

APPROVED  
Bd. Mtg. 3-16-17

BOARD OF EDUCATION  
(Official)

February 16, 2017  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on February 16, 2017 at 6:30 p.m., at Nicholas Murray Butler School No. 23, 501 Union Avenue, Elizabeth, New Jersey.

Board President Stanley Neron presented the following statement at 6:35 p.m.

“Ladies and Gentlemen, good evening. This is a regularly scheduled program and 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 Friday, February 10, 2017. 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, New Jersey.”

“We want to welcome everyone present here at School No. 23 and to our television viewers to this February 16, 2017 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 this public portion must sign in up to the start of public speaking 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: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Absent: Mrs. Amin, Messrs. Perreira, Rodriguez – 3

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Schools Rafael Cortes, Assistant Superintendent for Teaching and Learning Jennifer Cedeno, Interim Assistant Superintendent for Human Resources Francisco Cuesta, Comptroller Rajeev Malhotra, Co-General Counsel Jonathan Williams, Esq. of DeCotiis, Fitzpatrick & Cole, LLP, and members of the public were in attendance.

Colors were presented during the Flag Ceremony by members of the Admiral William F. Halsey, Jr. Health & Public Safety Academy Marine Corps Junior R.O.T.C.

The Pledge of Allegiance was led by Krishna Santerre, eighth grade student at Nicholas Murray Butler School No. 23.

The *Star Spangled Banner* by Francis Scott Key was performed by Erna LeTemps, teacher at Nicholas Murray Butler School No. 23.

The Pledge of Ethics was led by Benjamin Castro, eighth grade student at Nicholas Murray Butler School No. 23.

Mr. Neron stated that before we begin he thinks it is imperative that we address an issue that is happening around our nation and a special day today that many of us around the nation as Americans, as first time citizens, as the immigrant community here stand for. Mr. Neron stated that his, along with many of you in this room, families immigrated from another country and came here to America to seek opportunity and to seek an opportunity that is what we call the American dream. Mr. Neron stated that as Americans and as a school district we want to let you know that we stand with our entire school community and our entire City, all of our residents here in this City as we celebrate our diversity, our different backgrounds, our different cultures. Mr. Neron stated that we want to let you know that we stand with you, we believe in you, and we are here to support you. Mr. Neron stated that he has a special resolution on behalf of the Board of Education to present.

Resolution – Elizabeth Board of Education Affirming Its’ Commitment to a Safe and Supportive School Environment for All Students Regardless of Immigration Status

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: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Negative: None

Mr. Neron stated that the motion has been made and has been approved and we want to reaffirm that we stand with our community and our nation and we believe in all rights of our people to make sure that everybody gets a fair and equal education here in the United States regardless of what the federal government has taken a position on. Mr. Neron stated that we take a position that everybody deserves an education regardless of your status. Mr. Neron stated that please be assured that all of our nine Board members and our administration support our community, we support our students, and you should feel safe and secure when coming to school to get an education.

Mr. Neron welcomed everyone to School No. 23 and stated that as we tour the district and celebrate our diversity of this wonderful City we want to visit all of our schools and all of our communities. Mr. Neron stated that we want to welcome you to explore our different communities and our different schools that we have in this City. Mr. Neron stated that you get a chance to see the array of diversity, the different types of schools, the different type of facilities that we have, and how we can not only enhance and improve them but also celebrate them for all of their successes and all of the wonderful things they have done this far. Mr. Neron stated that he has had a great honor and pleasure of touring the schools on the We Believe President’s Tour and being able to meet with the students and staff. Mr. Neron stated that it is important that the Board members get the chance to know our students, get to know the community that they are serving, the students that they are serving, hear the opinions of teachers, hear the opinions of students, and our entire support staff. Mr. Neron introduced a video presentation of the first week of the We Believe 2017 President’s Tour.

Mr. Neron highlighted some of the initiatives that he has taken on as Board President including in the first month since being elected as President he embarked on the We Believe President’s Tour. Mr. Neron stated that he will be visiting each school in the district to introduce himself and observe the education activities taking place among students, teachers, and administrators. Mr. Neron stated that the tour began last week which has already allowed him to visit several district schools. Mr. Neron stated that he is looking forward to meeting the students

and team members at the rest of our schools in the upcoming weeks to witness the wonderful work that they are accomplishing within their respective learning communities. Mr. Neron stated that just as he seeks to connect with members of our learning community throughout the Elizabeth Public Schools he believes that a connection made between a school district and the community that it serves is vital to the success of the schools and the promise of the community. Mr. Neron stated that in addition to the already established Community Connect we are working to establish Family Connect and Student Connect. Mr. Neron stated that we envision Family Connect as a vehicle to promote family engagement by providing tips and information about ways that they can connect with their children's school and be part of their children's educational success. Mr. Neron stated that Student Connect has a similar version and is focused on students taking ownership over opportunities that they have here at the Elizabeth Public Schools and making them feel more deeply connected to their school community and their education. Mr. Neron stated that it is important that we continue to work together because together we can achieve greatness and do the unthinkable.

Mr. Neron stated that he has designated office hours from 5:30 p.m. to 7:00 p.m. every Monday night during which Elizabeth families may make an appointment to meet with him and discuss any issues or concerns pertaining to the Elizabeth Public Schools. Mr. Neron stated that our Board members have also taken the initiative to establish office hours which will be posted on our website for you to meet with all of them and get an opportunity to get to know them and address your concerns.

Mr. Neron stated that in honor of Black History Month he thinks about the opportunity that has been presented to him to serve as President of the Elizabeth Board of Education. Mr. Neron stated that it brings to mind a quote from former President Barack Obama, "I will never forget that the only reason I'm standing here today is because somebody, somewhere stood up for me when it was risky. Stood up when it was hard. Stood up when it wasn't popular. And because that somebody stood up, a few more stood up. And then a few thousand stood up. And then a few million stood up. And standing up, with courage and clear purpose, they somehow managed to change the world." Mr. Neron thanked those who stood up for the Elizabeth Public Schools and for the opportunity for him to serve as President of the Elizabeth Board of Education.

Mr. Neron introduced third and fourth grade students from Nicholas Murray Butler School No. 23 who performed *Lift Every Voice and Sing* by James Weldon Johnson. Mr. Neron thanked the students for a wonderful performance.

Mr. Neron introduced eighth grade dance students from Nicholas Murray Butler School No. 23 who performed a dance routine to *Rocka My Soul*, an old African-American spiritual. Mr. Neron thanked the students for the wonderful performance.

Mr. Neron stated that this month we are celebrating Black History Month and thanked Principal Berthenia Carolina and Vice Principals Shawn Black and Shari Koll and staff members for hosting this month's Board meeting.

Mr. Neron stated that the S.O.A.R. Program is celebrating its' 20<sup>th</sup> year being held at this school. Mr. Neron stated that the S.O.A.R. program is a great program run by the Board of Education and the City of Elizabeth where we engage community and family and our youth together. Mr. Neron recognized Mr. Ricardo Camacho, S.O.A.R. Program Coordinator, and Mr. Donald Johnson, City of Elizabeth Office of Youth, for all the great work that they do for the S.O.A.R. Program and the youth of School No. 23.

Mrs. Carvalho recognized Benjamin Castro for receiving the AVID Community Service Award at Nicholas Murray Butler School No. 23. Mrs. Carvalho and Board members congratulated Benjamin Castro and presented him with a certificate of commemoration.

Ms. Bathelus recognized students who are Superintendent Scholars for the Second Marking Period including Alexis Alvarez, Tasnim Babar, Kiele Bien-Aime, Tyler Cardoso, Jose Carranza, Johnia Davis, Casareo DeAquino, Isis Dias, Dior Edouard, Sebastian Figueroa, Talia Fnu, Brielle Givens, Erik Gonzalez, Tanim Khan, Sean Lashley, Micaha McCall, Camille Pacheco, Victoria Puerie, Mikayla Ramdoolar, Danna Ramos, Trinity Smith, Bruno Villacruz, Cheyla Wilwhite, Bushra Zaman, and Nafisa Zaman. Ms. Bathelus and Board members congratulated the students and presented each with a certificate of commemoration.

Mr. Nina recognized student athletes from the Elizabeth High School Football Team including Jahmin Muse, Star Ledger First Team Group V All State – Offense, News 12 Varsity 1<sup>st</sup> Team All Metro – Offense, Mid-State 38 1<sup>st</sup> Team All Watchung Conference – Offense, Signed Letter of Intent for Boston College; Max Michel, Star Ledger First Team Group V All State – Defense, News 12 Varsity Honorable Mention – Defense, Mid-State 38 1<sup>st</sup> Team All Watchung Conference – Defense, Signed Letter of Intent for University of Buffalo; Azir Lawson, Mid-State 38 1<sup>st</sup> Team All Watchung Conference – Defense; Christopher McCrary, Mid-State 38 1<sup>st</sup> Team All Watchung Conference – Defense; Jerameel Taylor, Mid-State 38 2<sup>nd</sup> Team All Watchung Conference – Defense; Wakeem Brooks, Mid-State 38 2<sup>nd</sup> Team All Watchung Conference – Offense; Malachi Mathis, Mid-State 38 2<sup>nd</sup> Team All Watchung Conference – Defense; Jabriel Harmon, Mid-State 38 Watchung Conference Honorable Mention; and LeShane Taylor, Mid-State 38 Watchung Conference Honorable Mention; Jamil Jackson, head varsity football coach, and Ishmael Medley, Ibrahim Halsey, Basim Hudeen, Curtis Eleazer, Anthony Ziobro, Jairo Labrador, Anthony Williams, Asad Abdulkhaliq, and Roger Hutchins, varsity assistant coaches. Mr. Nina and Board members congratulated them and presented each with a certificate of commemoration.

Miss Goncalves recognized student athletes from the Elizabeth High School Girls Soccer Team including Victoria Bastos, Union County Conference All Valley Division, NJ Girls Soccer Coaches Association Group IV All State Team; Camila Calvino, Union County Conference All Valley Division; Maria DiLandro, Union County Conference All Valley Division, NJ Girls Soccer Coaches Association All State Group IV Top 20 Team; Mariaelena Torres, Star Ledger 1<sup>st</sup> Team All Union County Conference, Union County Conference All Valley Division, NJ Girls Soccer Coaches Association Group IV All State Team; Victoria Antunes, Union County Conference All Valley Division Honorable Mention, NJ Girls Soccer Coaches Association Group IV All State Team; Grace Divine Nya, Union County Conference All Valley Division Honorable Mention; Briana Ferreira, Union County Conference All Valley Division Honorable Mention; and Giannia Mendoza, Union County Conference All Valley Division Honorable Mention; Antonio Almeida, girls varsity head coach, and Anthony DePasquale, varsity assistant coach. Miss Goncalves and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Barbosa recognized student athletes from the Elizabeth High School Boys Fall Soccer Team including Kevin Esteves, Star Ledger 1<sup>st</sup> Team All Union County Conference, Union County Conference All Watchung Division, NJ Boys Soccer Coaches Association Group IV 2<sup>nd</sup> Team; Daniel Guillen, Star Ledger 2<sup>nd</sup> Team All Union County Conference, Union County Conference All Watchung Division, NJ Boys Soccer Coaches Association Group IV Honorable Mention; Christopher Mathurin, Star Ledger State All Group IV 3<sup>rd</sup> Team, Star Ledger 1<sup>st</sup> Team All Union County Conference, Union County Conference All Watchung Division, NJ Boys Soccer Coaches Association Group IV 2<sup>nd</sup> Team; Matthew Almeida, Union County Conference All Watchung Division, NJ Boys Soccer Coaches Association Group IV Honorable Mention; Youkendjy Pacius, Union County Conference All Watchung Division, NJ Boys Soccer Coaches Association Group IV Honorable Mention; and Michael Guzman, Union County Conference All Watchung Division, NJ Boys Soccer Coaches Association Group IV Honorable Mention; Joseph Cortico, head varsity boys soccer coach, Jacques Gonzales, varsity assistant coach, Gustavo Della

Corte, junior varsity coach, and Louis Argondizza, junior varsity coach. Mrs. Barbosa and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Carvalho recognized student athletes from the Elizabeth High School Boys Junior Varsity Soccer Team who have been the Union County Champions for three consecutive years including Edy Almendarez, Jack Arecalo, Nicholas Arroyave, Nahuel Barboza, Alex Barriento, Jorge Bonilla, Henry Chavez, Denis Cruz, Isaac DeSouza, Sebastian Diaz, Faustino Diez, Herney Echeverry, Sebastian Escobar, Ian Flores, Louis Flores, Sebastian Gonzalez, Manny Grova III, Matthew Jaimes, Andrew Martins, Daniel Marquez, Rodrigo Moreira, Brahian Perez, Michael Raimundo, Eduardo Sant'Anna, Christopher Segura, and Alejandro Zapata; Joseph Cortico, head varsity boys soccer coach, Jacques Gonzales, varsity assistant coach, Gustavo Della Corte, junior varsity coach, and Louis Argondizza, junior varsity coach. Mrs. Carvalho and Board members congratulated them and presented each with a certificate of commemoration.

Miss Goncalves recognized student athletes from the Elizabeth High School Girls Volleyball Team including Narcise Gelin, 2<sup>nd</sup> Team All Watchung Conference; Khristy Rosales, All Watchung Conference Honorable Mention; Narcelle Gelin, All Watchung Conference Honorable Mention; Yelitza Lara, All Watchung Conference Honorable Mention; Keanna Grelich, All Watchung Conference Honorable Mention; and Alejandra Echeverry, All Watchung Conference Honorable Mention; Tania Labrador, girls varsity head volleyball coach, and Andrew Dunbar, varsity assistant coach. Miss Goncalves and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Barbosa recognized student athlete Dunja Bradaric from the Girls Tennis Team for being selected as Honorable Mention in the Union County Conference All Valley Division; and Joseph Carnevale, varsity head coach. Mrs. Barbosa and Board members congratulated them and presented each with a certificate of commemoration.

Mr. Neron recognized team members as Stars of Excellence from Nicholas Murray Butler School No. 23 including Willie Pearl Haynes, teacher-tutor interventionist; Krystyna Jaskowski, teacher-seventh and eighth grade science; Erna LeTemps, teacher-eighth grade; Raymond Muller, teacher-resource center; Hazel Outley, teacher-first grade; and Kathy Sullivan, administrative secretary II-12. Mr. Neron and Board members congratulated them and presented each with a certificate of commemoration.

Mrs. Carvalho recognized team members from Nicholas Murray Butler School No. 23 who were selected as the Star Team Member of the Month including Alfred Aguilar, music teacher, and Alison Gibson, teacher-eighth grade. Mrs. Carvalho and Board members congratulated them and presented each with a certificate of commemoration.

Ms. Bathelus recognized team members from Nicholas Murray Butler School No. 23 who are on the New Jersey Positive Behavior Support in Schools Team (NJ PBSIS) including Kathy Amato, guidance counselor; Jason Colcol, guidance counselor; Rachel Crocco, teacher-first grade; Lori-Anne Cummings, teacher-sixth grade mathematics; Demetria Demoleas, teacher-fifth grade, Edyta Drobniowska, teacher-kindergarten; Ovie's Guadalupe, teacher-bilingual in-class support; Heidi Guillaume, teacher, fourth grade; Kenyetta Jackson, school social worker; Frank Reilly, teacher-fifth grade; and Michelle Zuber, teacher-fourth grade. Ms. Bathelus and Board members congratulated them and presented each with a certificate of commemoration.

Board President Neron 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.”

Mr. Neron called upon the first public participant, Kason Little, to address the Board.

Kason Little, student, stated that he attends Board meetings to voice his concerns respectfully for many and fight for a cause for all of his peers in this district. Kason thanked Mrs. Hugelmeier and Mr. Cortes for the meeting yesterday that was extremely helpful and requested more meetings.

Mr. Neron thanked him for his comments and called upon the next public participant, Salaam Ismial, to address the Board.

Salaam Ismial, 513 Richmond Street, spoke about an incident at one of the schools, strengthening the current policies on diversity, sensitivity and understanding, a policy for gun awareness and anti-violence initiative in the schools, and a special joint committee with the community to examine the drop-out rate.

Mr. Neron thanked him for his comments and called upon the next public participant, Ricky Castaneda, to address the Board.

Ricky Castaneda, 731 Wyoming Avenue, congratulated the Board for having an agenda setting meeting. Mr. Castaneda stated that the district’s website is outdated to livestream the Board meetings and suggested using the platform of Facebook Live to view on cell phones as well as laptops or computers and upload the meetings for later viewing. Mr. Castaneda spoke about the web hosting services for the laptops.

Mr. Neron thanked him for his comments and called upon the next public participant, Maria Lorenz, to address the Board.

Maria Lorenz, 103 Murray Street, questioned why students are being released thirty minutes early for bussing and asked for restitution of education services for those students.

Mrs. Hugelmeier stated that the early release defined as 2:30 p.m. is not accurate information. Mrs. Hugelmeier stated that Mrs. Lorenz sent an email expressing her concern with regard to a particular school dismissing at 2:30 p.m. Mrs. Hugelmeier stated that the principal and vice principal both certified to her that the dismissal is at 2:50 p.m. in which the classroom is notified that the children need to prepare to come down in order to take their transportation home. Mrs. Hugelmeier stated that at 2:50 p.m. is when the classroom receives a call from the main office indicating that the children should begin to come downstairs in order to take their bus. Mrs. Hugelmeier stated that our children are not being dismissed at 2:30 p.m. Mrs. Hugelmeier stated that she wanted to clarify to our community that we do not dismiss at any of our schools at 2:30 p.m. and our school day ends in our K-8 schools at 3:00 p.m. Mrs. Hugelmeier stated that our school day ends at our high schools at 3:57 p.m. Mrs. Hugelmeier stated that those are our hours and we adhere to that strictly.

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

Christina Moreira, 805 Gebhardt Avenue, thanked the Board for creating the agenda meetings and spoke about the 160 credits for high school graduation and 60 community service hours. Mrs. Moreira asked about Special Olympics Play Unify Grant, the donation from Todd Bowles, and the amount we are paying for the public relations representative.

Mr. Neron thanked her for her comments. Since there were no other public participants signed in to address the Board, Mr. Neron closed this portion of the meeting.

Mr. Neron stated that a number of concerns brought to the Board will be addressed. Mr. Neron stated that we will make sure that everyone gets some type of response with regard to their concern so that we are continuing to meet the district's needs. Mr. Neron stated that we create public portions to have people express their concerns. Mr. Neron stated that after we do our research and we consult with the necessary individuals then we prepare a responsible response so that we can give the appropriate answers and come up with the appropriate initiatives as how to move forward.

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the minutes of the meetings of January 5 and 19, 2017 be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Negative: None

Secretary and Treasurer's Report for the Month of December 2016

A motion was made by Mrs. Carvalho, seconded by Miss Goncalves, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Negative: None

Mr. Neron asked for a motion to approve the following:

Personnel Report

Supplemental Personnel Report

2<sup>nd</sup> Supplemental Personnel Report

Tuition Report

Superintendent's Report – Considerations

Superintendent's Report – Use of Facilities (with waiver of all fees)

Supplemental Superintendent's Report – Use of Facilities

Superintendent's Report – Field Trips

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

Authorizations Report

Supplemental Authorizations Report

Finance and Accounting Report

Supplementary Finance Report

Awards of Contract Report

Supplemental Awards of Contract Report

Miscellaneous Communication (none)

Claims List

Resolution – Music in Our Schools Month

Resolution – National School Social Workers' Week

Resolution – Read Across America

Resolution – St. Joseph's Day

Resolution – St. Patrick's Day

Resolution – Women’s History Month  
 Resolution – Youth Art Month  
 Resolution – National School Breakfast Week  
 Resolution – National Nutrition Month  
 Resolution – Expansion of Services for Suplee, Clooney & Company  
 Resolution – Payment for Medical-Health Insurance Waiver  
 Resolution – Appointing Cookies and More, Inc. and Approving Form of Contract  
 Resolution – Amendment of Long Range Facility Plan and Pre-Development Application School No. 27  
 Resolution – Amendment of Long Range Facility Plan and Pre-Development Application School No. 25  
 Resolution – Appointing R.P. Baking, LLC and Approving Form of Contract  
 Resolution – Appointing Cream-O-Land Dairies, LLC and Approving Form of Contract  
 Resolution – Appointing Cream-O-Land Dairies, LLC and Approving Form of Contract – Fluid Juices  
 Resolution – Reorganization  
 Resolution – Appointment of Coordinator of Mechanics – Luis Milanés  
 Resolution – Appointment of Coordinator of Transportation – Harold Cardenas  
 Resolution – OAL Docket EDU 15515-15 – R.C.  
 Resolution – Settlement Agreement and Release – C.F.  
 Resolution – Settlement of Workers’ Compensation Claim (2014-15970) – J.M.  
 Resolution – Settlement – Y.H. and B.H. o/b/o A.H.  
 Resolution – Suspension with pay – K.B.  
 Resolution – Confidential Legal Secretaries Contract  
 Resolution – Human Resources Confidential Secretaries Contract  
 Resolution – Confidential Administrative Secretaries Contract  
 Resolution – Senior Staffing Assistant Contract  
 Resolution – Staffing Assistants Contract  
 Resolution – Approving Form of Contract with S4Teachers LLC  
 Resolution – Appointment of Deputy Counsel – Heather Ford  
 Resolution – Appointing Metuchen Center, Inc., BSN Sports, LLC, and Triple Crown Sports

Mr. Neron stated that they all will consist of a consent agenda.

A motion was made by Mrs. Carvalho, seconded by Mr. Nina, that the consent agenda be accepted.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus (abstain- Award of Contracts Report- Progressive Therapy of New Jersey, Peter Sklar, Ed.M., Air Brake & Equipment, Inc., and BJ&M Auto, Inc.), Mrs. Carvalho (abstain- Authorizations Report- O.H.), Miss Goncalves, Messrs. Nina (abstain- Authorizations Report- O.H., Our Lady of Guadalupe Academy), Neron (abstain- Personnel Report- C.T.; Authorizations Report- City of Elizabeth Division of Health and Human Services, R.C., O.H.) – 6

Negative: None

Mr. Neron stated that a special resolution was initiated at the agenda setting meeting as a result of meeting with the students in the district.

Resolution – Student Advisory Committee

Mr. Neron read the resolution.

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

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Negative: None

The first reading of the following policy was done:  
4151.2/4251.2 Sick Leave Bank Policy

Mr. Neron introduced Peter Vosseler, Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance to present the Harassment, Intimidation and Bullying Investigative Results.

Supervisor of Anti-Bullying/EEOC/Affirmative Action/Guidance Peter Vosseler stated that according to Board Policy 5131.1 Harassment, Intimidation, and Bullying (HIB) and New Jersey Statute 18A:37 the results of each investigation shall be reported to the Board of Education no later than the date of the next Board meeting following completion of each investigation and include any services provided, training established, discipline imposed, or other action that was taken or recommended. Mr. Vosseler stated that since our last Board meeting there have been 37 new cases. Mr. Vosseler stated that at the next regularly scheduled meeting after Board members receive the report of HIB investigations, the statute requires that the Board issue a decision in writing to affirm, reject, or modify the Superintendent's decision pertaining to the cases that were reported to the Board members at the last meeting.

Mr. Williams stated that as of last night the second of the retroactive paychecks for School Year 2015-2016 were sent to all the members of the Elizabeth Education Association. Mr. Williams stated that a couple of points need to be made in accompaniment of that announcement. Mr. Williams stated that Mrs. Hugelmeyer, as well as the Board, had previously announced several months ago that those second checks would go out by February 15<sup>th</sup> and they were sent last night on time and on schedule as had always been promised. Mr. Williams stated that regardless of the complaint that was filed, regardless of a lot of the things that went on in between it was always the intent of the district and the Board to send those checks out and they went out in the correct amount. Mr. Williams stated that the full 2%, the two checks added together, as we always announced, made up the 2% that was agreed to. Mr. Williams stated that the Board has asked him to announce to all of the teachers and members of the EEA that we look forward to, now that this issue is resolved and now that all complaints have been dismissed as required by an agreement that Mr. Cortico signed the week before last, and now that all of that has been accomplished we are prepared to negotiate a multi-year collective bargaining agreement with our unions. Mr. Williams stated that we will begin commencing that process immediately.

Mr. Neron thanked Mr. Williams for his work in making sure that this process moved along and we resolved this issue with our staff. Mr. Neron stated that it is a major priority for us as Board members to make sure that we make our staff a top priority. Mr. Neron stated that one of our number one priorities is making sure that they get what they deserve as far as their contract and proper pay and their appreciation. Mr. Neron thanked the staff and we hope that we can move forward to further negotiating future contracts smoothly without any glitches and making it a smooth and quick process.

Mrs. Barbosa stated that she and her colleagues are available and to please call and come out and that they are waiting to hear anything that is going on. Mrs. Barbosa stated that if they don't hear, they can't help you in the right direction. Mrs. Barbosa stated that the adoption of schools will be posted soon and we will all have our particular schools. Mrs. Barbosa stated that she is very excited to have her four schools and all of her partners here are going to work closely with their four schools. Mrs. Barbosa stated to please reach out to your Board member. Mrs. Barbosa stated that she is going to meet the faculty, the teachers, and we are going to work closely. Mrs. Barbosa stated that they are trying to reduce the overload on President Stan Neron's desk and Superintendent, and Assistant Superintendents and encouraged everyone to reach out to their Board member so that they can help you. Mrs. Barbosa stated that in a week, on Wednesday, early childhood registration is going to begin and she will be available. Mrs. Barbosa stated that she will be at the location many days and plans on using her office hours to help fill out the paperwork. Mrs. Barbosa stated that they will go over the different places that are available. Mrs. Barbosa stated that if you can pass the word on and the program we offer is

an amazing program. Mrs. Barbosa stated that it is difficult and overwhelming but that is what she is here for and what we are all here for and she will be readily available. Mrs. Barbosa stated that if your child is involved in early intervention, the transition into our program is very easy, if you feel your child needs to be evaluated we can go through that together. Mrs. Barbosa stated that we can work together to make it happen.

Mr. Neron asked if there was any new business.

Mr. Neron stated that every year we establish committees in our district to address a number of concerns and initiatives that we have. Mr. Neron stated that we have some standing committees as per our policy including the educational management committee which he has appointed Charlene Bathelus to chair, finance and accounting committee which he has appointed Dan Nina to chair, school properties and transportation committee which he has appointed Maria Carvalho to chair, legal committee which he has appointed Jose Rodriguez to chair, and negotiations committee which he has appointed Stephanie Goncalves to chair. Mr. Neron stated that the special education and funding issues committee will be chaired by Jose Rodriguez and our high school drop-out task force will be chaired by Maria Carvalho. Mr. Neron stated that Jose Rodriguez was elected to the Union County Educational Services Commission on January 5, 2017. Mr. Neron stated that Charlene Bathelus will be the Union County School Boards Association representative, Ana Maria Amin will be the representative to the Urban School Boards, and Paul Perreira will be the representative to the New Jersey School Boards Association. Mr. Neron stated that, along with these committees, a concern came up tonight which he consulted with our Superintendent for addressing gun violence in schools as well as anti-violence and gun violence in schools and he will be establishing a committee for that along with diversity and sensitivity. Mr. Neron stated that at our next Board meeting we will do the necessary research and compile a proposal as to what this district will do to address that along with establishing a committee to do so. Mr. Neron thanked the Board members for volunteering to do these additional committees. Mr. Neron stated that with the addition of our agenda setting meeting there will be very few committee meetings because a lot of these issues will be discussed during the agenda setting. Mr. Neron stated that if the need arises that we need to meet in committee then we will and when we take on special initiatives there will be a need to do some intense meeting and planning and preparing to make sure that these initiatives are executed immediately. Mr. Neron stated that often times we have a lot of great ideas and there is a lot on everybody's plate but we have to make sure that we press forward and we move the district forward and all these needs are met.

Mr. Neron stated that a comment was made this evening in regard to an incident that took place. Mr. Neron stated that we don't take any of these things lightly and we really take it to heart when something is happening in our district and it's not according to what we believe and what our core beliefs are. Mr. Neron stated that the Elizabeth Public Schools is a microcosm of our great City whose hallmark is its vitality driven by diversity. Mr. Neron stated that a large part of what makes this district a special place is its unique perspectives and contributions that are brought to our schools and administrative offices each day by members of our learning community who represent a large number of races, ethnicities, and cultures. Mr. Neron stated that in addition to its vast diversity, the Elizabeth Public Schools has a high enrollment with over 26,000 students making it the fourth largest school district in the State of New Jersey. Mr. Neron stated that with such a large number of students and team members it is inevitable that in our daily operation we encounter issues and incidents that require the attention of our administration. Mr. Neron stated that please rest assured that the Elizabeth Public Schools takes any issues or incidents that in any way compromise or marginalize our core beliefs that all students can learn and achieve at high levels regardless of race, ethnicity, culture, neighborhood, household income, or home language very seriously. Mr. Neron stated that every issue or incident that is reported by students or parents is highly prioritized, thoroughly investigated, and discussed and properly responded to. Mr. Neron stated that we are always evaluating our system of communication with our learning community especially with families. Mr. Neron stated that they are always working

on ways to improve that process to ensure that we are handling every situation and those affected with the utmost respect and care. Mr. Neron stated that as President of this Board he can assure you that members of this Board are here for the sole purpose of ensuring that the children of this community receive a high quality education and are prepared for college and career. Mr. Neron stated that they will continue to work with you, the community to make certain that our students are receiving the education and services they deserve. Mr. Neron stated that please rest assured that we are here to serve and please hold us accountable and we will make sure that we make any necessary improvements that we need to make to make sure that we all needs are met.

Mrs. Carvalho stated that in the last few weeks a few children from our high school reached out to the Board members and the Superintendent over school safety issues. Mrs. Carvalho stated that she was able to sit in on a meeting with the rest of the Board members here and they spoke about active shooting issues and how we deal with it. Mrs. Carvalho stated that they did not take the concerns of the children lightly. Mrs. Carvalho stated that they reached out to our Plant and Property Director and we are working with the children so much so that this past week Assemblywoman Quijano visited the children, listened to their concerns, and she will be taking them to our Statehouse so that they can speak in front of the assemblymen so we can get what we need to make sure that our children are safe. Mrs. Carvalho stated that she wants everyone to know that they are here for the children.

Mr. Neron stated that he, Mrs. Carvalho, Ms. Bathelus, and Mr. Nina attended a session where the students had an opportunity to display their creation and initiative to want to make sure that not only the concerns that we have but the concerns that they have. Mr. Neron stated that we are here to support them and thanked Mrs. Carvalho for carrying on that task and working with Assemblywoman Quijano to make sure our students get the opportunity to see how the process works. Mr. Neron stated that often times we want to see change in our district and change in our schools but it is a process and it takes time and it takes making sure all the i's are dotted and t's are crossed. Mr. Neron thanked the Superintendent and the school safety team that decided to listen to these students' concerns and take it to the next level.

Mr. Neron thanked the School No. 23 staff, support staff, principal, and vice principals for welcoming us to your school. Mr. Neron stated that he will be back at School No. 23 tomorrow morning continuing the We Believe 2017 President's Tour.

On a motion by Mrs. Carvalho, seconded by Mr. Nina, the meeting was adjourned at 8:25 p.m.

The motion was carried by the following vote:

Affirmative: Mrs. Barbosa, Ms. Bathelus, Mrs. Carvalho, Miss Goncalves, Messrs. Nina, Neron – 6

Negative: None

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