

BOARD OF EDUCATION  
(Official)

February 20, 2014  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on February 20, 2014 at 7:00 p.m., in Abraham Lincoln School No. 14, 50 Grove Street, Elizabeth, New Jersey.

Prior to the start of the scheduled meeting Board President Tony Monteiro welcomed everyone to Abraham Lincoln School No. 14 and thanked Interim Principal Kathleen Badalis and the staff for allowing us to have our meeting here. Mr. Monteiro stated that we are continuing to have the Board meetings in different schools throughout the City of Elizabeth to encourage participation by parents and community members and not to hold them in just one location.

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

“Ladies and Gentlemen, good evening. This is a regularly scheduled meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to Worrall Community Newspapers, The Star Ledger and Cablevision of Elizabeth on Tuesday, February 18, 2014. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth.”

“I wish to extend a warm welcome to everyone present and to our television viewers to this February 20, 2014 meeting of the Board of Education. We are here to govern, provide management oversight, and make policy for the district. The Superintendent manages the district. This is a meeting of the Board in public, not a meeting of the public.”

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

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

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

Absent: Messrs. Nazco, Perreira – 2

Superintendent of Schools Olga Hugelmeyer, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Assistant Superintendent for Family and Community Outreach Jerome Dunn, Acting Assistant Superintendent for Teaching and Learning Rafael Cortes, Acting Assistant Superintendent for Schools Linda Seniszyn, Assistant Board Secretary Donald Goncalves, Comptroller William Greene, Supervising General Counsel/Board Attorney Marvin Lehman, and members of the public were in attendance.

Mr. González gave the invocation.

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

The Pledge of Allegiance was led by Sade Saavedra, seventh grade student at Abraham Lincoln School No. 14.

The *Star Spangled Banner* by Francis Scott Key was performed by Kerry Stubs, music teacher at Abraham Lincoln School No. 14.

The Pledge of Ethics was led by Victoria Lopez, seventh grade student at Abraham Lincoln School No. 14.

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

Mr. Monteiro introduced students from Abraham Lincoln School No. 14 Band who performed *El Caballero*, author unknown, and *Run It* by Scott Storch, Moe Faisal, and Sean Garrett. Mr. Monteiro thanked the students for the wonderful performance.

Mr. Monteiro recognized three high school students who participated in The UC STEP Student Training and Enrichment Program sponsored by the Union County Board of Chosen Freeholders including Johann Ernest, Alexander Hamilton Preparatory Academy; Shazuil Bennett, John E. Dwyer Technology Academy; and Perla DeLaRosa, Thomas Jefferson Arts Academy. Mr. Monteiro stated that they worked with other students from throughout Union County in activities that focused on leadership, responsibility, and community and were part of the group which won this year's Civic Engagement Challenge by creating a community service campaign Support 4 Soldiers that includes a coordinated drive to collect items to be used in care packages for active military troops. Mr. Monteiro and Board members congratulated the students and presented each with a plaque of commemoration.

Mrs. Castillo-Ospina recognized student athletes from the Boys High School Soccer Team including Max Acosta, First Team All Union County; Mateo Carvajal, First Team All Union County; Kevin Flores, Second Team All Union County; Harry Malhi, Second Team All Union County; and Andres Moncaleano, Second Team All Union County and coaches Jacques Gonzales, Lou Argondizza, Gustavo DellaCorte, Thomas Petit, and Head Coach Joseph Cortico. Mrs. Castillo-Ospina and Board members congratulated the student athletes and coaches and presented each with a plaque of commemoration.

Mrs. Castillo-Ospina recognized student athletes from the Girls High School Soccer Team including Marie Calle, Second Team All Union County; Paula Viana, Second Team All Union County; and Juliana Ceballos, Third Team All Union County and coaches Anthony DePasquale, Tyrone Florencia, Anthony Mendes, and Head Coach Antonio Almeida. Mrs. Castillo-Ospina and Board members congratulated the student athletes and coaches and presented each with a plaque of commemoration.

Mr. Rodriguez recognized David Tobe from the High School Varsity Football Team for being selected for First Team All Union County and coaches Ishmael Medley, Austin Holman, Jonathan Maisone, Gregory Oriscello, Al Hawkins, Greg Mobus, Kevin Butler, Dan DiStasi, Ibrahim Halsey, and Head Coach John Quinn. Mr. Rodriguez and Board members congratulated David Tobe and coaches and presented each with a plaque of commemoration.

Ms. Bathelus recognized student athletes from the Girls High School Volleyball Team including Sa'Naya Johnson, Second Team All Union County; and Alexis Booker, Third Team All Union County, and coaches Armando Planos, Daniel Maldonado, and Head Coach Tania Labrador. Ms. Bathelus and Board members congratulated the student athletes and coaches and presented each with a plaque of commemoration.

Mr. Neron recognized student athletes from the Boys High School Cross Country Team including Bryant Cordova, First Team All Union County; and Ester Jean Louis, Second Team All

Union County, and coaches David Antunes, Donna Brooks, and Head Coaches Jose Dias and Larry Morgan. Mr. Neron and Board members congratulated the student athletes and coaches and presented each with a plaque of commemoration.

Mr. Trujillo recognized students from Juan Pablo Duarte-José Julián Martí School No. 28 who participated for the first time in the Bowling Special Olympics and earned twelve medals including Gold Medals for Daniel Lazala, Joseph Martinez, Richardson Olivier, Nicole Pastor-Rivera, Bill Sanchez, Jr., and Staphane Theard; Silver Medals for Acxel Acevedo, Samuel Fonseca, Mai Moustafa, and Rayshon Wilson; and Bronze Medals for Christian Figuieras, and Jerimiyah Pierre. Mr. Trujillo stated that the students trained for eight weeks under the guidance of Head Coach Christina Adami and Local Training Program Coordinator Wendy Lopez-Silva and volunteers Patricia Aguilar, Susane Dardeir, Ismael Istrada, Nancy Frigoletto, Mackenzie Leary, Cassandra Pestana, Denise Renda, Elena Stoicovici, Marilyn Tavormina, Donna Walker, and Lakiesh Woodly. Mr. Trujillo and Board members congratulated the students, coaches, and volunteers and presented each with a plaque of commemoration.

Mr. Monteiro stated that we are proud to announce Daniel Patronick as this year's Elizabeth Teacher of the Year. Mr. Monteiro stated that Daniel Patronick is a Special Education Teacher at John E. Dwyer Technology Academy who has over thirty-three years of teaching experience and over eighteen years helping students achieve excellence in the Elizabeth Public Schools. Mr. Monteiro congratulated Mr. Patronick and thanked him for his dedication and success in one of the most important vocations which is educating our children. Mr. Monteiro stated that Mr. Patronick will now compete for Union County Teacher of the Year. Mr. Monteiro and Board members congratulated Mr. Patronick and presented him with a plaque of commemoration.

Mr. González stated that at the January meeting of the Board of Education we recognized several of our departments and schools for the tremendous efforts of their team members in the temporary relocation of several schools affected by a water main break. Mr. González stated that we inadvertently left out one of our host schools and recognized Frances C. Smith Center for Early Childhood Education School No. 50. Mr. González and Board members thanked Principal Kathy DiProfio and presented her with a plaque of commemoration.

Mr. Monteiro thanked everyone for taking time out of their busy schedule to come to the board meeting tonight. Mr. Monteiro stated that this is an important thing that we do taking our meetings throughout the City of Elizabeth to our different schools. Mr. Monteiro stated the one of the most important things is the presentations, performances, and recognitions that we provide here to the wonderful staff, incredible students, and parents who participate day in and day out in our school system. Mr. Monteiro thanked them on behalf of the Board members and stated that with their help we are going to continue to make this the best school district in America.

The Board went into recess at 8:20 p.m. and reconvened in public session at 8:40 p.m.

A motion was made by Mr. Trujillo, seconded by Mr. González, that the minutes of the meetings of January 7 and 23, 2014 be accepted.

The motion was carried by the following vote:

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

Negative: None

Secretary and Treasurer's Report for the Month of December 2013

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

The motion was carried by the following vote:

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

Negative: None

Mr. Rodriguez thanked the comptroller for taking time to explain this report to Mr. Neron and himself.

Personnel Report – Leaves of Absence, etc.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Rodriguez (abstain- N.G.), Trujillo, Monteiro – 7

Negative: None

Mr. Rodriguez congratulated four instructional certified staff members on their retirements for a long and successful career here in our district including Hilda Galis-Perez with 31 years, Linda Gorman with 28 years, Mary McBride with 29 years, and DebraMarie McCann with 26 years of service. Mr. Rodriguez stated that we do hire quite a bit of teachers and staff members from within Elizabeth and commended Human Resources along with our Chief School Administrator for hiring people within our own district. Mr. Rodriguez stated that overall, all things being equal, they are most helpful to us.

Mr. Monteiro stated that last year in January 2013 they implemented a hiring moratorium on non-certificated people and all new non-certificated employees would come from the City of Elizabeth.

Tuition Report

A motion was made by Mr. Trujillo, seconded by Ms. Bathelus, that the report be accepted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Rodriguez (negative- Somerset Hills Warren, NJ), Trujillo, Monteiro – 7

Negative: None

Mr. Rodriguez stated that his vote is not a no to paying tuition for a student but he just would like the district to move away from using a school that the State of New Jersey has cancelled the contract with even though he knows that they still have them on the list of approved schools.

Superintendent's Report – Considerations

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

Mr. Neron stated that on January 30 he and Mr. Rodriguez had a chance to attend the John E. Dwyer Technology Academy and commended them for an excellent ceremony for the National Honor Society.

The motion was carried by the following vote:

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

Negative: None

Superintendent's Report – Use of Facilities

Mr. Trujillo stated that during the break he spoke with some of the constituents here in the area and some of the parents and they are concerned that the use of facilities here is obstructing and there is a scheduling conflict here that he would like to look into.

A motion was made by Mr. Trujillo, seconded by Mrs. Castillo-Ospina, to table the request from Councilman Nelson Gonzalez for use of Abraham Lincoln School No. 14 on March 27, 2014.

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. González, Trujillo, Monteiro – 4

Negative: Ms. Bathelus, Messrs. Neron, Rodriguez – 3

A motion was made by Mr. Trujillo, seconded by Mr. González, that the amended Use of Facilities requests be approved with a waiver of fees.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina (abstain – America’s United Soccer, Merlin Soccer Club, Our Lady of Fatima), Messrs. González, Neron, Rodriguez, Trujillo, Monteiro – 7

Negative: None

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

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

The motion was carried by the following vote:

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

Negative: None

#### Superintendent’s Report – Field Trips

A motion was made by Mr. González, seconded by Mr. Trujillo, that the requests be approved.

The motion was carried by the following vote:

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

Negative: None

Mr. Trujillo stated that he would like to volunteer his time to be a chaperone, driving his own car and paying his own way, on a kindergarten field trip.

#### Superintendent’s Report

Mrs. Hugelmeier stated that her report includes highlights from InsideEPS beginning with the article *EPS Presents to a National Audience on the Topic of Extended Time* and historically the Elizabeth Public Schools and its leadership has as part of its DNA a reform mindset that is illustrated in our commitment to the introduction of extended day and extended year in 1998 which was fifteen years ago. Mrs. Hugelmeier stated that our reform agenda was heavily focused not only on instruction but it has also been focused on school construction which helped to provide the foundation for further expansion of extended day. Mrs. Hugelmeier stated that subsequent to the construction of Dr. Orlando Edreira the district moved to the construction of an extended year and extended day early childhood center in 2001. Mrs. Hugelmeier stated that in addition to our early childhood center we established an extended day model at our gifted and talented schools followed by the further expansion of two early childhood centers and additional magnet PreK-8 magnet schools that opened in 2006. Mrs. Hugelmeier stated that by 2006 we had a total of eight schools that either operated as extended day or extended day/year representing a third of our schools at the PreK-8 level. Mrs. Hugelmeier stated that this timeline was really contingent on the realities of our school district based on the size and scale and budgeting of the times. Mrs. Hugelmeier stated that in 2006 we also increased the graduation

requirements to the highest in the State providing our students more opportunities to prepare for college and post-secondary success. Mrs. Hugelmeier stated that in order to meet these graduation requirements the school day was extended for students and we invested in significant Advanced Placement training and pursued partnerships that could provide students with exposure to a wider variety of learning experiences. Mrs. Hugelmeier stated that our desire to provide choices to our students regardless of where they are located within our community was the impetus for the inception of the magnet school program and regardless of where you lived and regardless of the performance level, you were able to attend the magnet school program. Mrs. Hugelmeier stated that when we were able to receive the additional funding we were very intentional about where we would allocate the additional funds and this was to improve our schools in need of improvement. Mrs. Hugelmeier stated that as we made some organizational changes to support learning we studied data to identify what was happening at our lowest achieving schools. Mrs. Hugelmeier stated that through the use of additional federal and state funding we identified schools that were at the time designated as schools in need of improvement and extended their school day as the next tier of improvement as part of our reform agenda. Mrs. Hugelmeier stated that in 2011 the New Jersey Supreme Court required that our funding formula be changed helping to increase our budget and commit ourselves to the extended day model throughout our district. Mrs. Hugelmeier stated that we took this opportunity to extend the learning time for every student in the school district for all students in grades K-12 at the Elizabeth Public Schools. Mrs. Hugelmeier stated that expanding the school day has allowed a variety of activities across the district including allowing us to provide 90 minutes of language arts literacy and math instruction every day; allowing for strong technology integration; maintaining and expanding critical performing and visual arts classes; offering instrumental and choir classes in addition to drama and visual arts; we have also offered our students classes in a variety of languages and at Dr. Orlando Edreira Academy School No. 26 this includes Mandarin Chinese and Spanish and in other schools we have provided continued instruction in Spanish; offering specialized courses in magnet schools: at Dr. Albert Einstein Academy School No. 29 students take a specially-designed curriculum revolving around the STEAM (Science, Technology, Engineering, Architecture, and Mathematics) areas and during this period students have communicated with NASA scientists and run extended project-based learning activities; at Ronald Reagan Academy School No. 30 this includes a leadership concentration designed around the Covey principles; at neighborhood schools we are providing a daily period for intervention programs based on student needs; and the additional time under the careful watch of our dedicated team members provides for the added safety while focused on teaching and learning. Mrs. Hugelmeier stated that when we ask ourselves what will be our next steps we will continue to focus on our reform agenda and what we have committed to in our next level of work which includes ensuring that every child achieve excellence. Mrs. Hugelmeier stated that we will ensure that all students grow to reach their highest potential year after year and are college and career ready as high school graduates. Mrs. Hugelmeier stated that we are striving to become an equity driven achievement focused district and our beliefs are founded on the fact that all children, regardless of their racial and socio-economic status differences have the capability to learn and succeed at equally high academic levels. Mrs. Hugelmeier stated that it is the responsibility of all of the adults in the district to insure that all of the children succeed academically and equitable and excellent classroom learning is the primary focus of this district's operations. Mrs. Hugelmeier stated that she shared this article because it was part of a webinar that she presented through the opportunity afforded us by The National Center on Time and Learning that has spent the last year studying the extended day model in the district. Mrs. Hugelmeier stated that a report has already been published featuring the extended day and year model at School No. 26 and this webinar afforded us the opportunity to present our district's model on a national level.

Mrs. Hugelmeier stated that the next article is the *Elizabeth Public Schools Set to Participate in Instructional Improvement System Pilot* and the Elizabeth Public Schools has been chosen to participate in the Instructional Improvement System (IIS) which is a pilot program through the New Jersey Department of Education. Mrs. Hugelmeier stated that this is an online platform which was developed by the NJDOE in partnership with Pearson Schoolnet and will

provide accessible and customized student-level data reports, assessment creation and distribution, Common Core State Standards and New Jersey Core Curriculum Content Standards, aligned instructional and professional development resources as well as a lesson plan module for teachers to store and devise their daily instruction. Mrs. Hugelmeyer stated that a team will be formed at EPS to prepare for the program and to support the implementation of the pilot program over the coming school year. Mrs. Hugelmeyer stated that this system will provide educators with timely data on student achievement to support differentiated instruction and will support educators with high quality standards-aligned educational resources and instructional development tools to inform and improve instruction. Mrs. Hugelmeyer stated that we are one of two districts in the State of New Jersey that will be piloting this program and Elizabeth Public Schools and Atlantic City were the two districts chosen.

Mrs. Hugelmeyer stated that the next article is *Blended Learning Inspires Students Anytime, Anywhere* and the Elizabeth Public Schools continues to enhance the learning opportunities for students throughout the district by implementing the latest educational models and trends that are changing the course of classroom instruction in the 21<sup>st</sup> century. Mrs. Hugelmeyer stated that one of these models is blended learning, an educational approach in which students learn through a combination of online lesson delivery and classroom interaction and instruction. Mrs. Hugelmeyer stated that several of our district schools both at the elementary and secondary level are already successfully incorporating the blended learning model into their curriculum. Mrs. Hugelmeyer stated that Terence C. Reilly School No. 7 and Dr. Orlando Edreira Academy School No. 26 are actively collaborating on a project using blended learning. Mrs. Hugelmeyer stated that seventeen students between the two schools are participating in a class project entitled Technology of Science via simulcasting and Amplify tablets. Mrs. Hugelmeyer stated that Google is being used as a vehicle for conducting small group conferencing with students completing joint projects overseen by a teacher from each of the two schools. Mrs. Hugelmeyer stated that the blended learning model has also reached the secondary education level at John E. Dwyer Technology Academy where students are offered extensive classes through the school's one-to-one program. Mrs. Hugelmeyer stated that in particular the school uses blended learning models, flipped classrooms, and interactive tablet applications which allow for learning to take place at all times. Mrs. Hugelmeyer stated that teachers at John E. Dwyer Technology Academy who incorporate blended learning into their classroom instruction often create integrated learning experiences between hands on activities during class time combined with independent learning through the use of technology. Mrs. Hugelmeyer stated that like students at John E. Dwyer Technology Academy, the students of Elizabeth High School are enjoying the benefits of the innovative teaching and learning program. Mrs. Hugelmeyer stated that history teacher Louis Sobo illustrates firsthand how blended learning has transformed the way teaching and learning is conducted in his classroom. Mrs. Hugelmeyer quoted Louis Sobo, "In our Advanced Placement World History Class which is a totally paperless course we have been able to really transform the way we view and approach learning. Using our iLeap NexGen System, Pearson Online Content, and our one-to-one laptop program we have been able to create an environment that not only goes far beyond the classroom but is also student driven. One of the most successful aspects of this program has been the extension of learning outside the classroom and school day. I am able to post a task on our NexGen site, have a notification sent out to all students, and see real time results pour in all before the next lesson. Not only does this save countless minutes in class but also I am able to be assured that all students have attained the knowledge required to move forward." Mrs. Hugelmeyer stated that one of the greatest benefits to schools that implement blended learning is its direct alignment with district's commitment to preparing all students for postsecondary education. Mrs. Hugelmeyer stated that this instructional model creates a college atmosphere in which the students power the ship while the teachers simply guide it in the right direction. Mrs. Hugelmeyer stated that students are given greater responsibility and ownership of their education while still receiving close guidance and face-to-face interaction with teachers through conventional classroom instruction. Mrs. Hugelmeyer stated that through blended learning students are continuing to increase their academic performance in a revolutionary, time efficient, and self-motivated manner while gaining vital skills to prosper in the 21<sup>st</sup> century.

Mrs. Hugelmeyer stated that the next report is as a result from data we received last night with regard to the status of our Teach to One program at iPrep Academy School No. 8. Mrs. Hugelmeyer stated that the Teach to One math program at iPrep Academy School No. 8 which began this fall with the opening of the district's K-8 technology school is already showing amazing results. Mrs. Hugelmeyer stated that the initial Measure of Academic Progress (MAP) testing shows that the actual growth of students in grades 5-8 in the Teach to One math program has far exceeded all expectations. Mrs. Hugelmeyer stated that the Teach to One math program being used at iPrep Academy School No. 8 replaces a school's traditional textbook-based math program with a program personalized to each student's unique academic needs and learning styles. Mrs. Hugelmeyer stated that the physical classroom has been redesigned to create several blended learning stations equipped with computers that teachers and students move in a single class period. Mrs. Hugelmeyer stated that this allows students to receive a targeted, individualized learning experience delivered at the right academic level using the most suitable instructional format. Mrs. Hugelmeyer stated that winter test scores show that those students who began the program below grade level in math exceeded expected growth by 2.5 times and placed well above the national average and for those who began on grade level expected growth was also exceeded as was that of all students in the Teach to One program. Mrs. Hugelmeyer stated that by January many students at iPrep Academy School No. 8 have already grown a full year according to the MAP national norms for fall to spring growth and an average seventh grader at iPrep has already mastered the equivalent of 1.5 years of growth. Mrs. Hugelmeyer stated that it is safe to say from these early testing results of the Teach to One program which employs blended learning is having a positive effect on student growth in math.

Mrs. Hugelmeyer stated that the last article is the *World Languages Department Selected to Participate in National Languages Institute* and the Elizabeth Public Schools World Languages Department was selected by the National Council of State Supervisors for Languages and the USDOE Startalk Initiative to participate in the national institute. Mrs. Hugelmeyer stated that the EPS representing team under the direction of Supervisor of World Languages Ileana Mena, French teacher Dalia Elrakaybie, and Mandarin-Chinese teacher Theresa Hou-Liang was the only team from the State of New Jersey to be selected and one of only ten teams nationwide. Mrs. Hugelmeyer stated that the Elizabeth Public Schools was selected based on the variety of critical languages taught as well as the quality of the programs. Mrs. Hugelmeyer stated that the team presented an overview of curriculum map and assessment of the world language program in Elizabeth and over the last two years special focus was placed on literacy through the teaching and learning of world languages. Mrs. Hugelmeyer stated that the team created and presented an action plan which included a professional development model for teachers of world languages as well as information and workshop sessions for administrators and the community.

Mrs. Hugelmeyer thanked the Board and stated that this concludes InsideEPS.

Mr. Monteiro thanked Superintendent Hugelmeyer and her entire staff, the principals, vice principals, and educators and stated that it is just remarkable what is taking place here in the City of Elizabeth. Mr. Monteiro stated that often he visits many of the schools and speaks with many of the principals and the energy that is travelling through our schools is contagious. Mr. Monteiro stated that the programs taking place here, such as the Teach to One program at School No. 8, make the Board members proud. Mr. Monteiro stated that just last week two parents, both from Linden, come to his office to inquire about the Elizabeth Public School Systems. Mr. Monteiro stated that they are looking to move out of the City of Linden because of concerns that they have about the school system in Linden. Mr. Monteiro stated that they were undecided about moving to Elizabeth or possibly Union and when he spoke with them yesterday they had chosen to move into Elizabeth because after the research they did with regard to our school district they were very impressed about the results that are taking place here with the scores, the tests, teaching, and the expectations were so high. Mr. Monteiro stated that what is remarkable for many of us who were born and raised in the City of Elizabeth is that there was a time many years ago when people were fleeing the City of Elizabeth to go into the suburbs of Linden, Union, and Roselle. Mr. Monteiro stated that people are actually flocking to come into the City of Elizabeth because of our school system. Mr. Monteiro stated that in any large urban City the

number one reason probably people leave is the education followed by crime. Mr. Monteiro stated that they are so proud of all the administrators who have this contagious energy going on throughout the district. Mr. Monteiro stated that today one of the principals remarked that not only are they concerned about their own school they share the concerns for the schools that may be trailing and falling behind and they don't want to leave any of their colleagues behind. Mr. Monteiro stated that it is the leadership that will drive a school and it's the passion that they share and it is happening right here in the City of Elizabeth. Mr. Monteiro thanked Mrs. Hugelmeyer for all she does for the Elizabeth Public Schools.

Mr. González congratulated Mrs. Hugelmeyer for presenting our district's program on extended day and extended year on a national webcast. Mr. González stated that we are being recognized nationwide for what we are doing in the Elizabeth Public Schools and this is preparing the road for becoming the best district in America. Mr. González stated that he saw the information from Elizabeth that was so well presented and thanked Mrs. Hugelmeyer for representing our district in a nationwide webcast to show the great things we are doing here. Mr. González stated that another great accomplishment was to be chosen by the Department of Education as one of two districts in New Jersey to pilot the Instructional Improvement System which is going to benefit the children and help the principals and teachers have better data so they can do an even better job. Mr. González stated that these are two great state level and national level accomplishments.

Mr. Trujillo congratulated Superintendent Hugelmeyer and stated that she has done a wonderful job and he will continue to support her efforts. Mr. Trujillo congratulated Mrs. Hugelmeyer on all her success taking the reign of such a large school district with so many challenges.

Mr. Trujillo stated that he chairs the legal committee and when you have a district this size and you have the success that we have had there are going to be those people who decide they want to come back to Elizabeth and that is fine because we welcome good families to move back into the City of Elizabeth. Mr. Trujillo stated that we have to be cognizant that there are those among us that unfortunately cheat the system and they use fraudulent addresses throughout the City to use our services and it is important that we find and develop a mechanism to weed these people out because they are in fact stealing services from the children of the City of Elizabeth. Mr. Trujillo stated that when a family moves in and comes to our schools that is great but when they decide they want to live in another town and use our district that has to be taken very seriously. Mr. Trujillo stated that there has been discussion of trying to create a way to combat this. Mr. Trujillo stated that overcrowding is a problem in large urban districts and we are not any different and we can't build schools fast enough in this town. Mr. Trujillo stated that one suggestion is a hotline where someone can tip somebody off which is a better way than going through the records and finding out if the people really live within the boundaries of the school district. Mr. Trujillo stated that this is important and commended Superintendent Hugelmeyer and her staff for putting up with this problem. Mr. Trujillo stated that we can't ignore it and we have to find a solution to this problem.

Mr. Monteiro stated that it is so nice now to see the parents and children have pride in their schools and seeing them proud that they go to the Elizabeth Public Schools. Mr. Monteiro stated that when he was a child that wasn't the case and now the parents can't stop talking enough about what is going on here in the City of Elizabeth. Mr. Monteiro stated that once we implemented hiring the non-certificated staff from Elizabeth many people have come up to him to tell him how much they appreciate giving the jobs that are created here in the Elizabeth Public School system to the people who live in the City of Elizabeth. Mr. Monteiro stated that not only does that go such a long way to help with a family who lives here in Elizabeth but it also invests their support and appreciation and the love for the Elizabeth Public School system. Mr. Monteiro stated that they are invested in our school system by working here, their children attend our school system, and they live in our City of Elizabeth and that has gone above and beyond

anything else in building pride here in our City. Mr. Monteiro stated that we give credit where credit is due and thanked the teachers who work very hard.

Mr. Monteiro stated that a couple of weeks ago the Governor made his State of the State address and discussed extended day programs. Mr. Monteiro stated that there was a lot of confusion and the Star Ledger wrote an article when they were interviewing people about extended day in Elizabeth. Mr. Monteiro stated that he thinks there was confusion with a lot of our parents who thought they were going to get more extended day and they didn't realize we are the only school district in the State of New Jersey that is already extended day. Mr. Monteiro stated that we are already on the cutting edge of so many wonderful things that are happening right here in our district and we are so far ahead of so many school districts regarding extended day, technology, pilot programs, Teach to One, and that is what is happening in our district and what we have to continue to spread and hopefully it becomes contagious throughout other districts.

#### Authorizations Report – Authorization to Make Application, etc.

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

The motion was carried by the following vote:

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

Negative: None

Mr. González stated that William F. Halloran School No. 22 is one of nine outstanding schools nominated from New Jersey which was invited to apply for the 2014 National Blue Ribbon School Award.

#### Finance and Accounting Report – Authorization to Pay Vouchers

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

The motion was carried by the following vote:

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

Abstain: Mr. Monteiro – 1

Negative: None

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

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

The motion was carried by the following vote:

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

Negative: None

#### Award of Contracts Report

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

Mr. Trujillo stated that it is good to have motivational speaker Luther Wright who attended Elizabeth High School come back and speak to our students. Mr. Trujillo stated that Mr. Wright has had a long hard road and is on the way to make amends and is willing to share his experience with our students. Mr. Trujillo stated that he is glad Mr. Wright is coming back in a positive way.

Ms. Bathelus asked for clarification of the correct vendor address for Akua Taylor.

Mr. Kennedy responded that he will get the correct address.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Neron, Rodriguez (abstain- Akua Taylor), Trujillo, Monteiro – 7

Negative: None

#### Miscellaneous Communication

None.

#### Claims List

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Mrs. Castillo-Ospina, Messrs. González, Rodriguez, Trujillo – 5

Abstain: Messrs. Neron, Monteiro – 2

Negative: None

Mr. Trujillo excused himself from the meeting at 9:28 p.m.

#### Resolution – Music in Our Schools Month

Mr. Neron read the resolution.

A motion was made by Mr. Neron, seconded by Ms. Bathelus, that the resolution be adopted.

The motion was carried by the following vote:

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

Negative: None

Mr. Trujillo returned to the meeting at 9:31 p.m.

#### Resolution – National School Social Workers' Week

Mrs. Castillo-Ospina read the resolution.

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – Read Across America

Mr. González read the resolution.

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – St. Joseph's Day

Mr. Trujillo read the resolution.

A motion was made by Mr. Trujillo, seconded by Ms. Bathelus, that the resolution be adopted.

The motion was carried by the following vote:

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

Negative: None

Mr. Rodriguez stated that St. Joseph's Day highlights the contributions of Italian-Americans but especially in his household and other Hispanic households St. Joseph's Day is also a big holiday in the Hispanic community.

Mr. Trujillo congratulated the Italian-American community that is alive and living well here in the City of Elizabeth and has added so much through their heritage and through their love of country. Mr. Trujillo stated that so many Italian-Americans have continued to serve their City and if you go throughout the Peterstown section of our City you can see they are alive and well and although they don't have the numbers they did for so long in our City all of their hard work and love for the City can still be felt. Mr. Trujillo stated that he has a tremendous amount of friends in Peterstown and they taught him so much about tolerance, love, and loyalty and he continues to enjoy visiting and having his espresso in Peterstown and congratulates all of them. Mr. Trujillo stated that we read this resolution every year and it means a lot to them. Mr. Trujillo stated that he had an Italian American woman come into his life, Mrs. Conti, who was the mother of our former Assistant Superintendent for Schools Jennifer Barrett and from a long tradition of teachers and she taught him a lot about the history of Elizabeth and Peterstown and was very kind to him and he is forever grateful. Mr. Trujillo stated that she taught him a lot about what Italians are and who they are. Mr. Trujillo stated that they are great people and he is so glad to know many of them and they are here in Elizabeth and doing well.

Resolution – St. Patrick's Day

Mr. Monteiro read the resolution.

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Women's History Month

Ms. Bathelus read the resolution.

A motion was made by Ms. Bathelus, seconded by Mr. Trujillo, that the resolution be adopted.

The motion was carried by the following vote:

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

Negative: None

Resolution – Youth Art Month

Mr. Rodriguez read the resolution.

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

The motion was carried by the following vote:

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

Negative: None

#### Resolution – National School Breakfast Week

Mr. González read the resolution.

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

The motion was carried by the following vote:

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

Negative: None

Mr. Rodriguez stated that our district does provide all the students a free breakfast so not only are we saying that it is important through our words but we do show it in our actions also.

#### Resolution – National Nutrition Month

Mr. Neron read the resolution.

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

The motion was carried by the following vote:

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

Negative: None

Mr. Trujillo stated that he has two children in the school system and as they get a little older they talk more and have their own opinions and they have helped him and it resonates and filters up. Mr. Trujillo stated that sometimes they tell him not to eat that or they want to eat this and are making healthier choices and making him conscious of the food he is eating and more conscious of his health. Mr. Trujillo stated that had he taken care of himself at an earlier age he probably would have been in better shape but there is hope that his children will benefit from all the work that is being done here in the district. Mr. Trujillo stated that gives him hope and a lot of happiness that they are benefiting from the education not only in the classroom but also in the lunchroom. Mr. Trujillo thanked all the hard work of the staff and this district for following and continuing to perform well. Mr. Trujillo stated that across the district we won several awards and it is a big deal and a big initiative and our director of food services is very dedicated to the work she does and we appreciate her. Mr. Trujillo stated that he is glad we are doing this and as he gets older he realizes how important it is and he wishes he would have learned it a long time ago but it is never too late to learn.

Mr. Monteiro stated that we participate in the National Health Alliance and seventeen schools in our district are participating in the program to fight childhood obesity. Mr. Monteiro stated that we had the great pleasure of having Terence C. Reilly School No. 7 attending the Dr. Oz Show and performing with First Lady Michele Obama. Mr. Monteiro stated that a lot of great initiatives are taking place here. Mr. Monteiro stated that Mr. Neron works with the youth in the City of Elizabeth and this is a problem not just here but throughout the country.

#### Resolution – Payment for Unused Vacation Days

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

The motion was carried by the following vote:

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

Negative: None

Resolution – Payment for Unused Sick Days

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

The motion was carried by the following vote:

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

Abstain: Mr. Trujillo – 1

Negative: None

Mr. Rodriguez stated that some members of our district are getting paid large sums of money and he wanted to let the public know that there has been a law that's been passed that now caps sick days at \$15,000. Mr. Rodriguez stated that a promise has been made to these members of the district that before the law had passed their sick days would be paid so that is why some of these numbers are above what current statute allows.

Mr. Monteiro thanked Mr. Rodriguez for the clarification.

Board President Monteiro presented the following public participation statement.

“At this time, the microphones are open for public comment to those who have signed in prior to this session. I shall call individuals to the microphones based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The total time of public comment shall be limited to sixty minutes. No individual is able to yield their time to another individual. All statements shall be directed to the presiding officer; no participant may address or question Board members individually. The following rules for public participants shall apply: time limits will be strictly enforced, no personal attacks on individuals, no vulgar or indecent language, a person may address the Board no more than once during a single meeting, speakers should refrain from naming individuals, and comments or questions posed during public participation will not be debated. As a reminder, this is a meeting of the Board in public, not a meeting of the public.”

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

The President requests a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically A.M., R.S., and K.M., interviews, special education matter M.S.; Harassment, Intimidation, and Bullying results; and workers' compensation cases, specifically, M.S., A.V., S.H., and N.D. The Board will reconvene in public to take formal action.

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

The motion was carried by the following vote:

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

Negative: None

Mr. Monteiro excused himself from the meeting at 11:55 p.m.

The Board reconvened in public at 1:00 a.m. to continue with the meeting and take formal action.

Resolution – Appointment of Interim Principal – John Mellody

Mr. González read the resolution.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Rodriguez, Trujillo,  
Mrs. Castillo-Ospina – 6  
Negative: None

Resolution – Appointment of Interim Principal – Oscar Crespo

Ms. Bathelus read the resolution.

A motion was made by Ms. Bathelus, seconded by Mr. Trujillo, that the resolution be adopted.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Rodriguez, Trujillo,  
Mrs. Castillo-Ospina – 6  
Negative: None

Mr. Trujillo congratulated Mr. Mellody and Mr. Crespo and stated that their love and passion for our children is really incredible. Mr. Trujillo stated that it is really important and the key to all their success and to the success of this district. Mr. Trujillo stated that they really care about our children and it really shows not only in the academics but also in the way they perceive their own lives. Mr. Trujillo stated that they are going to touch so many children and you just don't know how many of the students you are going to touch but you are and you both do it with so much love. Mr. Trujillo stated that they have been great supporters of all the initiatives put in place by Mr. Munoz and Mrs. Hugelmeyer and they bought into the mission of this district, worked hard to move it forward and had great results, people respect them and their peers respect them, their schools are doing well. Mr. Trujillo thanked them for choosing Elizabeth as a place for their careers because there are so many districts out there and we are truly fortunate to have people like them in the City of Elizabeth and the children of Elizabeth are better off because they chose to have their careers in Elizabeth. Mr. Trujillo stated that he is glad that he was able to support them and see that they are having this much success and the sky is the limit.

Mr. Neron congratulated Mr. Mellody and Mr. Crespo.

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

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Rodriguez, Trujillo,  
Mrs. Castillo-Ospina – 6  
Negative: None

Resolution – Stipulation of Settlement Agreement between EBOE and K.M.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Rodriguez, Mrs. Castillo-Ospina – 5  
Abstain: Mr. Trujillo – 1  
Negative: None

Resolution – Administrative Leave without pay effective January 28, 2014 – R.S.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Rodriguez, Trujillo,  
Mrs. Castillo-Ospina – 6  
Negative: None

Resolution – Confidential Settlement Agreement and Resignation effective June 30, 2014 – A.M.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Rodriguez, Trujillo,  
Mrs. Castillo-Ospina – 6  
Negative: None

Resolution – Confidential Settlement Agreement - Special Education Matter Docket No. EDU-14318-13 – B.S. and C.S. o/b/o M.S.

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

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Rodriguez, Trujillo,  
Mrs. Castillo-Ospina – 6  
Negative: None

Vice President Elcy Castillo-Ospina asked if there was any old business to discuss.

Since there was no old business to discuss Mrs. Castillo-Ospina asked if there was any new business to discuss.

Mr. Rodriguez stated that we recognized three students from the Union County STEP program and Ms. Bathelus and he sat on the advisory board for that and to plan that event. Mr. Rodriguez stated that he is excited to see students from our own district really gained valuable knowledge from that.

Mr. Rodriguez thanked School No. 22 for their bake off, not a bake sale but a bake off, a couple of weeks ago. Mr. Rodriguez stated that he knows we had a nutrition resolution today but that definitely was broken at School No. 22. Mr. Rodriguez stated that they had a great bake off and for five dollars you got to taste 52 different homemade goods made by parents. Mr. Rodriguez congratulated School No. 22 for the wonderful bake off.

On a motion by Mr. Trujillo, seconded by Mr. González, the meeting was adjourned at 1:15 a.m.

The motion was carried by the following vote:

Affirmative: Ms. Bathelus, Messrs. González, Neron, Rodriguez, Trujillo,  
Mrs. Castillo-Ospina – 6  
Negative: None

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