

APPROVED  
Bd. Mtg. 7-19-12

BOARD OF EDUCATION  
(Official)

June 28, 2012  
Elizabeth, New Jersey

The regular meeting of the Board of Education was called on June 28, 2012 at 7:00 p.m., in the Multi Purpose Room, Donald Stewart Center for Early Childhood Education, 544 Pennsylvania Avenue, Elizabeth, New Jersey.

Board President Fernando Nazco presented the following statement at 7:20 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 Thursday, June 21, 2012. 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 June 28, 2012 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: Mmes. Aristote, Castillo-Ospina, Messrs. DaSilva, Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 9

Absent: None

Superintendent of Schools Pablo Muñoz, School Business Administrator/Board Secretary Harold E. Kennedy, Jr., Board Attorney Kirk Nelson, Assistant Superintendent for Schools Jennifer Barrett, Assistant Superintendent for Teaching and Learning Olga Hugelmeyer, Executive Director of Human Resources/Labor Attorney Karen Murray, Assistant Board Secretary Donald Goncalves and members of the public were in attendance.

Mr. Francisco González gave the invocation.

Pledge of Allegiance  
National Anthem  
Pledge of Ethics  
Core Beliefs and Commitments Video

Mr. Nazco recognized the Diversity Team Champions at the following schools for efforts above and beyond the minimum required and demonstrating creativity and pro-active approach concerning issues of diversity and tolerance including Winfield Scott School No. 2, Terence C. Reilly School No. 7, Dr. Antonia Pantoja School No. 27, Juan Pablo Duarte-José Julián Martí School No. 28, Dr. Albert Einstein Academy School No. 29, Ronald Reagan Academy School No. 30, Frances C. Smith Early Childhood Center School No. 50, Donald Stewart Early Childhood Center School No. 51, Dr. Martin Luther King, Jr. Early Childhood Center School No. 52 and Charlie Smith, Diversity Officer for the district. Mr. Nazco and Board members congratulated the Diversity Team members and presented each school with the Diversity Champion Award.

Mr. Nazco recognized the Garden State Sikh Association for their partnership with the Elizabeth Public Schools for doing workshops every school year for diversity, tolerance and more recently anti-bullying and introduced Hardayal Singh, Director of United Sikhs International Civil Rights and Humanitarian Aid Development. Mr. Nazco and Board members congratulated him and presented him with a plaque of commemoration.

Mr. Singh thanked the Board for the honor and commented that one of the key issues today is bullying and according to statistics that in 2012 approximately more than 30 million children will be bullied. Mr. Singh stated that United States Congressman Michael Honda has recently created a bullying caucus that constitutes federal agencies and state agencies to come up with ways this can be handled at the national level and that we have representatives there. Mr. Singh stated that we can work more closely to make sure this issue is addressed in a serious manner so that our children can have a healthier and brighter future.

Mr. DaSilva welcomed everyone and commented that this is a rare occasion that he didn't think would happen anytime soon. Mr. DaSilva stated that he has certain obligations that he needs to take care of, that the demands of his job and his family has put him at a disadvantage in being able to perform the duties at the Board of Education like he has done for the past ten years and would like to continue to do. Mr. DaSilva stated that those of you who are parents and have little ones will understand that it is not easy to raise a family, get your kids to school, work long hours and come here on a weekly basis and give the free time for the benefit of the district. Mr. DaSilva stated that not to confuse anyone he enjoyed doing it and will continue to work and support this district and the Board that we have here tonight. Mr. DaSilva stated that the Board has a lot of challenges ahead but the results have been incredible and that what we have accomplished over the years is simply remarkable. Mr. DaSilva stated that most of these accomplishments would have been expected over twenty or thirty years and this Board was able to do this in the last six or seven years. Mr. DaSilva stated that he has enjoyed being part of this administration for ten years. Mr. DaSilva invited his three boys to join him at his seat. Mr. DaSilva stated that when you have children of this age there are a lot of demands that come whether it is sports, homework, or afterschool activities and when you work long hours there is limited time. Mr. DaSilva stated that the first three years he served on the Board he missed a lot with his oldest child and he doesn't want to do that, his family comes first and he wants to be able to be there for them. Mr. DaSilva stated that he will continue to support this district from the sidelines. Mr. DaSilva congratulated this Board for doing a great job and stated that he is here for the Board for whatever the obstacle may be, whether it is advice or experience that he has had for the last ten years on the Board and that he will be here to work with them and Mr. Muñoz. Mr. DaSilva stated that he was part of the voting group that was criticized for bringing Mr. Muñoz as Superintendent, that he was too young and that this district couldn't accomplish anything. Mr. DaSilva stated that here we are six or seven years later and we have shown remarkable results and the Superintendent should be commended for it with the support of this Board and the administration we have had great accomplishments here in our district. Mr. DaSilva stated that the Superintendent should be commended for his leadership and the Board should be thanked for

the way they have led this district to where we are today and that he expects great things from this district. Mr. DaSilva thanked the parents at home for giving him the opportunity to serve and make no mistake he is far from done, that he has a family to raise and will be on the sidelines and one day he will run for office again, sitting here or somewhere throughout the City serving. Mr. DaSilva formally submitted his resignation from the Board.

Mr. Trujillo commented that it is with great sadness that he makes a motion to accept Mr. DaSilva's resignation.

A motion was made by Mr. Trujillo, seconded by Mr. Perreira, to accept the resignation of Armando DaSilva.

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Negative: None

Mr. Trujillo thanked Mr. DaSilva and his family for sacrificing so much time from his personal life. Mr. Trujillo stated that it is not easy when you have three children and he knows having two children of his own that we struggle with priorities sometimes and our responsibility between family and the work we take on here at the Board. Mr. Trujillo stated that it is people like Mr. DaSilva that come along and step up and take the responsibility that is public life. Mr. Trujillo stated that we are often asked why we do this and it doesn't take a hard look to understand why Mr. DaSilva does this having three children, one child in the district and two to be soon and the future is theirs. Mr. Trujillo stated that all the hard work that we do is for the children and that it takes a lot of courage to run for public office. Mr. Trujillo stated that Mr. DaSilva has given this district a lot of his time and we are indebted to him because under his leadership this district has made incredible strides. Mr. Trujillo stated that while being here he had the courage to support a young superintendent and thanks to his courage and his vision here we are the No. 1 Urban School District in New Jersey, 3 Blue Ribbon Schools, 11 new schools built and two currently under construction. Mr. Trujillo stated that the future is bright in Elizabeth because of people like Mr. DaSilva. Mr. Trujillo stated that Armando has not only been a colleague but also a friend and he will be missed. Mr. Trujillo stated that on behalf of our colleagues here, his family and himself, he thanked Mr. DaSilva for his service and for having the courage to serve in a City like Elizabeth and wished him luck.

Mr. González wished Mr. DaSilva the best and stated that he appreciated Mr. DaSilva guiding him when he first came on the Board. Mr. González stated that Mr. DaSilva will have a little more time now to spend with his family and thanked him for all his years of service to the district and everything he has done for the children and that he will be back. Mr. Gonzalez stated that we know that you will be there for us and may God bless your family.

Mrs. Castillo-Ospina commented that Mr. DaSilva should enjoy his children because these are the best years of your life with your children. Mrs. Castillo-Ospina stated that he will be back and thanked him for his service.

Mrs. Munn stated that she remembers when she first came on the Board and Mr. DaSilva took the initiative to take time to explain things and call to talk about things. Mrs. Munn stated that she was inspired just watching Mr. DaSilva be the President of the Board and that showed her that you really care about this district. Mrs. Munn stated that Mr. DaSilva is an advocate for what we do, that she knows there are priorities and commended Mr. DaSilva for taking this step to take care of his family because that is definitely first. Mrs. Munn stated that she is a parent first and a Board member second because she is always going to be a parent but she is not always

going to be a Board member. Mrs. Munn stated she wished Mr. DaSilva the best in all his endeavors.

Mr. Nazco commented that we are all judged eventually by what it is that we have accomplished throughout our lifetimes and that Mr. DaSilva can be certain that he left a footprint with his time on the Board. Mr. Nazco stated that in the ten years that Mr. DaSilva served as a Board member, as a Vice President and as President this school district has come a long way. Mr. Nazco stated that it is thanks to people like Mr. DaSilva who have volunteered their time for the past ten years to make sure that every child in the City of Elizabeth is given the best opportunity to learn. Mr. Nazco stated that thanks to the efforts of Mr. DaSilva the Elizabeth Public Schools are in a much better place today than they were ten years ago and he thanked Mr. DaSilva for that, his family thanks him, and the community thanks him. Mr. Nazco stated that Mr. DaSilva has left a great legacy and thanked him for his leadership, for his mentorship and wished him success in his future endeavors.

Mr. Muñoz thanked Mr. DaSilva and stated that they worked closely together through the years and that he has been a wonderful Board member. Mr. Muñoz stated that it took a lot of courage on the part of Mr. DaSilva as an individual as well as the whole Board to take on some initiatives that maybe at the time seemed risky or too aggressive. Mr. Muñoz stated that in most cases when you started to support policies that directly impacted on student achievement, approve programmatic changes dividing up the high schools, redistricting the community, creating PreK-8 schools, eliminating middle schools that all these initiatives that we put forward over the last seven years could only have happened if the Board supported it and Mr. DaSilva was a great part of that not only as a member but as a leader. Mr. Muñoz stated that once you are on the Board you quickly realize you are one of nine and in order to effectuate change in positive results for our children you have to work as a team, as a Board, to influence each other and to support the initiatives that one thinks will produce the fruit that you hope you will eventually get. Mr. Muñoz stated that sometimes initiatives start slowly but then you get great results and sometimes it takes a little bit longer. Mr. Muñoz stated that Mr. DaSilva should be proud that he is leaving now with 3 National Blue Ribbon Schools, 2 Nationally Recognized Ranked High Schools, a district that is redistricted to have PreK-8 schools because parents wanted to be able to have their children in their own neighborhood go through grade 8 and make decisions to go at the high school level and the list goes on and on. Mr. Muñoz stated that often times people wonder when you start to focus on academics will other programs suffer and we continue to improve academically across all grades and in some of the most challenging grades. Mr. Muñoz stated that high school has been a challenging grade but after this year's results you can see that we are growing academically. Mr. Muñoz stated that we are continuing to excel in our sports teams getting into championship finals and winning state championships and that although we have never done this before but we started to do it this year with our band winning national championships at the high school level. Mr. Muñoz stated that all of this was the hard work of Mr. DaSilva along with his Board members and then the wishes get actualized by the teachers, aides, custodians and the 4,000 employees that wish to fulfill the vision of the Board. Mr. Muñoz stated that Mr. DaSilva has done a wonderful job and can hold his head up high that he helped to influence the direction of 24,000 students every year in a very good way.

Mr. Nazco introduced a video presentation of Armando DaSilva as a Board member. Mr. Nazco and Board members congratulated Armando DaSilva and presented him with an award for Years of Dedicated Service to the Children of Elizabeth.

A motion was made by Mr. Donoso, seconded by Mr. Trujillo, to nominate a new Board member.

A motion was made by Mr. Donoso, seconded by Mr. Trujillo, to nominate Anthony Padlo as a Board member.

A motion was made by Mr. Trujillo, seconded by Mr. Perreira, that nominations be closed.

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Negative: None

The following vote was taken on the election of Mr. Padlo for Board member.

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Negative: None

Anthony Padlo took the oath of office administered by Harold E. Kennedy, Jr., School Business Administrator/Board Secretary. Mr. Padlo stated that he is honored to have this nomination and acceptance by the Board.

Mr. Nazco welcomed Mr. Padlo and stated that we look forward to working with you.

Mr. Trujillo congratulated Mr. Padlo and stated that he looked forward to working with him and that he has big shoes to fill, that the work that we do here is serious work and important work and it can be very satisfying. Mr. Trujillo stated that Mr. Padlo is joining the Board at a very exciting time with a lot of great things happening and that our best days are ahead of us and he looks forward to sharing those days as his colleague on this Board.

A motion was made by Mr. González, seconded by Mr. Perreira, that the minutes of the meeting of June 7, 2012 be accepted.

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Perreira, Trujillo, Nazco – 7

Abstain: Mrs. Munn, Mr. Padlo – 2

Negative: None

#### Secretary and Treasurer's Report for the Month of April 2012

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

#### Personnel Report – Leaves of Absences, etc.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Perreira, Trujillo, Nazco – 7

Abstain: Mrs. Munn, Mr. Padlo – 2

Negative: None

#### Tuition Report

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

#### Supplemental Tuition Report

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

#### Superintendent's Report – Considerations

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

#### Superintendent's Report – Field Trips

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

## Superintendent's Report

Superintendent Muñoz highlighted the Excellence News from the Elizabeth Public Schools since our last Board meeting including the graduation ceremony for the six high schools which joined together in New Jersey's largest high schools commencement ceremonies on Thursday, June 14, study of relaxation and meditation through yoga at Mabel G. Holmes School No. 5, Rui Requinho was named Teacher of the Year at Dr. Albert Einstein Academy School No. 29, twelve students from John E. Dwyer Technology Academy job shadowed Verizon employees, eighth grade students at Toussaint L'Ouverture-Marquis de Lafayette School No. 6 performed musical skits from *Grease*, Talent Show at Thomas A. Edison Career and Technical Academy, Elizabeth High School Symphonic Band captured a superior rating at the JP Stevens Concert Band Festival in Edison, Elisa Endara was named Teacher of the Year at Terence C. Reilly School No. 7, The Silk Road at Dr. Orlando Edreira Academy School No. 26, Second Annual Decathlon at Toussaint L'Ouverture-Marquis de Lafayette School No. 6, Science Fair at Nicholas S. LaCorte-Peterstown School No. 3, Autumn Greenhas from Dr. Albert Einstein Academy School No. 29 was chosen as a state finalist in the National American Miss New Jersey Pageant, National Lupus Awareness Month at Elmora School No. 12, and the Elizabeth Boys Track Team competed in the North 2 Group 4 State Sectional Championships finishing third overall. Mr. Muñoz stated that everyone is empowered to achieve excellence, you can follow the Elizabeth Public Schools on our website [www.epsnj.org](http://www.epsnj.org), and you can follow us on EPStv, Facebook, Flickr, and other internet options.

Mr. Nazco thanked Superintendent Muñoz for his report.

## Authorizations Report – Authorization for Use of School Bus, etc.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

## Supplemental Authorizations Report – Authorization to Enter Into Partnership, etc.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

## 2<sup>nd</sup> Supplemental Authorizations Report – Authorization to Apply, etc.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González (abstain-Future City), Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

Finance and Accounting Report – Authorization to Pay Vouchers

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

Supplemental Finance and Accounting Report – Transfer of Funds

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

Award of Contracts Report – Award of Contracts, etc.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Perreira, Nazco – 6

Abstain: Mrs. Munn, Messrs. Padlo, Trujillo – 3

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Nazco – 7

Abstain: Messrs. Padlo, Trujillo – 2

Negative: None

2<sup>nd</sup> Supplemental Award of Contracts Report – Award of Contracts, etc.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Perreira, Nazco – 6

Abstain: Mrs. Munn, Messrs. Padlo, Trujillo – 3

Negative: None

Miscellaneous Communication

None.

Claims List

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

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Trujillo (abstain- Candelario Trujillo), Nazco – 6

Abstain: Mrs. Aristote, Messrs. Padlo, Perreira – 3

Negative: None

Resolution – N.J.S.I.A.A. Membership

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

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

3450	Policy	Money in School Buildings
3453	Policy, Exhibits	School Activity Funds
4121	Policy	Substitute Teachers
6142.10	Policy	Internet Safety and Technology

Resolution – Revised Policies and Exhibit

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 8

Abstain: Mr. Padlo – 1

Negative: None

Resolution – Appointment of Special Counsel

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Perreira, Nazco – 6

Abstain: Mrs. Munn, Messrs. Padlo, Trujillo – 3

Negative: None

Resolution – Excess Workers’ Compensation and Employers’ Liability Coverage

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Mr. González, Mrs. Munn, Messrs. Perreira, Trujillo, Nazco – 7

Abstain: Messrs. Donoso, Padlo – 2

Negative: None

Resolution – Natural Gas Supply

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Perreira, Nazco – 7

Abstain: Messrs. Padlo, Trujillo – 2

Negative: None

Mr. Nazco presented the following public participation statement.

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

Mr. Nazco called upon the first public participant, Jose Rodriguez, to address the Board.

Jose Rodriguez, 618 Jackson Avenue, congratulated the seniors on their graduation and stated that that on average over the last three years almost 1,000 12-18 year olds have dropped out of school which is almost 333 students per year and they are on my streets affecting the crime rates, that only 246 students are planning on attending four year colleges and that he finds it unacceptable that more secondary age students drop out of school than attend a four year college and that education is the best armor that we can give our students and that this is a system of have and have nots.

Mr. Nazco thanked him for his comments and called upon the next participant, Kelvin Totten to come forward.

Kelvin Totten, 646 Magnolia Avenue, stated a parental concern at School No. 6.

Mr. Nazco thanked him for his comments and asked Mr. Totten to give his contact information to Assistant Board Secretary Donald Goncalves.

Mr. Nazco called upon the next participant, Maria Medeiros, to come forward.

Maria Medeiros, 212 Inslee Place, spoke about the incident at School No. 6.

Mr. Nazco thanked her for her comments and called upon the next participant, James Carey, to come forward.

James Carey, 200 Second Street, spoke in support of the student involved in the incident at School No. 6.

Mr. Nazco thanked him for his comments.

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

Mr. Trujillo stated that we encourage all members of the community to address this Board during public speaking and fortunately on occasion we get caught up in the priority of celebrating student achievements and recognizing those members of the community who go beyond the call of duty. Mr. Trujillo stated that sometimes the public portion is later than we like it but it is an important part of what we do here and the current policy was to organize the public speaking portion so the public would have equal time to address their concerns. Mr. Trujillo stated that besides the fact that we do open the microphone we do have staff on hand that will answer these questions and concerns. Mr. Trujillo stated that he always encourages parents to try to deal with issues at the school level first and foremost before bringing it to the administration and the Board, that it is always better to communicate, and there are those incidents where communication at the school level does not work. Mr. Trujillo stated that there is a system and a process that does protect the citizens and the students and protects their rights and it is in place. Mr. Trujillo stated that we have a lot of respect for that policy and process and as the speaker asked we can provide him with that information so that it is clear. Mr. Trujillo stated that the policy also protects the staff to make sure that their rights are protected and so that the Board does not pick sides, that the Board advocates on the side of the children and citizens first and we do have an obligation to our staff who are wonderful people and there are many great professionals in our district. Mr. Trujillo stated that it saddens him when there is a discourse and when there is a disconnect. Mr. Trujillo stated that there are a lot of great people in our district who come to work every day with good intentions and do a lot of great work.

Mr. Trujillo addressed the other speaker's comments and stated that simply running for public office and coming here and denigrating the work that the hard working staff does and the progress that's made is done simply to move your own political agenda. Mr. Trujillo stated that the speaker is better served by coming here with solutions and offering solutions rather than pointing out shortfalls. Mr. Trujillo stated that he believes that there isn't anyone on this Board who does not agree that there is a lot of work to be done, that every child deserves a great education, and we believe that all children deserve a great education. Mr. Trujillo stated that most people can understand that a district with over 22,000 children from all walks of life and with all sorts of challenges is a tough job. Mr. Trujillo stated that turning a ship around isn't easy and that is what we are trying to do here, we are trying to turn the ship around that for many, many years just went on the wrong course. Mr. Trujillo stated that this Board is not perfect and there is still a lot to be done and in order to do that, not only do we need this Board to show resolve but we also need the community to be involved and that doesn't happen very easily. Mr. Trujillo encouraged the community to continue to come here and voice their concerns and to use the mediums that there are to communicate with us. Mr. Trujillo stated that the Board takes the comments and concerns very, very serious and we are really concerned about what is going on here, that many of us have children in the district, we are taxpayers in the City and we are doing this with good intentions. Mr. Trujillo stated that unfortunately not every day we can make everyone happy and he apologized for that but that isn't our intention. Mr. Trujillo stated that our intention is to make sure that every child is educated, that we create a great environment, and that our record stands on its own. Mr. Trujillo stated that if you go back, yes every school should be a Blue Ribbon School in a perfect world perhaps that is true and we are striving for that and that is not easy. Mr. Trujillo stated that does not negate the fact that we do have 3 Blue Ribbon Schools and challenged others to go across the State and find another district like Elizabeth that has 3 Blue Ribbon Schools. Mr. Trujillo challenged others to go throughout the country and find a school district that has built more new schools in the period of time that the district of Elizabeth has. Mr. Trujillo stated that it is hard to argue with the success we are having in Elizabeth and there are a lot of children that could get a better education and we are striving to give them that education but it is not easy and it doesn't happen overnight and it doesn't just happen with these nine Board members and the Superintendent, that it happens with the community. Mr. Trujillo

stated that this room should be full of parents and educators every month, that is what it takes but unfortunately that is not the case and he won't sit here and have someone come here and bash the Board for their own political agenda because they want to be elected. Mr. Trujillo stated that the speaker comes here and voices his opinion and that is fine and your right. Mr. Trujillo stated that he has always been honest, that he wears his heart on his sleeve, and you will get the truth from him all the time. Mr. Trujillo stated that he does not know of any of his colleagues that are inaccessible, that will not step up and take a phone call, or take the time to meet with a parent, that he does not believe that is true.

Mr. Nazco thanked Mr. Trujillo for his comments.

Mr. Nazco requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel, specifically P.C., S.A., W.F., grievance settlement, supplemental personnel reports, bargaining unit and administrator contracts, reorganization, K.M., K.N., Harassment, Intimidation and Bullying results, and workers' compensation claims, specifically, J.G., L.E., and M.D. The Board will reconvene in public to take formal action.

A motion was made by Mr. Trujillo, seconded by Mr. DaSilva, to go into private session at 8:55 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Padlo, Perreira, Trujillo, Nazco – 9

Negative: None

Mr. Trujillo excused himself from the meeting at 9:55 p.m.

Mr. Perreira excused himself from the meeting at 10:45 p.m.

The Board reconvened in public at 12:30 a.m. to continue with the meeting and take formal action.

Supplemental Personnel Report – Retirements, etc.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Padlo – 5

Abstain: Mrs. Munn, Mr. Nazco – 2

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Padlo, Nazco – 6

Abstain: Mrs. Munn – 1

Negative: None

Resolution – Reorganization

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Padlo, Nazco – 7

Negative: None

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

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Confidential Settlement Agreement between EBOE and W.F.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Confidential Settlement Agreement EEA Grievance No. 12-12-01-A

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

The motion was carried by the following vote:

Affirmative: Mrs. Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Mr. Padlo – 5

Abstain: Mrs. Aristote, Mr. Nazco – 2

Negative: None

Resolution – Confidential Settlement Agreement between EBOE and S.A.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Confidential Settlement Agreement between EBOE and P.C.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Confidential Settlement Agreement EEA- OAL Docket (Seniority)

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn,  
Mr. Padlo – 6

Abstain: Mr. Nazco – 1

Negative: None

Resolution – Increment Withholding

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn,  
Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Payment for Unused Vacation Days

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn,  
Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Payment for Unused Sick Days

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn,  
Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Termination effective June 30, 2012 – J.G.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn,  
Mr. Nazco – 6

Abstain: Mr. Padlo – 1

Negative: None

Resolution – Termination effective June 30, 2012 – M.H.

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn,  
Mr. Nazco – 6

Abstain: Mr. Padlo – 1

Negative: None

Resolution – Memorandum of Agreement between EBOE and Directors

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González,  
Mrs. Munn – 5

Abstain: Messrs. Padlo, Nazco – 2

Negative: None

Resolution – Memorandum of Agreement between EBOE and Elizabeth Administrative and Supervisory Council (EASC)

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, Padlo – 4

Abstain: Mr. González, Mrs. Munn, Mr. Nazco – 3

Negative: None

Resolution – Memorandum of Agreement between EBOE and Non-Certified Administrators' Association

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González,  
Mrs. Munn, Mr. Nazco – 6

Abstain: Mr. Padlo – 1

Negative: None

Resolution – Memorandum of Agreement between EBOE and Legal Secretaries

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González,  
Mrs. Munn, Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Memorandum of Agreement between EBOE and Confidential Secretaries

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

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González,  
Mrs. Munn, Messrs. Padlo, Nazco – 7

Negative: None

Resolution – Memorandum of Agreement between EBOE and EEA

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

The motion was carried by the following vote:

Affirmative: Messrs. Donoso, González, Mrs. Munn, Mr. Padlo – 4

Abstain: Mmes. Aristote, Castillo-Ospina, Mr. Nazco – 3

Negative: None

Mr. Nazco introduced Superintendent of Schools Pablo Muñoz who presented the School Violence and Vandalism report for the reporting period July 1, 2011 to December 31, 2011 and the Harassment, Intimidation and Bullying report for the reporting period September 1, 2011 through December 31, 2011.

Mr. Muñoz welcomed everyone to the Public Hearing on School Violence and Vandalism for the reporting period July 1, 2011 to December 31, 2011. Mr. Muñoz stated that the New Jersey Legislature enacted laws concerning violence and vandalism and that in accordance with these laws, all New Jersey public school districts must designate a week in October of each school year as School Violence Awareness Week. Mr. Muñoz stated that during School Violence Awareness Week, school districts are expected to organize activities including, but not limited to, inviting law enforcement officials to join members of the teaching staff in discussions to prevent school violence and provide age-appropriate opportunities for student discussion on conflict resolution, issues of student diversity, and tolerance. Mr. Muñoz stated that a resolution was put before the Board on Thursday, October 13, 2011 declaring the week of October 17-21, 2011 as School Violence Awareness Week. Mr. Muñoz stated that each of our schools submitted a plan to the Office of the Assistant Superintendent for Schools that outlines the activities and programs that will be conducted during School Violence Awareness Week.

Mr. Muñoz stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46 “Two times each school year, between September 1 and January 1 and between January 1 and June 30, the superintendent of schools shall report to the board of education all acts of violence, vandalism, and harassment, intimidation, or bullying which occurred during the previous reporting period.”

Mr. Muñoz stated that the Violence and Vandalism report is divided into five categories including count of incidents by reporting category, cost of vandalism, actions taken, offenders and victims, and program provided upon disciplinary action. Mr. Muñoz stated that during the reporting period between July 1, 2011 and December 31, 2011 there were 104 incidents of violence which includes Harassment, Intimidation and Bullying incidents, 12 acts of vandalism which includes fire alarm pulls, 16 incidents that involved weapons, 21 cases of substance abuse, and the total cost involved in incidents is no longer reported. Mr. Muñoz stated that the police were notified 23 times with no complaint taken and 27 times with a complaint filed, there were 0 expulsions, 116 out of school suspensions and 60 other discipline actions which include parent conferences, counseling and detention. Mr. Muñoz stated that the incidents involved offenders including 145 regular education students, 24 students with a disability, 2 students from another district, 0 non-student incidents and 10 unknown. Mr. Muñoz stated that the incidents involved victims including 79 regular education students, 8 students with a disability, 0 students from other districts, 0 incidents involving non-students, 17 incidents involving school personnel and 8 victims of violent criminal offenses. Mr. Muñoz stated that under the category, program provided upon disciplinary action, assignments, instruction and or support services were given to 53 students, an in-district program was provided for 0 students, home instruction was given to 63 students and 2 students were placed in out-of-district programs.

Mr. Muñoz asked for citizens who wished to comment on the report to come forward. No dialogue transpired and no comments were made regarding the presentation on violence and vandalism. Since no one wished to comment on the report, the public hearing was concluded.

Superintendent of Schools Pablo Muñoz presented the Harassment, Intimidation and Bullying report for the reporting period September 1, 2011 to December 31, 2011.

Mr. Muñoz welcomed everyone to the Public Hearing on Harassment, Intimidation and Bullying (HIB) for the period starting September 1, 2011 and ending December 31, 2011. Mr. Muñoz stated that in January 2011, the Anti-Bullying Bill of Rights was signed into law as P.L. 2010, chapter 122 and in accordance with this law, all New Jersey public school districts must designate the first full week of October of each year as a "Week of Respect." During the Week of Respect, school districts are expected to organize activities, including but not limited to, age-appropriate instruction and opportunities for student discussion on conflict resolution, issues of diversity, and tolerance.

Mr. Muñoz stated that a resolution was put before the Board in October declaring the week of October 3-7, 2011 Week of Respect and each of our schools planned appropriate activities for this week. Mr. Muñoz stated that in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46, "Two times each school year, between September 1 and January 1 and between January 1 and June 30, at a public hearing, the superintendent of schools shall report to the board of education all acts of violence, vandalism, and harassment, intimidation or bullying which occurred during the previous reporting period."

Mr. Muñoz stated that from September 1, 2011 through December 31, 2011, there were 165 HIB investigations completed by appropriate school staff, of those cases investigated, 64 were confirmed cases of HIB. Mr. Muñoz stated that the following Anti-Bullying Specialists, Anti-Bullying Specialist Alternates conducted these investigations including Sam Bernstein, Jacqueline Cajuste, Diana Caldwell, Maria Brito, Jessica Sofranko, Lisa Rappa, Margherita Martino-Avello, Maria Vindas, Peter Vosselor, Lourdes Soto, Janet Mazzarella, Sarah LaFace, Evalyn Leonard, Hilda Galis-Perez, Giselle Sanzone, Ashley Pierre Morgan, Natasha Morrissey, Janet Payne, Nancy Monaco, Cindy Lichtensten, Edison Berrio, Evelyn Rodriguez-Salcedo, Wilma Helm, Chihui Alfaro, Natalie Haiken and Minnie Mozee.

Mr. Muñoz stated that there were 0 incidents based on race, 2 incidents based on color, 0 incidents based on religion, 0 incidents based on ancestry, 2 incidents based on national origin, 10 incidents based on gender, 2 incidents based on sexual orientation, 0 incidents based on gender identity or expression, 2 incidents based on mental, physical or sensory disability, 46 incidents based on other targeted bases, 1 incident involved a gesture, 6 incidents involved a written communication, 40 incidents were verbal, 36 incidents were physical, 2 incidents involved an electronic communication, there were 30 out of school suspensions, 10 in school detentions, and 29 other disciplinary actions and additional services such as in-house counseling, skill development, and behavioral intervention were offered to involved students.

Mr. Muñoz stated that in addition to the HIB training which the district provided to certified staff in June 2011 and September through December 2011, the district provided HIB training to support staff and transportation staff during this reporting period. Additionally, the district provided extensive and specified training to the Anti-Bullying Coordinator and to all Anti-Bullying Specialists and their alternates during this reporting period.

Mr. Muñoz asked for citizens who wished to comment on the report to come forward. No dialogue transpired and no comments were made regarding the presentation on Harassment, Intimidation, and Bullying. Since no one wished to comment on the report, the public hearing was concluded.

Mr. Nazco thanked Mr. Muñoz for the report.

Mr. Nazco stated that it is important that the public knows that in order to continue the success of this district it requires a partnership of the Board of Education along with the parents of the children that attend our schools and most importantly the teachers and their teachers' union. Mr. Nazco stated that he is happy to announce that tonight we ratified the new contract with the Elizabeth Education Association and look forward to working with the EEA very closely

to ensure the success of all the students in the district. Mr. Nazco recognized the Vice President of the EEA, Joseph Cortico who is here tonight and thanked him for his support.

Mr. Nazco wished former colleague, Mr. DaSilva, best of luck in his new endeavors. Mr. Nazco extended warm congratulations and best of luck to our newest colleague, Mr. Padlo.

On a motion by Mrs. Munn, seconded by Mr. Donoso, the meeting was adjourned at 1:00 a.m.

The motion was carried by the following vote:

Affirmative: Mmes. Aristote, Castillo-Ospina, Messrs. Donoso, González, Mrs. Munn, Mr. Nazco – 7

Negative: None

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