

BOARD OF EDUCATION
(Official)

October 20, 2022
Elizabeth, New Jersey

The regular agenda/business meeting of the Board of Education was called to order on October 20, 2022 at 6:30 p.m. in the Elizabeth High School Frank J. Cicarell Academy, 50 Morrell Street, Elizabeth, New Jersey.

Board President Rosa Moreno-Ortega welcomed everyone to the meeting.

Mrs. Moreno-Ortega called for School Business Administrator/Board Secretary Harold E. Kennedy, Jr. to read the following statement at 6:40 p.m.

“Ladies and Gentlemen, good evening. This is a combined regular agenda/business meeting of the Board of Education. Pursuant to New Jersey Statutes and the rules adopted by the Board of Education, notice of this meeting was sent to The Star Ledger and Cablevision of Elizabeth on October 14, 2022. In addition, this notice is posted on the Bulletin Board in the lobby of 500 North Broad Street, and pursuant to this act, a copy has been filed with the City Clerk of Elizabeth, New Jersey.

We want to welcome everyone present here and to our television viewers to this October 20, 2022 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. The presiding officer may interrupt, warn or terminate speaking when talking becomes personally directed, abusive, obscene, or irrelevant; request any individual to leave the meeting when that person does not observe reasonable decorum; request the assistance of law enforcement officers in the removal of a disorderly person when that person’s conduct interferes with the orderly progress of the meeting; call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action.

We also ask that you silence the sound on your electronic devices. Since it is legally mandated that these proceedings be accurately recorded, we may have to ask for order periodically should noise begin to interfere with our recording capabilities. We are pleased that you have taken time this evening to join us here for our Board of Education meeting. Thank you for your interest in the Elizabeth Public Schools.

There will be a public portion for citizens to address the Board. Participants for the public portion must personally sign-in prior to the 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: Diane Barbosa, Maria Carvalho, Iliana Chevres, Charlene Bathelus Dorgely (arr. 7:21 p.m.), Jerry Jacobs, Stanley Neron (arr. 8:20 p.m.), Stephanie Goncalves Pestana, Rosa Moreno-Ortega – 8

Absent: Nathalie Alcaide-Hernandez – 1

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

Mrs. Moreno-Ortega called for a moment of silence for the passing of retired supervisor of mathematics Paul Firetto, retired custodian at Nicholas Murray Butler School No. 23 Barry Patterson, and former Board member Dr. Paul Vaiana.

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

Pledge of Allegiance
National Anthem
Pledge of Ethics

Mrs. Carvalho read a resolution in memory of retired supervisor Paul Firetto.

Mrs. Goncalves Pestana read a resolution in memory of retired custodian Barry Patterson.

Mrs. Barbosa read a resolution in memory of former Board member Dr. Paul Vaiana.

Superintendent Olga Hugelmeyer stated that Governor Phil Murphy signed A-3392/S-3302 into law earlier this month. Mrs. Hugelmeyer stated that the bill will require a minimum of one student representative to be included on each board of education for school districts with grades 9-12 and on each board of trustees for charter schools with grades 9-12. Mrs. Hugelmeyer stated that under the new law, student representatives will be selected to serve as non-voting members for one school year term and students will serve on a rotational basis in public school districts with multiple high schools. Mrs. Hugelmeyer read the new Bylaw File Code 9421, Student Representative to the Board of Education, which was adopted by the Elizabeth Board of Education.

“The Elizabeth Board of Education values the ideas and input of the student body in the operation of the district and shall have student representation at its deliberations in public meetings.

1. One non-voting student representative of the board of education shall be chosen by the superintendent in consultation with the selection committee. Eligible applicants must be seniors and elected to Student Government. Student representatives of the board of education shall rotate monthly each school year among all the high school academies in the school district.
2. One student representative from each high school academy shall begin his/her term as a senior and remain as a representative for one year term. The announcement of any

- vacated representative position shall be made in September in time for the chosen representatives to participate in the regular board meeting in October;
3. Student representatives to the Board of Education must be a current resident of Elizabeth and attend an Elizabeth public high school academy.
 4. Student representatives must be in 12th grade during their term as a student representative.
 5. Student representatives must have a minimum GPA of 3.0 or higher, and in good standing.
 6. Student representatives are welcome to participate in all public deliberations of the board but will not vote on issues;
 7. Student representatives will receive a copy of the public Board agenda. Related materials may be provided at the discretion of the president of the board and/or the superintendent;
 8. When discussing issues at board meetings student representatives are encouraged to state whether they are expressing their own opinions or those of the students they represent.
 9. Student representatives must be actively involved in their school community and willing to work to support Elizabeth's public schools, on behalf of their peers, on a regular basis. It will be the responsibility of the student representative to periodically update the Board on school activities and to perform other duties as determined by the Board President in consultation with the Superintendent.
 10. Student representative must attend monthly Student Advisory Meetings comprised of Student Council representatives from all Elizabeth Public Schools High School Academies in order to represent his/her peers by communicating student opinions to the School Board, and reporting Board deliberations and actions to the student body.
 11. The student representative must be available to attend every public meeting.”

Mrs. Hugelmeyer introduced Admiral William F. Halsey, Jr. Health and Public Safety Academy Principal Christopher VanVliet to recognize Maria Alejandra Garcia Cabana, senior at Admiral William F. Halsey, Jr. Health and Public Safety Academy as a student representative to the Board of Education.

Mrs. Hugelmeyer introduced Marine Corps JROTC Master Sergeant Robert Gerald who presented Cadet Major Maria Alejandra Garcia Cabana with a certificate from the Board of Education in honor of the responsibility she has taken on in serving this special role. Master Sergeant Gerald stated that Cadet Major Garcia Cabana is an operations officer and has many responsibilities including conducting trainings for the Marine Corps JROTC rifle team and physical fitness team as well as setting up trips for the program. Master Sergeant Gerald stated that Cadet Garcia Cabana has learned and practiced the virtues of respect and discipline while demonstrating excellent leadership skills as a member of the Marine Corps JROTC program. Master Sergeant Gerald stated that these characteristics make her well prepared and highly qualified to serve this special role as a student representative to the Elizabeth Board of Education.

Superintendent of Schools Olga Hugelmeyer and Board members congratulated Maria Alejandra Garcia Cabana for being selected as the first student representative to the Board of Education.

Maria Alejandra Garcia Cabana, student representative to the Board of Education, stated that it is an honor to be here today representing all her fellow students. Miss Garcia Cabana stated that this is a huge step forward for the students of the Elizabeth Public Schools district. Miss Garcia Cabana stated that this Board is for the students and, as such, our voice should be counted as heavily as our numbers. Miss Garcia Cabana stated that for the first time a student sits here and has the opportunity to speak, not through a teacher or advisor, but through one of their own. Miss Garcia Cabana stated that she walks the halls with them, she sits in classes with them, she spends her lunches with them, and she is one of them. Miss Garcia Cabana thanked the Elizabeth Board of Education on behalf of the entire student body, for validating their concerns and giving them a seat at the table. Miss Garcia Cabana stated that this was a long time coming.

Mrs. Moreno-Ortega stated that it is an honor to witness for the first time having a student representative at our Board of Education and welcomed Maria Alejandra Garcia Cabana.

Mrs. Carvalho welcomed Maria Alejandra Garcia Cabana to the table. Mrs. Carvalho stated that Maria Alejandra Garcia Cabana brought her own chair and we look forward to hearing her concerns and listening to her input so that together we can all make a difference for the children.

Superintendent of Schools Olga Hugelmeyer presented the Five-Year 2022-2027 Strategic Plan. Mrs. Hugelmeyer stated that in 2015 the Elizabeth Board of Education adopted our previous strategic plan outlining the vision, promise, and the goals that would guide the ascension of the Elizabeth Public Schools as a high performing urban district. Mrs. Hugelmeyer stated that the plan identified six pillars upon which we would place our equity driven and achievement focused work. Mrs. Hugelmeyer stated that while guided by our previous strategic plan, EPS received a wide array of accolades and recognitions as a result of all the hard work and effort of all of its team members. Mrs. Hugelmeyer stated that throughout the implementation of this new strategic plan, we will continue to provide an innovative and personalized learning environment that ensures that every child achieves excellence. Mrs. Hugelmeyer stated that every component of this plan represents a series of beliefs and actions that will move us toward our vision.

Mrs. Hugelmeyer presented a PowerPoint slide and stated that the Elizabeth Public Schools implemented a process to determine the strategic direction for the district. Mrs. Hugelmeyer stated that the work culminated in a five-year plan, which includes establishing a comprehensive direction for school years 2022-2023 through 2026-2027. Mrs. Hugelmeyer stated that the district analyzed student academic data, engaged in 71 virtual individual and group interviews with parents, high school students, teachers, principals, union leaders, district administrators, and community leaders for a total of 284 participants. Mrs. Hugelmeyer stated that in addition, two retreats were held with the members of the Board of Education. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the data was collected from the interviews and surveys for the domains including school improvement, system alignment, teaching and learning, special populations, and family and community engagement. Mrs. Hugelmeyer stated that next, the district invited teachers and school administrators to a work group team meeting to review the data analysis and discuss priority student outcomes. Mrs. Hugelmeyer stated that the district's leadership team grouped that input into five priority student outcomes and five strategic themes that made up the strategic plan framework. Mrs. Hugelmeyer presented a PowerPoint slide and stated that following a review of the mission, priority student outcomes, themes, objectives, and strategies, the Board voted unanimously to approve the strategic plan in September 2022. Mrs.

Hugelmeyer stated that the Elizabeth Public Schools sincerely thanks the students, parents, team members, and school board and community members who participated in the development of the strategic plan. Mrs. Hugelmeyer stated that the next steps in the strategic planning process include continued work by the action teams to develop action plans, responsibilities and timelines, ongoing community engagement, budget planning, drafting of performance indicators and monitoring and reporting processes, and communications planning. Mrs. Hugelmeyer presented a PowerPoint slide and stated that the highlights from the prior strategic plans include our core values and promise to our students and commitment to our goals, our core beliefs and commitments which begins with our students, our theory of action, steps to success of our internal and external accountability, and measures of success for our students when they graduate from our school system.

Mrs. Hugelmeyer presented a PowerPoint slide about the 2022-2027 strategic plan and stated that it is tightly aligned with equity policy, restructuring plan, and state accountability plan. Mrs. Hugelmeyer stated that it infuses equity throughout and is a comprehensive approach to student success which will require transformation in how the district collects and reports data. Mrs. Hugelmeyer stated that there is a clear theory of action with well-defined non-negotiables for schools that serve as a foundation for performance management and continuous improvement. Mrs. Hugelmeyer stated that there are indicators of implementation as well as outcomes which will also foster a culture of equity and continuous improvement. Mrs. Hugelmeyer presented a PowerPoint slide about the strategic improvement planning pyramid and stated that it includes the vision, promise and beliefs, strategic goal areas, performance objectives, strategy map, performance measures, performance targets, initiatives and action steps, and department improvement plans. Mrs. Hugelmeyer presented a PowerPoint slide about fostering a culture of continuous improvement and stated that it includes the strategic goal areas and our strategy to reach our vision and promise, performance objectives so that we can have high level work to achieve desired results, performance measures that are high level indicators that are tracked in each of the five years to report progress in each performance objective, and initiatives and action steps of how you will improve performance and the things you will do to complete the initiative that support the education of our children. Mrs. Hugelmeyer presented a PowerPoint slide showing the 2022-2027 Elizabeth Public Schools Strategy Map and stated that we maintained the same structure with the foundation of core beliefs and commitments, managed performance/empowerment, and equity, expectations and excellence. Mrs. Hugelmeyer stated that the five pillars include teaching and learning, social and emotional wellness, workforce development, parent and community engagement, and organizational effectiveness. Mrs. Hugelmeyer stated that these are guided by our goals which will help us to strive toward our vision and continue our commitment to our students. Mrs. Hugelmeyer presented PowerPoint slides and stated that our vision is that the Elizabeth Public Schools will be one of the highest performing urban school districts in the nation, our promise is to provide an innovative and personalized learning environment that ensures that every child achieves excellence, and our goal of college preparedness and career readiness for every child. Mrs. Hugelmeyer presented a PowerPoint slide and stated that our supports for our goal include the steps to success, measures of success, and the portrait of a graduate. Mrs. Hugelmeyer explained that the steps to success include goals for the end of PreK-4, end of grade 3, end of grade 5, end of grade 8, end of grade 9, and end of high school. Mrs. Hugelmeyer stated that the measures of success continue to include that 100% of EPS graduates will meet the requirements to enter a 2 or 4 year college, a technical school, or service to our nation and/or will hold a license or certificate enabling them to enter the workforce;

90% of EPS graduates will enroll in at least one advanced placement course before graduating and maintain a 3.0 GPA or higher throughout high school; and 90% of EPS students will graduate on time. Mrs. Hugelmeyer presented a PowerPoint slide showing the portrait of a graduate and stated that our work with AVID has three key areas that help to prepare our students including student agency, rigorous academic preparedness, and opportunity knowledge. Mrs. Hugelmeyer stated that it is not just in the realm of academics but it is also focusing on the importance of adding life skills with the capacity to live in a multi-cultural and multi-racial world. Mrs. Hugelmeyer presented a PowerPoint slide showing the 2022-2027 theory of action for improvement. Mrs. Hugelmeyer stated that we will be talking about this throughout the year through our PLCs, as we conduct our data consults, and as we respond with the appropriate student interventions. Mrs. Hugelmeyer presented a PowerPoint slide and stated that there are five goals including teaching and learning, social and emotional wellness, workforce development, family and community engagement, and operational effectiveness. Mrs. Hugelmeyer presented a PowerPoint slide about the first area of teaching and learning and stated that the performance objective is to enhance teaching and learning to provide all students with personalized pathways to success and the performance measures include implementation of curriculum measured by classroom observations; student performance and reduction in achievement gaps as measured by formative and summative assessments; student access to and success in rigorous courses and programs disaggregated by race and ethnicity, economically disadvantaged, special education, and ELL; and retention of students in ninth grade.

Mrs. Hugelmeyer presented a PowerPoint slide and stated that the second area is social and emotional wellness of students and staff. Mrs. Hugelmeyer stated that the performance objective is to support the social emotional wellness of all students and staff to promote a safe environment in which all feel a sense of belonging. Mrs. Hugelmeyer stated that the performance measures include a sense of belonging of students disaggregated by ethnicity, economically disadvantaged, special education, and ELL; suspension of students disaggregated by ethnicity, economically disadvantaged, special education, and ELL; safe school environment for staff disaggregated by race and ethnicity, economically disadvantaged, special education, and ELL; and improved attendance and/or reduced chronic absenteeism by school and disaggregated by ethnicity, economically disadvantaged, special education, and ELL. Mrs. Hugelmeyer presented a PowerPoint slide showing the next goal area of workforce development. Mrs. Hugelmeyer stated that the performance objective is to hire, develop, and retain staff to establish a highly effective and diverse workforce.

Mrs. Hugelmeyer stated that the performance measures include providing high-quality induction and retention programs for all new staff, teachers, and administrators; building the instructional leadership of school principals and school vice principals; providing teachers, school and district administrators, and all support personnel, as appropriate, with opportunities to advance knowledge, skills, and understanding of all aspects of leadership development; and administrators, teacher, and staff have a sense of belonging and support measured with surveys.

Mrs. Hugelmeyer presented a PowerPoint slide showing the next goal for family and community engagement. Mrs. Hugelmeyer stated that the performance objective is to strengthen the engagement of all members of the EPS learning community to improve outcomes for students and their families. Mrs. Hugelmeyer stated that the performance measures include increased student and caregiver sense of trust and belonging in schools and understanding of school and district expectations; increased belief and commitment to school and district priorities among team members; and increased student and family access and supports and services. Mrs. Hugelmeyer

presented a PowerPoint slide showing the fifth goal of operational effectiveness. Mrs. Hugelmeyer stated that the performance objective is to promote a culture of excellent customer service, reciprocal accountability, and continuous improvement across the district. Mrs. Hugelmeyer stated that the performance measures include principal satisfaction with central office supports, implementation of district's instructional and operational non-negotiables, meeting of performance measures established and reported on by each central office department, and implementation of long-range facilities plan. Mrs. Hugelmeyer stated that this concluded the presentation.

Mrs. Moreno-Ortega called for Board member Jerry Jacobs to present an update on negotiations.

Mr. Jacobs, Negotiations Committee Chairperson, stated that two weeks ago, the Elizabeth School District proposed a new contract that will give all employees an average of 11.5% salary increase over three years. Mr. Jacobs stated that in contract negotiations with the NJ Public Employee Relations Commission mediator, the district proposed salary increases of 3.9%, 3.65%, and 3.61% over three years. Mr. Jacobs stated that they urged the teachers and members to look at other districts and what they have settled their contracts for and the percentages as of this year and the offer that the Board has put forward to the union. Mr. Jacobs stated that the proposal would yield a generous contract for any PreK-12 district in Union County and one of the most generous contracts in all of New Jersey. Mr. Jacobs stated that the contract offer is a measure of how much we value our employees. Mr. Jacobs stated that the district has informed the State mediator that it stands willing to meet any time to finalize an agreement.

Mrs. Moreno-Ortega called for a short recess at 7:35 p.m.
The Board reconvened in public at 7:40 p.m.

Mr. Jacobs continued with the negotiations update. Mr. Jacobs stated that the employees' representatives have indicated they cannot meet again until November. Mr. Jacobs stated that we are hoping for an earlier resolution but have not yet received a response from the employees' representative. Mr. Jacobs stated that we wanted to keep everyone in the community informed as we said we would.

Mrs. Moreno-Ortega called for Mr. Kennedy to read the following public participation statement:

“At this time, the microphones are open for public comment to those who have personally signed in prior to this session. I shall call individuals to the microphone based on the order of the sign-in. Each statement made by a participant shall be limited to three minutes in duration. The time limit will be strictly enforced, and audio transmission will be terminated at the end of three minutes. The total time of public comment shall be limited to 60 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 participation 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. The presiding officer may: interrupt, warn or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant; request any individual to leave the meeting when that

person does not observe reasonable decorum; request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting; call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action. As a reminder this is a meeting of the Board in public, not a meeting of the public."

Mr. Kennedy called upon the first public participant, Vivian Figueroa-Roman, to address the Board.

Vivian Figueroa-Roman, Elizabeth, spoke about the lack of a union contract.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Anne Marie Calzolari, to address the Board.

Anne Marie Calzolari, Cranford, spoke about the lack of a union contract.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Anne Eiring, to address the Board.

Anne Eiring, EEA Treasurer, spoke about problems with contract negotiations.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Carol DiGirolamo, to address the Board.

Carol DiGirolamo, Matawan, spoke about the lack of a union contract.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, John Griffin, to address the Board.

John Griffin, EEA President, spoke about the problems with negotiations.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called upon the next public participant, Leo Caramazana, to address the Board.

Leonardo Caramazana, EEA 1st Vice President, spoke in Spanish about problems with contract negotiations.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called upon the next public participant, Elizabeth Cobas, to address the Board.

Elizabeth Cobas, Somerset, spoke about her resignation.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Patricia Brady, to address the Board.

Patricia Brady, Cranford, spoke about the Orton Gillingham program to help students and requested an afterschool program.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Debbie Spiegel, to address the Board.

Debbie Spiegel, Union Beach, spoke about problems at School No. 2.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Jackie Encarnacion, to address the Board.

Jackie Encarnacion, Edison, stated that she did not want to speak.

Mr. Kennedy called upon the next public participant, Nick Nicoletta, to address the Board.

Nick Nicoletta, EEA 2nd Vice President, spoke about problems with contract negotiations.

Mrs. Moreno thanked him for his comments.

Mr. Kennedy called upon the next public participant, Desiree Nana, to address the Board.

Desiree Nana, Elizabeth, spoke in support of teachers.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Nikita Clarke-Huff, to address the Board.

Nikita Clarke-Huff, Elizabeth, spoke about the lack of subs and questioned the secretarial work schedule.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Marie Tichenor, to address the Board.

Marie Tichenor, Westfield, spoke about the lack of a union contract.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Carmen Bernasconi, to address the Board.

Carmen Bernasconi, Hillsborough, spoke about the lack of a union contract.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Giselle Best, to address the Board.

Giselle Best, Elizabeth, spoke about problems at School No. 2.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Christina Rangel, to address the Board.

Christina Rangel, Elizabeth, spoke about the teacher shortage and the lack of speech therapy services.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Christina Moreira, to address the Board.

Christina Moreira, Elizabeth, congratulated the student representative and thanked the Superintendent and Mr. Candelino for the special needs swim program. Mrs. Moreira spoke about special education, ESL, and SEPAC.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Jeremiah LaPorte, to address the Board.

Jeremiah LaPorte, student, stated that he recently spoke at a NJ State Committee meeting in Trenton concerning mental health. Mr. LaPorte spoke about the YES Program and the need for mental health resources for students.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called upon the next public participant, Lee Pereira, to address the Board.

Lee Pereira, Elizabeth, spoke in support of the teachers and thanked the district for the basketball program.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called upon the next public participant, Michelle Santos, to address the Board.

Michelle Santos, Elizabeth, thanked the district for the special needs Saturday program and spoke about the lack of a union contract.

Mrs. Moreno-Ortega thanked her for her comments.

Mr. Kennedy called upon the next public participant, Takeyah Sessoms, to address the Board.

Takeyah Sessoms, Elizabeth, spoke about a problem with her son.

Mrs. Moreno thanked her for her comments.

Mr. Kennedy called upon the next public participant, Jonathan Yelverton, to address the Board.

Jonathan Yelverton, Linden, spoke about racism.

Mrs. Moreno-Ortega thanked him for his comments.

Mr. Kennedy called upon the next public participant, Kason Little, to address the Board.

Kason Little, Elizabeth, spoke about an incident.

Mrs. Moreno-Ortega thanked him for his comments. Since there were no other public participants signed in to address the Board, Mrs. Moreno-Ortega closed this portion of the meeting.

Mr. Jacobs recognized Jeremiah LaPorte who reached out to him earlier this week in reference to him testifying in front of the NJ State Committee concerning mental health. Mr. Jacobs stated that is something that Jeremiah has been championing for quite some time. Mr. Jacobs stated Jeremiah contacted him and told him he was interested in doing it but what impressed him the most about Jeremiah was his initiative to reach out to the State Committee to request to testify and they granted him the opportunity to do so. Mr. Jacobs stated that Jeremiah spoke with him yesterday after his testimony and told him how well it had gone and that he had represented the City of Elizabeth well. Mr. Jacobs stated that Jeremiah mentioned the fact that Assemblywoman Angela McKnight and Assemblywoman Verlina Reynolds Jackson were in attendance and they praised him on the great job that he did. Mr. Jacobs stated that he reached out to Assemblywoman Verlina Reynolds Jackson last night and asked how Jeremiah did and she responded that he was awesome and really represented our district well and was really

knowledgeable about the program and how important it was for mental health. Mr. Jacobs stated that we should take a moment to recognize something that a young man is doing in our community for our students, schools, and community. Mr. Jacobs stated that he appreciates Jeremiah LaPorte and thanked him.

Mrs. Moreno-Ortega thanked Mr. Jacobs.

Board President Rosa Moreno-Ortega requested a motion to go into Private Session to consider matters exempt under the Open Public Meetings Act, specifically for discussion of personnel matters; legal matters, specifically, settlement R.M., land acquisition; and workers' compensation matters, specifically, A.M. and G.L. The Board will reconvene in public and may add to the agenda.

A motion was made by Mrs. Chevres, seconded by Mrs. Goncalves Pestana, to go into private session at 8:57 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Chevres, Bathelus Dorgely, Messrs. Jacobs, Neron, Mmes. Goncalves Pestana, Moreno-Ortega – 8

Negative: None

A motion was made by Mrs. Barbosa, seconded by Mrs. Goncalves Pestana, to reconvene in public session at 11:45 p.m.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Chevres, Bathelus Dorgely, Messrs. Jacobs, Neron, Mmes. Goncalves Pestana, Moreno-Ortega – 8

Negative: None

Mrs. Moreno-Ortega called for School Business Administrator/Board Secretary Harold E. Kennedy, Jr. to add additional items to the agenda.

Mr. Kennedy stated that in addition to the items listed on the index for tonight's meeting, the following items need to be added to the agenda:

First Reading of Revised Policy 5131.1 Harassment, Intimidation and Bullying
Resolution – Settlement Agreement – R.M.

Mrs. Hugelmeyer stated that we are required by state law to present the Harassment, Intimidation and Bullying Self Assessment two times per year. Mrs. Hugelmeyer stated that tonight she is presenting a PowerPoint report, *Assessing Our Performance Under the Anti-Bullying Bill of Rights*. Mrs. Hugelmeyer stated that the schools complete the self-assessment at the end of each school year and tonight she is presenting the results for the 2021-2022 school year.

Mrs. Hugelmeyer stated that a No Bully Zone is important and in Elizabeth it is important to make the school a thriving heart of the community, a place that people love, a place with quality teaching, and a place where parents want to send their children. Mrs. Hugelmeyer stated that a child's future and their family's future is really improved with good access to education and support.

Mrs. Hugelmeyer stated that a rubric was developed by the State to aide districts in assessing the school's efforts and improving their Anti-Bullying Bill of Rights programs. Mrs.

Hugelmeyer stated that the rubric was designed to be a growth model and to be used to enhance programs at schools and districts and consists of eight core elements and twenty-six indicators with each indicator having a score of zero to three points. Mrs. Hugelmeyer explained that the first core element deals with programs, approaches, and initiatives and whether they are designed to create a better school climate. Mrs. Hugelmeyer stated that the second core element is training on our policy and includes looking at who we have to train, making sure our policy includes the protected classes under the law, and that we discuss the policy with students in an age-appropriate manner. Mrs. Hugelmeyer stated that the third core element is about staff instruction and training programs and there is a requirement in the law that in every five-year cycle certified staff have to get two hours of HIB training and suicide training. Mrs. Hugelmeyer stated that the Anti-Bullying Specialists have to be able to meet with the Anti-Bullying Coordinator during school time and to be able to receive training during that time. Mrs. Hugelmeyer stated that we have to be able to provide professional development to the school safety and climate team, which is a group that oversees the process at each school, and that school leaders have also received the appropriate information. Mrs. Hugelmeyer stated that the fourth core element is curriculum and instruction and although it does not have a lot of indicators within this core element it is important because it is assessing how the school is providing appropriate instruction within the curriculum and whether the school and district are observing the Week of Respect which is the first full week in October. Mrs. Hugelmeyer stated that the fifth core element is regarding HIB required personnel and whether there is an Anti-Bullying Specialist who met at least two times per school year with the anti-bullying coordinator. Mrs. Hugelmeyer stated that it assesses whether we met the minimum requirement of meetings which we do and surpass and that the school safety team met in the appropriate manner. Mrs. Hugelmeyer stated that the sixth core element is whether we have implemented the district's procedure for reporting HIB that includes all required elements and whether we have the procedure for reporting new information on a prior HIB report. Mrs. Hugelmeyer stated that the seventh core element is our actual procedure and this deals a lot with timelines and did we meet all the timelines including doing investigations within ten school days and sending the results to the superintendent within the two days of the completed investigation. Mrs. Hugelmeyer stated that the last core element is HIB reporting and is there a system for our staff to report things. Mrs. Hugelmeyer stated that our HIB assessment scores are on the main website and each individual school website.

Mrs. Hugelmeyer explained the scoring and that zero is for not meeting the requirements, 1 is for partially meeting the requirements, 2 is for meeting all the requirements, and 3 is for exceeding the requirements. Mrs. Hugelmeyer stated that to meet and exceed the requirement there are a lot of indicators on the rubric that the school has to meet. Mrs. Hugelmeyer stated that the highest possible score is 78, which means that every indicator was scored a 3 and they have exceeded every indicator. Mrs. Hugelmeyer stated that a score of 52 means all of the indicators were met. Mrs. Hugelmeyer stated that our schools this year ranged from 60 to 76, and all thirty-seven schools scored a 60 or more which is meeting the requirements. Mrs. Hugelmeyer stated that the average score across all the schools becomes the district score which is 68 and is up from 67 for the 2020-2021 school year.

Mrs. Hugelmeyer stated that the self-assessment process is that all of the school safety and climate teams complete the self-assessment. Mrs. Hugelmeyer stated that they input the information on the NJDOE website and the results are then presented to the public. Mrs. Hugelmeyer stated that then we receive approval from the Board of Education as well as assurances from the Superintendent. Mrs. Hugelmeyer stated that after that is completed, we

submit all of our self-assessments to the NJDOE for the school year and after it is approved, then the results are uploaded to our websites. Mrs. Hugelmeyer presented PowerPoint slides showing the scores for each school and stated that the HIB Self Assessment for the school year shows how well our district is implementing the Anti-Bullying Bill of Rights.

Mrs. Hugelmeyer stated that the highlights of our work to date include an annual Week of Respect, district training for our team members, state and county training for the Anti-Bullying Coordinator, and guest speakers who address different aspects of anti-bullying at the schools virtually. Mrs. Hugelmeyer stated that we have contracted with the community program called Breaking the Cycle. Mrs. Hugelmeyer stated that we have HIB character education programs including Positive Behavior Supports in School (PBSIS), Panorama Education/SEL surveying of students and parents, Bully-Busting Curriculum, Harmony Power Awards, Relationship Violence Prevention Training, and Gaggle Therapy. Mrs. Hugelmeyer stated that this is the ninth year that we are using the HIBster reporting system which is a streamlined way to process the incidents in a most efficient manner.

Mrs. Hugelmeyer stated that the work ahead of us is to analyze self-assessments by school, ensure ongoing parental involvement on our School Safety/Climate Teams for all of our schools, focus on working with the School Safety/Climate Teams in improving school climate at all schools, focus on providing the most effective and appropriate interventions and consequences for each HIB investigation, and implementing and proactively addressing Social Emotional Learning/HIB Character Education in-person and virtual programming for all schools. Mrs. Hugelmeyer stated that the Panorama Education – Social Emotional Learning Program has been expanded to all 37 schools and includes surveying our parents. Mrs. Hugelmeyer presented PowerPoint slides showing the artwork and activities in the schools to create a positive atmosphere.

Mrs. Hugelmeyer asked if there were any questions and if there was anyone who would like to comment on tonight's report. There were no questions or comments from members of the public.

Mrs. Hugelmeyer stated that according to Board Policy 5131.1 Harassment, Intimidation, and Bullying (HIB) and New Jersey Statute 18A:37 the results of each investigation shall be reported to the Board of Education no later than the date of the next Board meeting following completion of each investigation and include any services provided, training established, discipline imposed, or other action that was taken or recommended.

Mrs. Hugelmeyer stated that at the next regularly scheduled meeting after Board members receive the report of HIB investigations, the statute requires that the Board issue a decision in writing to affirm, reject, or modify the Superintendent's decision pertaining to the cases that were reported to the Board members at the last meeting. Mrs. Hugelmeyer stated that there were no HIB investigations that were completed or reported at the September 22, 2022 Board meeting, therefore, the Board does not have to vote to affirm, reject or modify any cases previously reported this evening.

Mrs. Moreno-Ortega thanked Superintendent Hugelmeyer for the reports.

Mr. Kennedy stated that Miscellaneous Communications is part of the agenda and requested each committee chairperson to read highlights from the minutes of the committee meetings since our last Board meeting.

School Properties Committee

Chairperson Maria Carvalho stated that the school properties committee meeting was held on Thursday, October 6, 2022. Mrs. Carvalho stated that Board Vice President Iliana Chevres, Board members Jerry Jacobs and herself, School Business Administrator Harold E. Kennedy, Jr., Superintendent Olga Hugelmeyer, Co-General Counsel Jonathan Williams, and John F. Malone, J.S.C., Retired, Esq., of LaCorte, Bundy, Varady and Kinsella Attorneys at Law were present. Mrs. Carvalho stated that the committee discussed the availability of a property located on South Broad Street and this matter will be discussed during the executive session at this month's Board meeting. Mrs. Carvalho stated that the second item that was discussed included the availability to lease property located on East Jersey Street which would serve as an annex and provide twelve additional classrooms.

Negotiations Committee

Chairperson Jerry Jacobs stated that the negotiations committee meeting was held on Thursday, October 6, 2022. Mr. Jacobs stated that Board members Diane Barbosa, Stephanie Goncalves Pestana and himself, School Business Administrator Harold E. Kennedy, Jr., Superintendent Olga Hugelmeyer, Co-General Counsel Jonathan Williams, John F. Malone, J.S.C., Retired, Esq., of LaCorte, Bundy, Varady and Kinsella Attorneys at Law, Michael Oppicchi, Esq., DeCotiis, Fitzpatrick & Cole, LLP, Dieter Lerch, Lerch, Vinci and Bliss LLP were present. Mr. Jacobs stated that a summary of the mediation session held on Wednesday, October 5, 2022 was provided to the committee.

Education Management Committee

Chairperson Charlene Bathelus Dorgely stated that the education management committee meeting was held on Tuesday, October 11, 2022. Mrs. Bathelus Dorgely stated that Board members Diane Barbosa, Jerry Jacobs, Stephanie Goncalves Pestana and herself, School Business Administrator Harold E. Kennedy, Jr., Superintendent Olga Hugelmeyer, Co-General Counsel Jonathan Williams, and John F. Malone, J.S.C., Retired, Esq., of LaCorte, Bundy, Varady and Kinsella Attorneys at Law were present. Mrs. Bathelus Dorgely stated that the committee discussed the agenda items including a review and discussion of the open positions throughout the district per department/category. Mrs. Bathelus Dorgely stated that the committee suggested posting a flyer on all social media pages in an effort to recruit candidates.

Mrs. Bathelus Dorgely stated that the next agenda item was an update on the Covid Communication Plan. Mrs. Bathelus Dorgely stated that a virtual instructional plan was submitted on September 30th to NJDOE and approved and is posted on the district's website. Mrs. Bathelus Dorgely stated that in April 2020, Governor Murphy signed bill A-3904 into law (P.L.2020, c.27, or "Chapter 27"), which in part requires each school district to annually submit a proposed program for emergency virtual or remote instruction (Plan) to the New Jersey Department of Education (Department). Mrs. Bathelus Dorgely stated that this law provides for the continuity of instruction in the event of a public health-related district closure by permitting school districts to utilize virtual or remote instruction to satisfy the 180-day requirement pursuant to N.J.S.A. 18A:7F-9. Mrs. Bathelus Dorgely stated that the Department of Education has issued "Local Educational Agency Guidance for Chapter 27 Emergency Virtual or Remote Instruction Programs for the 2022-2023 School Year (SY)," which includes a checklist identifying components that must be included in an LEA's Plan. Mrs. Bathelus Dorgely stated that by September 30, 2022, each Chief School Administrator must submit the LEA's Plan for the 2022-2023 school year, approved by their

district board of education, and the completed checklist to their county office of education. Mrs. Bathelus Dorgely stated that the school district must also post their plan on their website.

Mrs. Bathelus Dorgely stated that the next agenda item was transportation and bus drivers, how many buses we have and do we need to purchase any new buses and are there any issues with the bussing routes. Mrs. Bathelus Dorgely stated that we are anticipating receiving two new buses in a couple of weeks. Mrs. Bathelus Dorgely stated that a total of 25 new buses are currently part of our fleet and no additional buses are needed at this time. Mrs. Bathelus Dorgely stated that the only challenge is Durham Transportation Company which currently has three contracted routes and they have not been on time to pick up/drop off. Mrs. Bathelus Dorgely stated that in addition, there are currently open positions for a bus driver and five substitute drivers.

Mrs. Bathelus Dorgely stated that the next item was about schools and if there were any issues with PreK, elementary grades 1-5, middle school grades 6-8, or high school grades 9-12. Mrs. Bathelus Dorgely stated that the two main issues that principals have raised in our meetings include teacher attendance and vaping. Mrs. Bathelus Dorgely stated that for teacher attendance, a total of 60 teachers have taken five or more days to date. Mrs. Bathelus Dorgely stated that there are 628 cases of vaping for 2021-2022. Mrs. Bathelus Dorgely stated that the committee has requested information regarding the cost of the individual test and the cost expended in 2021-2022. Mrs. Bathelus Dorgely stated that the committee expressed the concern with the impact on instructional time.

Mrs. Bathelus Dorgely stated that the next area was food services. Mrs. Bathelus Dorgely stated that on October 26th, students are classified as Free/Reduced or paid at the present time. Mrs. Bathelus Dorgely stated that if the application is not submitted, then the student status is converted to paid. Mrs. Bathelus Dorgely stated that the current classification dated back to three years. Mrs. Bathelus Dorgely stated that the incentive to continue to receive P-EBT cards is that families that were classified as Free/Reduced were provided a summer benefit in the amount of \$391.00 per eligible student.

Mrs. Bathelus Dorgely stated that the next area was an update regarding future football games. Mrs. Bathelus Dorgely stated that currently there are two games that remain on the schedule including a home game on Saturday October 15th at 12:30 p.m. and one away game scheduled for October 21st. Mrs. Bathelus Dorgely stated that electronic ticketing was implemented at the October 4th game and we pay 2% of the ticket sales.

Mrs. Bathelus Dorgely stated that the next area is interviews for principals, vice principals, supervisors, directors, etc. Mrs. Bathelus Dorgely stated that currently there is an open position for a supervisor of security and the dates and times proposed for interviews are being finalized.

Mrs. Bathelus Dorgely stated that the next item is residency issues or upcoming hearings. Mrs. Bathelus Dorgely stated that currently we do not have a request for any residency appeals and the investigators have been working on residency verification of students in all schools.

Mrs. Bathelus Dorgely stated that the next area is the current initiatives for the mental health of the school community, staff, and students. Mrs. Bathelus Dorgely stated that during our committee meeting, the district website was shared including services for parents, students, and staff. Mrs. Bathelus Dorgely stated that the Interim Commissioner of Education had requested that our district showcase our district website dedicated to mental health services last month. Mrs. Bathelus Dorgely stated that the committee proposed that that a letter be sent to employees advising how they can avail themselves of the services. Mrs. Bathelus Dorgely stated that recently, Gov. Murphy announced a new initiative that replaces School-Linked Services (SLS) which today is limited in scope and reach. Mrs. Bathelus Dorgely stated that of the nearly 1.4 million students

in the NJ public school system, only 25,000 to 30,000 students (approximately 2% of the student population) are supported by the state's School-Linked Services Program annually. Mrs. Bathelus Dorgely stated that while the existing network provides meaningful support to many of the students it serves, it has not comprehensively adopted evidence-based approaches in use in many other parts of the United States, is not poised to be scalable to all school districts in the State and due to inconsistent operating models, it is not positioned to maximize federal funding streams. Mrs. Bathelus Dorgely stated that the newly designed NJ Statewide Student Support Service (NJ4S) Network will modernize and expand New Jersey's School-Linked Services to increase its reach far beyond the 2% of New Jersey students that are currently engaged, while ensuring continuity of supports; will directly engage youth, parents, and community leaders in design and implementation of regional programming; will be formally integrated with other major youth-serving systems throughout the State; and will maximize resources through the use of innovative statewide hub and spoke model. Mrs. Bathelus Dorgely stated that these reforms are timed to be fully operational for the 2023-2024 school year. Mrs. Bathelus Dorgely stated that this announcement is significant because it impacts EPS negatively. Mrs. Bathelus Dorgely stated that currently the YES Program is funded by SLS through RWJ/Trinitas Hospital and the services are onsite at both Jefferson Academy and Halsey Academy. Mrs. Bathelus Dorgely stated that RWJ/Trinitas Hospital was already informed that this is the last year of their funding. Mrs. Bathelus Dorgely stated that the committee stated that this was an opportunity to make our Senators aware of the impact on the direct services of our students. Mrs. Bathelus Dorgely stated that our students will not travel to a hub but they need to have access onsite.

Mrs. Bathelus Dorgely stated that the next area is an update on the company handling substitutes and the hiring process. Mrs. Bathelus Dorgely stated that ESS has been able to cover the 131 long term leaves/vacancies that we currently have and in addition, they are covering paraprofessionals (personal and 504 assistants). Mrs. Bathelus Dorgely stated that ESS is currently hiring to ensure that each school has two full time permanent substitutes.

Mrs. Bathelus Dorgely stated that the next area is the update on the implementation of the student representation policy. Mrs. Bathelus Dorgely stated that each school has submitted their applications and two high schools submitted two applicants names. Mrs. Bathelus Dorgely stated that a committee met this past week and submitted the final applicant's name. Mrs. Bathelus Dorgely stated that on Monday, October 17th, all seven student representatives met with the Student Government President and the representatives from each class (grades 9, 10, and 11) and was facilitated by a high school principal and teacher advisor. Mrs. Bathelus Dorgely stated that the students will determine the schedule for the meetings and which high school will be represented first. Mrs. Bathelus Dorgely stated that the expectation is for the student representative to read a report at the Board meeting that summarizes the activities currently taking place in their high school. Mrs. Bathelus Dorgely stated that the Superintendent will be meeting with the student representative to provide an orientation in preparation for the October 20th Board meeting.

Mrs. Bathelus Dorgely stated that the next area is any grants the district is working on and what are they for. Mrs. Bathelus Dorgely stated that currently we are managing the ESSER and the American Rescue Plan funding that totals \$67 million.

Mrs. Bathelus Dorgely stated that the next area is the safety and security concerns. Mrs. Bathelus Dorgely stated that a summary of the incident reports is shared electronically with the Board every two weeks. Mrs. Bathelus Dorgely stated that the committee requested the statistics by individual school. Mrs. Bathelus Dorgely stated that the current system provides incidents by date order only. Mrs. Bathelus Dorgely stated that a summary will be provided with the categories

and the number of incidents. Mrs. Bathelus Dorgely stated that categories, such as vaping, will be highlighted for the purpose of tracking the data.

Mrs. Bathelus Dorgely stated that Board member Diane Barbosa suggested that the ASSA Student Enrollment Report be provided to the Board. Mrs. Bathelus Dorgely stated that the October 15th enrollment report determines the funding that the district will receive in 2023-2024.

Special Education Committee

Chairperson Diane Barbosa stated that the special education committee meeting was held on Friday, October 14, 2022. Mrs. Barbosa stated that Board President Rosa Moreno-Ortega, Board Vice President Iliana Chevres, Board members Jerry Jacobs and herself, Director of Special Education Diana Pinto-Gomez, Richard Flaum, Esq., of DeFrancesco Bateman Kunzman, Davis, Lehrer, & Flaum, P.C., School Business Administrator Harold E. Kennedy, Jr., Superintendent Olga Hugelmeyer, Co-General Counsel Jonathan Williams, and John F. Malone, J.S.C., Retired, Esq., of LaCorte, Bundy, Varady and Kinsella Attorneys at Law were present. Mrs. Barbosa stated that the committee was briefed by our special education counsel on various matters. Mrs. Barbosa stated that Dr. Pinto-Gomez reported on the current enrollment of students in the district and at the out-of-district schools and the committee discussed the increase in enrollment in comparison to previous years. Mrs. Barbosa stated that currently, our district has a 12.4% classification rate and the committee requested an analysis of all large urban school districts. Mrs. Barbosa stated that the E-SEPAC executive committee will be meeting for a formal training on October 18th. Mrs. Barbosa stated that the committee discussed the academic/enrichment program offerings for the 2022-2023 school year. Mrs. Barbosa stated that currently the basketball clinic is taking place at School No. 30 on Saturdays and a soccer clinic will be offered in the Spring. Mrs. Barbosa stated that the Division of Athletics is offering sports clinics that include swimming for our special needs students in grades 1-4 and 5-8. Mrs. Barbosa stated that an academic growth program will be launched beginning October 25th in grades K-12. Mrs. Barbosa stated that the committee reviewed resources available on our webpage for parent engagement and suggested launching a community calendar to announce the monthly activities.

Mrs. Moreno-Ortega thanked them for the reports.

Mr. Neron stated that on the agenda tonight is a resolution for the Anti-Litter Campaign. Mr. Neron stated that there are a lot of great campaigns that come across the table and one of them is the Anti-Litter Campaign that many schools have done in keeping pride and taking ownership of their community. Mr. Neron thanked the district for bringing this campaign forward and making sure that district-wide we celebrate this. Mr. Neron stated that schools can engage in community engagement, volunteering, and taking pride in our community and keeping our schools clean. Mr. Neron stated that oftentimes when he travels to schools, he lets the children know they are in the best schools in the City and it is because they are there and take ownership of their community and take pride in their classrooms. Mr. Neron stated that let this be something that we celebrate not only district-wide but also in our community and neighborhoods.

Mrs. Moreno-Ortega thanked Mr. Neron.

Mrs. Moreno-Ortega asked for a motion and second to adopt the following agenda:

- Minutes of the Meetings of September 22 and 24, 2022
- Secretary/Treasurer's Report for the Month of August 2022
- Personnel Report
- Supplemental Personnel Report
- Tuition Report
- Superintendent's Report – Considerations
- Superintendent's Report – Use of Facilities
- Supplemental Superintendent's Report – Use of Facilities
- Superintendent's Report – Field Trips
- Superintendent's Report – Harassment, Intimidation, and Bullying Investigative Report - None
- Authorization Report
- Supplemental Authorizations Report
- Finance and Accounting Report – Authorization to Pay Vouchers
- Finance and Accounting Report – Transfer of Funds
- Award of Contracts Report
- Supplemental Award of Contracts Report
- Miscellaneous Communication – Committee Reports
- Claims List
- Resolution – National Parental Involvement Day
- Resolution – Puerto Rican Heritage Month
- Resolution – Veteran's Day
- Resolution – National French Week
- Resolution – Anti-Litter Campaign
- Resolution – Authorization of Lease for St. Anthony and Our Lady of Guadalupe
- Resolution – Payment for Unused Sick Days
- Resolution – Payment for Unused Vacation Days
- Resolution – Remembrance – Paul Firetto
- Resolution – Remembrance – Barry Patterson
- Resolution – Remembrance – Paul Vaiana, M.D.
- Resolution – Settlement Agreement – R.M.

A motion was made by Mr. Neron, seconded by Mrs. Goncalves Pestana, to adopt the above agenda.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho (abstain- Authorization Report – M.C.), Chevres (abstain- Personnel Report – M.C., J.S.; Authorization Report – M.C.; Award of Contracts Report – Prevention Links), Bathelus Dorgely, Messrs. Jacobs, Neron (abstain- Personnel Report – D.D., G.M.; Award of Contracts Report – Prevention Links), Mmes. Goncalves Pestana, Moreno-Ortega – 8

Negative: None

Mrs. Moreno-Ortega asked if any Board members have questions or comments.

Mr. Neron stated that he wanted to speak about the occurrences that happened tonight. Mr. Neron apologized to the school community and the Board for any mischaracterization of the Board. Mr. Neron stated that one thing that should not be tolerated is any forms of disrespect to this Board, this governing body, this administration, or to the community that we serve. Mr. Neron stated that as elected officials, we have a responsibility to govern and govern with diligence, respect, and integrity. Mr. Neron stated that he feels that the public has the same responsibility when we are speaking about our children in the school community. Mr. Neron stated that someone made a comment that we don't govern the public or we are not the bosses of the public. Mr. Neron stated that we don't think that we are by far. Mr. Neron stated that he respects free speech and free speech is warranted and people should have the opportunity to speak in open public session and speak their mind. Mr. Neron stated that, however, he thinks it should be done with respect, done with dignity, and that it is done with integrity since the premise of what we do is to serve the community at large and we serve our children. Mr. Neron stated that there are certain types of language that we should be using and certain types of characterization that we should be using in a manner of respect regardless of how you feel about particular issues, political views, personal perspective, and so forth. Mr. Neron stated that when people overstep those boundaries it is very clear in our basic rules that we have: time limits strictly enforced, no personal attacks on individuals, and no vulgar or indecent language. Mr. Neron stated that when you cross that line, we should not tolerate those types of things. Mr. Neron stated that they shouldn't tolerate that from us. Mr. Neron stated that once the personal attacks begin and once the vulgar and indecent language begins, that is when we have a problem. Mr. Neron stated that we have the responsibility to step in and correct what is happening and allow an opportunity for those who have been corrected to then try and do it the right way. Mr. Neron stated that if they can't do it the right way then he doesn't think they should be allowed to continually do what they are doing which is mischaracterizing the situation or individuals or issues in our district. Mr. Neron stated that we have a lot of issues to deal with and when people come here to divide the community that are not from the community and don't understand the community and don't have any ownership over this community, it is disrespectful and unfair to all the children that we serve and the people that we serve here in our community.

Mr. Neron stated that there are a lot of retirements of people who have served many years. Mr. Neron saluted those who have served us for many years, wished them well and thanked them for their many years of service.

Mr. Neron stated that we have a lot of people who have passed away over the past two years and, unfortunately, we lose people to untimely deaths. Mr. Neron stated that our prayers and thoughts go to all the families of those that we have lost.

Mrs. Chevres congratulated Maria Alejandra Garcia Cabana who joined us today. Mrs. Chevres apologized to her and her family for what was a tough moment for her first experience. Mrs. Chevres stated that we are looking forward to working not just with Maria but with all the student representatives and it is important to hear their feedback.

Mrs. Moreno-Ortega thanked the Board members for their hard work and dedication. Mrs. Moreno-Ortega spoke in Spanish for the community.

On a motion made by Mrs. Goncalves Pestana, seconded by Mr. Jacobs, the meeting was adjourned at 12:20 a.m.

The motion was carried by the following vote:

Affirmative: Mmes. Barbosa, Carvalho, Chevres, Bathelus Dorgely, Messrs. Jacobs, Neron, Mmes. Goncalves Pestana, Moreno-Ortega – 8

Negative: None

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