyer Technology Academy. Mr. Goldblatt presented a PowerPoint slide and stated that Alexander Hamilton Preparatory Academy is the No. 1 AVID Showcase School. Mr. Goldblatt stated that Elizabeth Public Schools Principal Melissa Kulick made a presentation at the 2018 AVID Summer Institute. Mr. Goldblatt stated that Principals Michael Ojeda and Gina Donahue along with Assistant Superintendent of Teaching and Learning Jennifer Cedenó are AVID Professional Staff Developers. Mr. Goldblatt stated that AVID helps students to think critically, collaborate, set high expectations, and conquer challenges. Mr. Goldblatt stated that the Dual Enrollment Partnerships include Fairleigh Dickenson University, New Jersey Institute of Technology (NJIT), Rutgers University, New Jersey City University, Kean University, and Middlesex County College. Mr. Goldblatt stated that over 900 students have access to dual enrollment courses and Elizabeth Public School students received over 2,500 college credits. Mr. Goldblatt stated that the Elizabeth Public School District has four globally recognized WE Schools including Joseph Battin School No. 4, Elmora School No. 12, Victor Mravlag School No. 21, and J. Christian Bollwage Academy of Finance. Mr. Goldblatt stated that the students participate in WE Day. Mr. Goldblatt stated that another partnership is with the Gateway Chamber of Commerce including Education Workforce Committee, business and education breakfast, scholarship opportunities, and the Healthy Leap Day 2019. Mr. Goldblatt stated that the partnership with the Elizabeth Public Library includes classes and a garden for the students. Mr. Goldblatt stated that the district holds a permanent seat on the Elizabeth Public Library Board of Trustees. Mr. Goldblatt stated that the partnership with Future City includes environmental and estuary days and the Leading to the Future Program. Mr. Goldblatt stated that the partnership with the Historical Society of Elizabeth included an Elizabeth Forum 2019. Mr. Goldblatt stated that the Rotary Club of Elizabeth supports our schools with the Dictionary Project, the Albert and Louise Davis Scholarship Fund, and Educator of the Year Award. Mr. Goldblatt stated that we participate with the Hispanics Inspiring Students’ Performance and Achievement (HISPA). Mr. Goldblatt presented a PowerPoint slide showing that all seven Elizabeth high schools are preparing for re-accreditation through a self-evaluation process through the Middle States Association. Mr. Goldblatt presented a PowerPoint slide showing the standards for accreditation for schools including mission, governance and leadership, school improvement planning, finances, facilities, school organization and staff, health and safety, educational program, assessment and evidence of student learning, student services, student life, and student activities. Mr. Goldblatt stated that the Elizabeth Public Schools has a seat on the Complete Census Count Committee to ensure that the City of Elizabeth is accurately counted in the upcoming census. Mr. Goldblatt stated that Census Forms will be arriving in the mail to all Elizabeth residents between March 12<sup>th</sup> to 31<sup>st</sup> and that a proper count is essential for our City to receive its full share of federal funding. Mr. Goldblatt stated that residents may respond to the Census via telephone, mail, or online and updates will be on the district website. Mr. Goldblatt stated that concluded the presentation and thanked the Board of Education members for their support and commitment to the Division of Curriculum and Instruction.

Mrs. Barbosa thanked them for the wonderful presentation.

Mrs. Moreno-Ortega thanked them for the presentation and stated that she was impressed with two particular things, the International Rescue Committee and being the first district to mandate social and emotional learning. Mrs. Moreno-Ortega asked how this department collects data about culture and climate of our students.

Mr. DiDonato stated that we collect data in a couple of different ways to teach our students social and emotional learning including our partnership with Panorama which is in ten of our schools and through the State with the culture and climate surveys.

Mrs. Moreno-Ortega stated that one of the slides showed the social and emotional learning and leading classroom lessons including mindfulness, emotional regulation, perseverance, and yoga. Mrs. Moreno-Ortega asked what schools offer yoga and mindfulness.

Mr. DiDonato stated that several of our school counselors and school based social workers incorporate that into their Lunch Bunch programs, for example at School Nos. 1 and 20, and it depends staff to staff what they feel comfortable doing with their students in a variety of different ways. Mr. DiDonato stated that the same techniques are incorporated in our after school social and emotional learning programs.

Mrs. Moreno-Ortega stated that she wants to see the data for the schools and the specific activities that they are doing to implement the social and emotional learning. Mrs. Moreno-Ortega stated that she is very proud of the AVID program and gave a special thank you to Assistant Superintendent Jennifer Cedeno and Principals Michael Ojeda and Gina Donahue. Mrs. Moreno-Ortega stated our outside community is very proud of our AVID program. Mrs. Moreno-Ortega thanked Mr. Goldblatt and the supervisors for the great presentation. Mrs. Moreno-Ortega stated that she has a lot of passion for education and they covered everything.

Mrs. Carvalho asked for a breakdown of the expansion of the programs at Halsey and stated that she is excited about the EMT program. Mrs. Carvalho asked how many students were able to take the EMT class this year. Mrs. Carvalho asked about the nursing program that moved from Edison to Halsey this year and asked if we were able to expand.

Ms. A'Hearn responded the EMT program is monitored by the State and the State requires 10 students at a time. Ms. A'Hearn stated that currently we have 10 students enrolled and we will be expanding to 20 and possibly 30 because one of our teachers just got his EMT certification to teach it. Ms. A'Hearn stated that there are 20 students in the nursing assistant program and we have a unit coordinator program and Allied Health program and those two programs have over 100 students in them.

Mrs. Carvalho asked how long it takes to complete the program so that when they graduate, they can work on an ambulance.

Ms. A'Hearn stated that the State requires CTE to have a 3 to 4 course pathway, so they have to take two courses before they get to the EMT coursework. Ms. A'Hearn stated that they can complete the pathway and as soon as they finish the EMT coursework in their senior year and pass their exams they are certified to go out and work.

Mrs. Carvalho asked if they graduate and completed everything and they are not 18 yet are they allowed to come back for the test or is the test given offsite.

Ms. A'Hearn stated that we offer that for our students, for example, our cosmetology students may not be ready for the exam and we allow them to come back and take it.

Mrs. Barbosa asked about Mr. DiDonato for the dates for the Scholarship, Career, and Financial Aid programs.

Mr. DiDonato stated that there are 6 Financial Aid Night which are usually held on the third Friday of the month and the Middle School Seminar in partnership with the Career and College Symposium is being held on Saturday, February 29<sup>th</sup>. Mr. DiDonato stated that the

Scholarship Night has not been set but we are looking at the second Friday in March and he will let everyone know when the date is definite.

Mrs. Barbosa thanked them and stated that the information will be posted on our district website.

Mrs. Barbosa stated that in celebration of National School Counseling Week that took place earlier this month, we would like to honor our outstanding school counselors who are instrumental in our students achieving their dreams. Mrs. Barbosa recognized Jill Aller, Woodrow Wilson School No. 19; Margherita Martino-Avella, Robert Morris School No. 18; Maria Cabrera, Madison Monroe School No. 16; Dayna Ferreira, Division of Special Services; Stephanie Gardner, John E. Dwyer Technology Academy; Briana Helm, J. Christian Bollwage Academy of Finance; Safiyyah Howell, J. Christian Bollwage Academy of Finance; Cindy Lichtenstein, Christopher Columbus School No. 15; Marysella Mularz, Thomas A. Edison Academy for Career and Technical Education; Aimee Saluccio, John E. Dwyer Technology Academy; Ilena Sekiewicz, Admiral William F. Halsey, Jr. Health and Public Safety Academy; Chanel Williams, Admiral William F. Halsey, Jr. Health and Public Safety Academy; and Theresa Zucosky, Dr. Orlando Edreira Academy School No. 26. Mrs. Barbosa and Board members congratulated them and presented certificates of commemoration to Margherita Martino-Avella, Aimee Saluccio, and Theresa Zucosky who were in attendance. Mr. DiDonato accepted the certificates for those who were not in attendance.

Board President Barbosa presented the following public participation statement.

“At this time, the microphones are open for public comment to those who have signed in. 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.”

Mrs. Barbosa called upon the first public participant, Leslie Lassen, to address the Board.

Leslie Lassen, 219 Stiles Street, spoke against the LGBTQ curriculum.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Danielle Fienberg, to address the Board.

Danielle Fienberg, 631 North Broad Street, spoke in support of the LGBTQ curriculum and questioned school suspensions for students in PreK through 2<sup>nd</sup> grade.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Sylvia Smith, to address the Board.

Sylvia Smith, 664 Newark Avenue, spoke against the LGBTQ curriculum and requested an opt-out for students.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Kason Little, to address the Board.

Kason Little, 225 S. Seventh Street, thanked the Board for protecting our students and spoke about the need for a mental health course.

Mrs. Barbosa thanked him for his comments and called upon the next public participant, Araceli Espesel, to address the Board.

Araceli Espesel, 240 Palmer Street, stated that her child is in special education and has problems at school.

Mrs. Hugelmeyer requested Assistant Superintendent Jennifer Cedenó to speak with her.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Yesenia Alvizuri, to address the Board.

Yesenia Alvizuri, 630 First Avenue, spoke about a problem with her special needs child.

Mrs. Hugelmeyer requested Assistant Superintendent Rafael Cortes to speak with her.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Celia Nunez, to address the Board.

Celia Nunez, 231 South Second Street, spoke about a problem with her special needs son.

Mrs. Hugelmeyer requested Chief of Operations Francisco Cuesta to speak with her.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Rosa Quille, to address the Board.

Rosa Quille, 214 Loomis Street, stated that her child is having problems at school.

Mrs. Hugelmeyer requested Assistant Superintendent Jennifer Cedenó to speak with her.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Aimee Arce, to address the Board.

Aimee Arce, 546 Walnut Street, spoke against LGBTQ curriculum and requested an opt-out for students.

Mrs. Barbosa thanked her for comments and called upon the next public participant, Christina Moreira, to address the Board.

Christina Moreira, 805 Gebhardt Avenue, spoke in favor of LGBTQ and stated that there are substitute teachers for more than 20 days in classes and asked how the students are supposed to learn.

Mrs. Barbosa thanked her for her comments and called upon the next public participant, Victoria Ramirez, to address the Board.

Victoria Ramirez, 934 Sheridan Avenue, spoke against the LGBTQ curriculum and requested an opt-out.

Mrs. Barbosa thanked her for her comments. Since there were no other public participants signed in to address the board, Mrs. Barbosa closed this portion of the meeting.

Board President Diane Barbosa requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically, sick leave policy, other matters pertaining to personnel, contractual matters,

specifically broker services and school uniform policy; legal matters, specifically, settlement agreements, A.I., L.D. et al, K.M.; and workers' compensation matters, specifically, S.M., M.V., B.B., A.B., and K.G. The Board will reconvene in public and may add to the agenda.

A motion was made by Mrs. Carvalho, seconded by Mrs. Pestana, to go into private session at 8:15 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Moreno-Ortega, Pestana, Barbosa – 7

Negative: None

A motion was made by Mrs. Pestana, seconded by Mrs. Carvalho, to reconvene in public session at 10:25 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Moreno-Ortega, Pestana, Barbosa – 7

Negative: None

Board President Barbosa stated that this is an agenda setting meeting. Mrs. Barbosa stated that we will go tab by tab and each board member may ask questions. The board reviewed the agenda.

Minutes of the Agenda and Business Meetings of January 6 and 16, 2020

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Minutes of the Meetings to the agenda.

Secretary/Treasurer's Report for the Month of December 2019

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Secretary/Treasurer's Report to the agenda.

Personnel Report

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer requested Chief of Operations Francisco Cuesta speak about the reports.

Chief of Operations Francisco Cuesta gave a summary of the Personnel Reports.

Mrs. Carvalho asked about the painters and if we also use the union.

Mr. Cuesta explained.

Mrs. Carvalho asked about the alternate route.

Mr. Cuesta explained the alternate route program.

Mrs. Barbosa asked about a transfer of a teacher.

Mr. Cuesta explained the reason for the transfer.

Mrs. Barbosa asked about the Community Evening Program.

Mrs. Hugelmeyer explained that historically we have had a partnership with the City of Elizabeth for this program and this Personnel action is to provide two additional substitute administrators.

Mrs. Barbosa added the Personnel Report to the agenda.

#### Supplemental Personnel Report

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Supplemental Personnel Report to the agenda.

#### Tuition Report

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Tuition Report to the agenda.

#### Superintendent's Report – Considerations

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer highlighted that the Elizabeth Public Schools will be attending job fairs at various universities specifically, to recruit in the areas of mathematics, science, and language arts.

Ms. Bathelus stated that she wanted to make this a public question and that she asked Supervisor DiDonato about the College Board Conference, The Prepare: Educating Latinos for the Future of America Conference 2020 and how did he find this conference, as well as if there are any similar conferences for African American teaching for students who are of African American descent. Ms. Bathelus stated that there is a conference, A Dream Deferred: The Future of African American Education Conference in Chicago. Ms. Bathelus stated that she went online and noticed that the registration is still open. Ms. Bathelus requested if he could look into that conference as well to possibly attend next month.

Mrs. Hugelmeyer responded that is the conference scheduled for March 11 and 12 in Chicago that went through the Board last month. Mrs. Hugelmeyer stated that Assistant Superintendent Jennifer Cedeno and she are scheduled to attend.

Ms. Bathelus thanked the Superintendent and asked if she could bring a principal with them.

Mrs. Hugelmeyer stated that for this conference only the Assistant Superintendent and she are attending and for The Prepare the supervisor and a high school principal are attending due to the large number of AP courses that he has and he also serves as an advisor for the other schools.

Ms. Bathelus stated that she did see that and that if you are bringing a principal, it would be best to bring a principal of Latino descent to go. Ms. Bathelus stated that she would like to make that amendment to this request. Ms. Bathelus stated that if you could ask a principal or vice principal of Latino descent so the two of them can go and bring back the knowledge to our district. Ms. Bathelus stated that, in addition to that, she heard what was said about the Superintendent and Assistant Superintendent going to the Dream Deferred: The Future of African American Education Conference and asked if she could bring someone of African American descent with her to that conference so that they too could come back with knowledge because they too know the situation or what our students are going through and it would be best

for them and also hear it firsthand. Ms. Bathelus stated that she put that on record and wants to know if she is going to get a response.

Mrs. Hugelmeyer responded that we would have to reach out to administrators to see if we are able to recruit individuals for that.

Mrs. Moreno-Ortega stated that she supports Ms. Bathelus and it is important. Mrs. Moreno-Ortega stated that we appreciate the hard work and dedication of our Superintendent and Assistant Superintendent. Mrs. Moreno-Ortega stated that it is good to bring another person because she knows they are busy managing the whole entire district and sometimes it puts too much on top of both of them. Mrs. Moreno-Ortega stated that she supports Ms. Bathelus 100%.

Ms. Bathelus stated that the total is \$11,000. for the request for the National Speech and Debate Tournament. Ms. Bathelus asked Superintendent Hugelmeyer to confirm that each of our schools has a specific budget or does Speech and Debate have this budget.

Mrs. Hugelmeyer explained that this is part of the Elizabeth High School budget. Mrs. Hugelmeyer stated that this is an annual event at Harvard University where our students compete for the Speech and Debate Club.

Mrs. Barbosa asked about the training for the Director of Special Projects Dorothy McMullen and Assistant Superintendent Jennifer Cedeno for two days on Culture, Climate and Community Conference. Mrs. Barbosa stated that Mrs. Moreno-Ortega talks about the culture and climate and asked if this has to do with the climate and culture survey that we have.

Mrs. Hugelmeyer responded that it does not have to do with the survey.

Ms. Bathelus asked if more people can attend the conference.

Mrs. Hugelmeyer explained that this is in keeping with our budget at this present time. Mrs. Hugelmeyer stated that we make sure that we are not exceeding our budget amounts and these are the total number of people that can attend at this time.

Ms. Bathelus asked how the people are selected to go to the conferences.

Mrs. Hugelmeyer explained that it depends on the conference that is offered and typically the instructional directors will reach out to their supervisors to attend depending on whether it is a content area and expertise that is required. Mrs. Hugelmeyer stated that the examples that are in the report tonight include the bilingual supervisors, bilingual psychologist and representation from various other departments. Mrs. Hugelmeyer stated that the Assistant Superintendents and she also look at trainings that are aligned to our Strategic Plan and we make arrangements to attend to deepen our knowledge.

Mrs. Moreno-Ortega stated that there are 2 climate and culture coaches.

Mrs. Hugelmeyer responded that there is one for elementary and middle schools and one for the high schools.

Mrs. Moreno-Ortega stated that we selected someone to attend this conference and asked how they teach them what we want to implement in our schools and asked at some point do you connect with the coach. Mrs. Moreno-Ortega asked why the climate and culture coach was not selected to attend the conference and what is the process for selecting someone to attend.

Mrs. Hugelmeyer explained that the Culture, Climate, and Community Conference is being held at Rutgers University. Mrs. Hugelmeyer stated that she is recommending Acting

Coordinator of Alternative Learning Lyle Mosely and Director of Special Projects Dorothy McMullen to attend along with Assistant Superintendent Jennifer Cedeno. Mrs. Hugelmeyer stated that this conference is appropriate at the supervisory level but it would not be appropriate at the teacher level which is the coach.

Mrs. Moreno-Ortega asked about the climate and culture survey data from the Department of Education and asked if the information is on the Cloud.

Mrs. Hugelmeyer stated that is not data that she is currently reporting to the Board and it is not one of the indicators on the data dashboard policy. Mrs. Hugelmeyer stated that she can provide the data when it is available.

Mrs. Moreno-Ortega asked for last year's data and which schools have completed the data.

Mrs. Hugelmeyer responded that it will be compiled and we will let you know when it is available.

Mrs. Barbosa added the Superintendent's Report – Considerations Report to the agenda.

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

Mrs. Barbosa asked if there were any questions.

Mrs. Carvalho thanked Superintendent Hugelmeyer for providing information on the money that we have received for the use of our facilities.

Ms. Bathelus stated that there are two corrections that need to be made, an address and a date. Ms. Bathelus asked about the fees.

Mr. Kennedy thanked Ms. Bathelus and responded that the corrections will be made. Mr. Kennedy explained the fees.

Mrs. Carvalho stated that the address needs to be corrected, too.

Mr. Kennedy thanked Mrs. Carvalho and responded that the correction will be made.

Mrs. Barbosa added the Superintendent's Report – Use of Facilities to the agenda.

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

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa asked about the fees charged for a request.

Mr. Kennedy explained that the fees are charged because of the type of organization requesting the use of facilities.

Mrs. Barbosa added the Supplemental Superintendent's Report – Use of Facilities to the agenda.

#### Superintendent's Report – Field Trips

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer requested Assistant Superintendent Rafael Cortes provide a summary of the field trips.

Mr. Cortes gave a summary of the field trips.

Ms. Bathelus stated that we wanted our principals to ask their teachers and staff members about places they want to visit and have some field trip requests each month. Ms. Bathelus commended Mr. Cummings for submitting ten requests this month, Mr. Mondesir for submitting ten requests, and Mr. Mikros for submitting 7 requests this month. Ms. Bathelus stated that as she was reviewing the report to see where the students are going she was pleased that they thought so much of their students that they wanted to make sure they get to go to different things whether it is going to college tours or going to a farm. Ms. Bathelus stated that she likes that they were submitting their requests. Ms. Bathelus stated that there are some schools that didn't have any field trip requests. Ms. Bathelus thanked the principals for doing what the Superintendent and Board members have talked about.

Mrs. Barbosa stated that she likes to see when our schools go to see our own performances in other district schools.

Mr. Cortes stated that we have 11 inter-district trips.

Mrs. Carvalho stated that this field trip request is specifically requesting a bus company and asked if there is a reason why.

Mr. Cortes explained that it is an out-of-state trip and the hours are leaving very early and returning after school hours. Mr. Cortes stated that using one of our busses would restrict the hours of the trip.

Mrs. Hernandez commended the Principal of Winfield Scott School No. 2 and the Principal from Admiral William F. Halsey, Jr. for having field trips that include giving back to the community. Mrs. Hernandez stated that she is very happy to see these field trips and that field trips are not just for learning but also for giving back.

Mrs. Barbosa added the Superintendent's Report – Field Trips to the agenda.

#### Superintendent's Report - Harassment, Intimidation and Bullying Investigative Results

Mrs. Barbosa added the Superintendent's Report – Harassment, Intimidation and Bullying Investigative Results to the agenda.

#### Authorizations Report

Mrs. Barbosa asked if there were any questions.

Mrs. Hugelmeyer highlighted the authorizations including a six-week Saturday Soccer Clinic, Union County Kids Dig In!: A School Garden Grant Program, and a partnership with the Elizabeth Police Department to pilot a grade 8 Lead Program focused on alcohol, tobacco and drug prevention.

Mrs. Carvalho asked if we can have a conversation with the Police Department to have our students participate in a WE Summer Camp.

Mrs. Moreno-Ortega asked about the non-public nursing aid to St. Mary's since the school is closing.

Mrs. Hugelmeyer stated that this is for the June closeout costs.

Mrs. Moreno-Ortega asked for a description of the non-public nursing aid.

Mrs. Hugelmeyer explained.

Mrs. Hugelmeyer requested Assistant Superintendent Judy Finch Johnson provide a summary of the fundraising requests.

Mrs. Finch Johnson gave a summary of the fundraising requests.

Mrs. Moreno-Ortega stated that School No. 1 only has two fundraisers and asked if there is any way to engage School No. 1.

Mrs. Finch Johnson explained that the requests vary by month and some principals put them in all at once and others put them in during the year.

Mrs. Moreno-Ortega asked for a report of the fundraising for each school.

Mrs. Pestana requested a report on the number of fundraisers for each school from September to now.

Mrs. Finch Johnson responded that she will provide the information.

Mrs. Chevres asked about the sale of Italian ice for an autism class.

Mrs. Finch Johnson explained that the sale is afterschool.

Mrs. Chevres requested more information on where the proceeds go.

Mrs. Barbosa thanked the donors for the funds and gift cards for the students.

#### Supplemental Authorizations Report

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Authorizations Report and Supplemental Authorizations Report to the agenda.

#### Finance and Accounting Report – Authorization to Pay Vouchers, etc.

Mrs. Barbosa asked if there were any questions.

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

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa added the Finance and Accounting Report – Authorization to Pay Vouchers and the Supplemental Finance and Accounting Report – Transfer of Funds to the agenda.

#### Award of Contracts Report

Mrs. Barbosa asked if there were any questions.

Mrs. Hernandez stated that she is very happy that we are doing professional development and getting ready for the LGBTQ curriculum to be put in place so that we can continue working toward our goal of being inclusive of all of our students.

Ms. Bathelus asked about the contract with Walden University to host students.

Mrs. Hugelmeyer responded that she will provide the details.

Ms. Bathelus asked about the number of sessions and the topics for the contract with New Jersey Teacher to Teacher, LLC for professional development training.

Mrs. Hugelmeyer responded that she will provide information on the number of sessions and topics.

Ms. Bathelus asked about the contract with Foundation for Educational Administration Legal One.

Mrs. Hugelmeyer explained that we are required to provide annual legal training to all of our administrators and there are a variety of legal topics that Legal One provides to our administration every year.

Ms. Bathelus stated that she had concerns about two renewal contracts for food services and would like to speak with the director before we enter into contract.

Mr. Kennedy explained that the contracts were the result of winning bids and within the bid there was an allowance to renew for one year each for two years. Mr. Kennedy stated that the Director recommended the renewals.

Ms. Bathelus asked if the contracts can be removed.

Mr. Williams explained that the contracts can be added to the agenda and then use the next week to find out the answers prior to the business meeting on Thursday.

Ms. Bathelus stated that she would like to have a conversation with the director and report to the Board before Thursday.

#### Supplemental Award of Contracts Report

Mrs. Barbosa asked if there were any questions.

Mrs. Carvalho asked about the change order.

Mr. Kennedy explained that this is reducing the contract.

#### 2<sup>nd</sup> Supplemental Award of Contracts Report

Mrs. Barbosa asked if there were any questions.

Mrs. Barbosa requested the contract with Open Systems Integrators, Inc. be removed from the report.

Mrs. Barbosa added the Award of Contracts Report, Supplemental Award of Contracts Report, and 2<sup>nd</sup> Supplemental Award of Contracts Report (without the contract for Open Systems Integrators, Inc.) to the agenda.

#### Miscellaneous Communication

Mrs. Barbosa stated that the Committee Reports will be done at the Business Meeting.

#### Claims List

Mrs. Barbosa asked if there were any questions.

Mrs. Carvalho asked about the payment to Chilton Towers.

Mr. Kennedy explained that we have repeater towers and they charge us to have them there.

Mrs. Carvalho asked about the payments to Educational Based Services Healthcare, Keer Electrical Supply, and School Specialty.

Mr. Kennedy explained the payments to Educational Based Services Healthcare are for special services. Mr. Kennedy stated that he will provide the information for the payments to Keer Electrical Supply. Mr. Kennedy explained that the payments for School Specialty are for school supplies and coded to different schools.

Mrs. Carvalho asked about the payment to V.A. Tramontano and Son, Inc.

Mr. Kennedy stated that the payment is for the Fresh Fruit and Vegetable Program.

Mrs. Barbosa added the Claims List to the agenda.

Mrs. Barbosa added the second reading of the following to the agenda:

5132(X) Exhibit School Uniforms

9311(R) Regulation Annual Adoption of Board Goals and Development of Workplan

Resolution – Payment for Unused Sick Days

Resolution – Payment for Unused Vacation Days

Resolution – National School Social Workers Week

Resolution – Read Across America

Resolution – St. Joseph’s Day

Resolution – St. Patrick’s Day

Resolution – Youth Art Month

Resolution – Women’s History Month

Resolution – National School Breakfast Week

Resolution – National Nutrition Month

Resolution – Payment for Medical Health Waiver

Resolution – Warren County Special Services School District Coordinated Transportation Services for 2020-2021 School Year

Resolution – Union County Educational Services Commission Environmental Safety Program for 2020-2021 School Year

Resolution – Adoption of New Regulation Annual Adoption of Board Goals and Development of Workplan 9311(R) and Revised Exhibit School Uniforms 5132(X)

Resolution – Union County Educational Services Commission Amended Tuition Contract Agreement for Alternative High School for 2020-2021 through 2024-2025 School Years

Resolution – Corrective Action Plan for the Carl D. Perkins Grant Audit for 2017-2018

Resolution – Revised Job Description – Teacher- Job Placement Coordinator

Resolution – Appointing Rapid Armored Corporation for Food and Nutrition Services

Resolution – Requisition for Taxes

Resolution – NJ Quality Single Accountability Continuum (QSAC)

Resolution – Qualifying and Appointing a Public Relations Firm

Resolution – Member Participation in a Cooperative Pricing System – National Joint Powers Alliance Cooperative Services Agency

Resolution – Approving First Twelve Month Extension of Contract – Ace Endico, Inc. for Frozen, Fresh, Dry Grocery Snacks and Cookie Items

Resolution – Approving First Twelve Month Extension of Contract – McCloskey Mechanical Contractors, Inc. for Service and Maintenance of Refrigerators and Freezers

Resolution – Approving First Twelve Month Extension of Contract – Nardone Brothers Baking

Resolution – Approving First Twelve Month Extension of Contract – Seashore Fruit and Produce

Resolution – Approving First Twelve Month Extension of Contract – Spruce Industries for Chemical Cleaning Supplies for Food Services

Resolution – Approving Second Twelve Month Extension – Nuenergen, LLC for Energy Management

Mrs. Barbosa asked if there were any questions on the above resolutions.

Mrs. Moreno-Ortega stated that there is a resolution for National Nutrition Month and she wants to know what is happening and what are we doing for our students to learn about nutrition. Mrs. Moreno-Ortega stated that she wants to see evidence of students learning about nutrition because right now it is a big issue. Mrs. Moreno-Ortega stated that if we send the resolution to the principal, then every school should be on the same page and teachers have it in their lesson plan because this is National Nutrition Month. Mrs. Moreno-Ortega stated that there is a resolution for a Revised Job Description for Teacher - Job Placement Coordinator and asked what was the change from the previous job description.

Mrs. Hugelmeyer responded that the update to the current job description is to include disseminating information about working papers, issuing working papers to students enrolled in the district and private school students who reside in the district, maintaining student working paper files and reporting the information the New Jersey State Department of Labor on a monthly basis.

Mrs. Hugelmeyer stated that we always disseminate the resolutions with the principals and they share them with the teachers. Mrs. Hugelmeyer stated that we can incorporate the activities in next month's Excellence News and what the classrooms have done on nutrition. Mrs. Hugelmeyer stated that we are a district that has the Healthy Alliance partnership with the Heart Foundation and The Clinton Foundation. Mrs. Hugelmeyer stated that this is something that we have been working on for many years where we are educating our children on healthy living and all of our schools have either gold, silver, or bronze status. Mrs. Hugelmeyer stated that healthy eating has been a huge initiative in this district for many years. Mrs. Hugelmeyer stated that the National Nutrition Month is just one month but in reality we practice this every month.

Mrs. Barbosa added the above resolutions to the agenda.

Mr. Kennedy stated that the District is in receipt of a letter from the NJ DOE following its evaluation under the NJ Quality Single Accountability Continuum (QSAC). Mr. Kennedy stated that the District satisfied at least 80% of the weighted indicators in each of the five areas of the NJQSAC review process and has been designated as high performing. Mr. Kennedy stated that a copy of the Resolution and letter will be posted to the District website as required.

Mr. Kennedy stated that he is required to read the Corrective Action Plan into the record. Mr. Kennedy read the Corrective Action Plan for the Carl D. Perkins Grant Audit for 2017-2018 School Year inclusive of the recommendation, method of implementation, person responsible, and completion date of implementation.

Mrs. Barbosa added the following to the agenda:

Resolution – Settlement Agreement of Civil Action No. 16-8929 (CCC-JBC)  
and Civil Action No. 19-2968 (JMV-JBC)  
Resolution – Settlement Agreement – Docket No. UNN-L-290-18  
First Reading of the 4151.1/4251.1 Personal Illness and Injury/Health and Hardship Policy  
Resolution – Settlement of Workers' Compensation Claim No. 2015-22955 – M.V.  
Resolution – Settlement of Workers' Compensation Claim No. 2015-676 – S.M.  
Resolution – Appointment of Principal  
Other Matters Pertaining to Personnel

Mrs. Barbosa asked if the Board members had any comments.

Mrs. Moreno-Ortega stated that the Board has initiated Community Round Tables. Mrs. Moreno-Ortega stated that she didn't see the Community Round Tables on the monthly calendar or Community Connect. Mrs. Moreno-Ortega requested that the flyer for our Community Round Tables be posted on our district website. Mrs. Moreno-Ortega stated that we were working extremely hard and she wants to make sure we engage as soon as possible because our next round table is Tuesday.

Mrs. Hugelmeyer stated that as a result of the Round Tables that occurred on Tuesday evening, there were suggested changes to the flyer and we have been working on that. Mrs. Hugelmeyer stated that hopefully we can have the flyer posted tonight.

Ms. Bathelus stated that she wants to support what Superintendent Hugelmeyer stated and that she requested a specific addition to the flyer. Ms. Bathelus stated that the changes are still missing a specific content. Ms. Bathelus stated that that they want to be sure that when the community comes to the community forum they know this is not a place where they are just bringing all their concerns but it is more of a conversation with herself and other Board members. Ms. Bathelus stated that the Superintendent is working on that revision. Ms. Bathelus asked that once we have that done that it goes immediately on the website and that all of them are posted so the school community can know. Ms. Bathelus stated that as Mrs. Moreno-Ortega mentioned we had our first Round Table this past Tuesday at School No. 28 and it was good information, well-taken, and the community members who attended were very pleased with the setup and how the Board members presented the Round Table. Ms. Bathelus stated that we hope more parents can come out over the next five weeks to the Round Tables on Tuesdays from 5:30 p.m. to 7:00 p.m. Ms. Bathelus stated that the flyer will be posted on the district website.

Mrs. Moreno-Ortega requested that the flyer also be posted on the school's website.

Mrs. Hugelmeyer explained that when we advertised the meeting for last week it was on Community Connect on the district website and the websites of the individual schools that were participating.

Ms. Bathelus stated that the next Town Hall Community Roundtable will be held on February 18<sup>th</sup> at School No. 4 for School Nos. 4, 5, 14, 19, 22, and 26. Ms. Bathelus stated that the February 25<sup>th</sup> meeting will be held at School No. 21 for School Nos. 12 and 21. Ms. Bathelus thanked Board members Mr. Jacobs, Mrs. Moreno-Ortega, Board President Barbosa for coming to our first Round Table as well as our Superintendent, Assistant Superintendents, Board Secretary and everyone else for being there and supporting our vision. Ms. Bathelus stated that it was the start and we hope you can continue to support us for the next five weeks.

Mrs. Barbosa thanked Ms. Bathelus and stated that we are visioning our community engagement and we did very well on our first meeting and we will continue. Mrs. Barbosa thanked everyone for attending tonight's meeting.

On a motion by Ms. Bathelus, seconded by Mrs. Pestana, the agenda meeting was adjourned at 11:40 p.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mmes. Carvalho, Chevres, Hernandez, Moreno-Ortega, Pestana, Barbosa – 7

Negative: None

School Business Administrator/Board Secretary